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Speaker: The Honourable Simeon Mikkungwak, M.L.A.

Legislative Assembly of Nunavut

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(Aivilik)
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Minister responsible for the
Nunavut Housing Corporation*

Hon. Elisapee Sheutiapik
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Homelessness; Minister responsible for
Immigration; Minister responsible for the
Status of Women*

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Iqaluit, Nunavut**Monday, February 24, 2020****Members Present:**

Hon. David Akeagok, Mr. Tony Akoak, Ms. Pat Angnakak, Hon. Jeannie Ehaloak, Hon. George Hickes, Hon. David Joanasie, Mr. Joeline Kaerner, Ms. Mila Kamingoak, Mr. Pauloosie Keyootak, Hon. Lorne Kusugak, Mr. Adam Lightstone, Mr. John Main, Hon. Simeon Mikkungwak, Ms. Margaret Nakashuk, Hon. Patterk Netser, Mr. David Qamaniq, Mr. Emiliano Qirngnuq, Mr. Paul Quassa, Mr. Allan Rumbolt, Hon. Joe Savikataaq, Hon. Elisapee Sheutiapik, Ms. Cathy Towtongie.

>>*House commenced at 13:30*

Item 1: Opening Prayer

Speaker (Hon. Simeon Mikkungwak) (interpretation): Before we proceed, I ask Member Netser to say the opening prayer, please.

>>*Prayer*

Speaker (interpretation): Thank you very much. People of Baker Lake and Nunavut, those who are following the proceedings, please feel welcome.

Continuing on with the orders of the day. Ministers' Statements. Premier Savikataaq.

Item 2: Ministers' Statements**Minister's Statement 367 – 5(2):
Katujjiqatigiinniq Protocol**

Hon. Joe Savikataaq (interpretation): Thank you, Mr. Speaker. I say "good day" to the people of Arviat.

(interpretation ends) Mr. Speaker, I rise today to highlight a notable step in the Government of Nunavut's important relationship with Nunavut Tunngavik Incorporated.

Late in [January] our cabinet held a meeting with the Nunavut Tunngavik Incorporated Board of Directors to discuss our shared priorities, goals for our continued working relationship, and our vision for Nunavut Inuit.

Mr. Speaker, there was excellent discussion at the table, with very positive, inclusive and hopeful takeaways for everyone involved.

At the end of the meeting, both NTI President Kotierk and I signed the Katujjiqatigiinniq Protocol, our new agreement to help shape the work we do together.

Specifically Katujjiqatigiinniq helps identify:

1. the broad principles, priorities, and bilateral mechanisms that will contribute to productive working relationships and outcomes;
2. making practical commitments about leadership, oversight, and administration to enhance outcomes; and
3. the Government of Nunavut and Nunavut Tunngavik Incorporated's continued implementation of the *Nunavut Agreement*, including Article 32 and the development of an Article 32 policy and joint information sharing agreement.

Mr. Speaker, I have always said that the

Government of Nunavut and Nunavut Tunngavik Incorporated are more effective when we work together and use our common voice. I am excited to continue our collaborative work to advance Nunavut's needs, and I thank Nunavut Tunngavik Incorporated for their passion and dedication to improving the lives of Nunavut Inuit. Thank you, Mr. Speaker.

>>Applause

Speaker (interpretation): Thank you. Ministers' Statements. Minister of Family Services, Minister Sheutiapik.

**Minister's Statement 368 – 5(2):
Skilled Trades Worker Program**

Hon. Elisapee Sheutiapik

(interpretation): Thank you, Mr. Speaker. Good afternoon.

Mr. Speaker, (interpretation ends) trades training and apprenticeship are important mechanisms to assist Nunavut Inuit make the transition into the wage economy. Our mandate, *Turaaqtavut*, reiterates this, noting the importance of putting our communities first by offering trades training and reducing dependence on imported labour.

As such I am pleased to update my colleagues on the creation of a new [diploma] program, done in collaboration with Nunavut Arctic College, to strengthen trades training and produce more work-ready, skilled tradespersons in Nunavut. The new Skilled Trades Worker Diploma Program will help Nunavummiut jumpstart their careers and offer more opportunities to gain the training and experience necessary to find work.

The new program will offer an academic upgrading program, technical training, and a co-op work placement. Students will acquire the [foundational] knowledge and skills for their chosen trade and, coupled with their co-op placement, prepare them to work with minimal supervision. The program will be able to accommodate up to ten students in each of the five trades offered at the Sanatuliqsarvik Trade School in Rankin Inlet: carpenter, electrician, housing maintainer, oil heat systems technician, and plumber.

In order to encourage more outside contractors to hire skilled workers from the territory, my department will provide contractors with a list of program graduates who possess the necessary skills to immediately start work. Additionally, should a program graduate express interest in becoming an apprentice, their training and work hours will be laddered into a full apprenticeship program.

>>Applause

To retain and support students in this new program, the Department of Family Services will provide participants with a training allowance and pay the expenses for students to travel to and from their home communities. This new program also includes additional support to students who bring their families with them to Rankin Inlet, and additional supports for women to encourage more women to enter trades. A component of the program will also bring elders to the campus to provide students with personal and cultural support during their studies.

Uqaqtitsijii, this initiative would not

have been possible without the cooperation and support of Nunavut Arctic College. We will continue to work closely and collaboratively with the college to monitor and evaluate the success of this program and to ensure we are helping more Nunavummiut enter the wage economy in Nunavut. (interpretation) Thank you, Mr. Speaker.

>>Applause

Speaker (interpretation): Thank you. Ministers' Statements. Minister of Culture and Heritage, Minister Joanasié.

Minister's Statement 369 – 5(2): GN Collections Management Workshop Series at the WAG

Hon. David Joanasié (interpretation): Good day, Mr. Speaker, Nunavummiut, and members.

Mr. Speaker, in January 2020 Culture and Heritage held weeklong workshops at the Winnipeg Art Gallery. The workshops were for Nunavummiut who work in local museums and heritage centres across the territory. The workshops were wide-ranging and consisted of everything from artefact conservation to public education.

The GN Fine Art Collection is currently housed at the Winnipeg Art Gallery on a five-year loan. This is Culture and Heritage's third workshop series done in conjunction with the Winnipeg Art Gallery. We have also collaborated on various exhibits and will start a travelling exhibit in March that will tour throughout the territory.

The facilities and communities that were represented at these workshops were the

Kenojuak Cultural Centre in Cape Dorset, the Nunatta Sunakkutaangit Museum in Iqaluit, the Baker Lake Inuit Heritage Centre, the Pitquhirnikkut Ilihautiniq/Kitikmeot Heritage Society, and the visitor centres in Iqaluit, Rankin Inlet, and Cambridge Bay.

Mr. Speaker, Culture and Heritage is committed to the conservation, protection, promotion and enhancement of our heritage collection. We are proud to have offered these workshops at the Winnipeg Art Gallery and to train more Nunavummiut in heritage collections management. Thank you, Mr. Speaker. *Nakurmiik, ma'na, koana.*

>>Applause

Speaker (interpretation): Ministers' Statements. Minister of Human Resources, Minister Kusugak.

Minister's Statement 370 – 5(2): Employee and Family Assistance Program (EFAP) – New Confidential Substance Abuse Expert Remote Treatment Continuum Counselling Services

Hon. Lorne Kusugak (interpretation): Good day. Thank you, Mr. Speaker. Good day, my fellow residents of Rankin Inlet.

(interpretation ends) Mr. Speaker, as part of our commitment and focus on enhancing Government of Nunavut (GN) employee wellness, it is with great pleasure that I as the Minister of Human Resources can announce the new Substance Abuse Expert Remote Treatment Continuum (SAERTC). This confidential GN Employee and Family Assistance Program (EFAP) counselling

service was launched on February 10, 2020.

Mr. Speaker, this confidential service has been developed in consultation with our Employee and Family Assistance Program provider Homewood Health to address the unique counselling needs of GN employees and their families. The program is customized to address each individual's unique needs and is focused on preventing substance use issues from escalating and/or helping a person achieve and maintain abstinence and long-term relapse prevention.

Mr. Speaker, this GN employee wellness service provides the opportunity for our employees and their families to access confidential counselling without having to leave their communities. We are hoping that by removing the barrier of having to travel outside their community, more individuals who would like to seek substance abuse counselling are able to do so.

Mr. Speaker, GN employees and their families can receive confidential substance abuse assistance by calling the Homewood Health Client Service Centre at 1-800-663-1142. Thank you, Mr. Speaker.

>>Applause

Speaker (interpretation): Ministers' Statements. Minister of Health, Minister Hickee.

**Minister's Statement 371 – 5(2):
Tobacco Reduction
Month/National Non-Smoking
Week**

Hon. George Hickee: Thank you, Mr. Speaker. Every January community health and wellness workers throughout the territory celebrate Tobacco Reduction Month and National Non-Smoking Week by educating and informing people on the harms associated with tobacco use. These harms are very real and have a huge impact on the health and well-being of Nunavummiut.

The World Health Organization estimates that six million people die from tobacco-related illnesses every year. That is one death every six seconds. In Nunavut lung cancer is the most common type of cancer and more than 90 percent of these cases are related to smoking.

Mr. Speaker and members, the Department of Health is committed to reducing these harms, among other things, by minimizing the impact caused by second-hand smoke. Second-hand smoke is harmful to the health of both those who are smoking and those are not smoking. The toxins in second-hand smoke are especially harmful to our children, elders, pregnant women, and those with chronic health conditions.

Mr. Speaker and members, I would therefore like to take this opportunity to reinforce the laws set out in the *Tobacco Control and Smoke-Free Places Act*, which introduced smoke-free places, including daycares, schools, and health centres, and increased the buffer zone around public places to nine metres. I encourage my fellow members to assist me in informing Nunavummiut of these regulations. Education is our biggest ally, and it's up to all of us to be leaders in our communities by following these

new laws and making sure others are as well.

Mr. Speaker and members, I would also like to recognize the exceptional work undertaken by our tobacco reduction team. Alongside partners from Argyle Public Health, the team received Health Promotion Canada's Recognition Award for their work on tobacco prevention, protection, cessation, and denormalization. Congratulations and thank you to the tobacco reduction team and community health and wellness workers from around the territory.

Finally, as always, I encourage anyone who wants to reduce or quit smoking to talk to a health care professional at their local community health centre. Thank you, Mr. Speaker.

>>Applause

Speaker (interpretation): Ministers' Statements. Minister of Justice, Minister Ehloak.

**Minister's Statement 372 – 5(2):
Program for Inuit Correctional
Caseworkers**

Hon. Jeannie Ehloak (interpretation): Thank you, Mr. Speaker. (interpretation ends) Good afternoon, Mr. Speaker and all Nunavummiut.

Mr. Speaker, I rise today to tell you about a new initiative from the Department of Justice. We are committed to the success of our Inuit Employment Plan to ensure Inuit play an important and key role in the delivery of justice services within our territory.

Mr. Speaker, the Department of Justice

has teamed up with Algonquin College to develop a two-year correctional caseworker program. This program will provide individuals with the educational foundation as well as practical hands-on experience to be successful within our corrections services.

It is important to us to ensure we are recruiting and training individuals who understand that the delivery of justice services is to be approached from a vision of healing and rehabilitation as opposed to punishment. We want to ensure that the future of our system includes individuals who believe in Inuit societal values as the basis of our justice system.

Mr. Speaker, there will be a callout for all interested individuals to apply for this program. The program will require students to take a four-month in-residency semester at Algonquin College in Ottawa, followed by work placements within our correctional facilities. We look forward to welcoming this cohort into the Department of Justice. Thank you, Mr. Speaker.

>>Applause

Speaker (interpretation): Continuing on with the orders of the day. Members' Statements. Member for Rankin Inlet North-Chesterfield Inlet, Member Towtongie.

Item 3: Members' Statements

**Member's Statement 571 – 5(2):
Addressing Sexual Assault**

Ms. Towtongie (interpretation): Thank you, Mr. Speaker. I want to convey this in the right context. Nonetheless, Mr.

Speaker, I wish to speak to this subject.

(interpretation ends) I rise today to express my concern of the current approaches to addressing sexual assault. As a society we must continuously work to eradicate the illnesses, the negative and the dangerous behaviours that affect us all. Societies across the world in all cultures throughout history have struggled with some individuals taken advantage of, abusing, assaulting, and even killing others.

Mr. Speaker, Inuit culture and the history of our people is no different. Sexual assault is not new. The prevailing authority, the Inuit philosophy, is to find a balance in our lives. We need to carry on. We need to live together harmoniously. (interpretation) Let us socialize in harmony and treat each other as equals.

(interpretation ends) Mr. Speaker, it concerns me when national leaders immediately jump to side with one individual who makes a public accusation against another. Like I said, I am talking about the current approaches. As leaders we have a duty to represent all of those we serve: victims and abusers, guilty and innocent. We need to work towards supporting all those who need to heal.

Mr. Speaker, I recognize that it is not easy and certainly not popular to defend someone who has committed a terrible act against others. However, victims need our support but so do the victimizers. They are both suffering.

Mr. Speaker, I would like unanimous consent to conclude my statement.

Speaker (interpretation): The member is seeking unanimous consent to conclude her statement. Are there any nays? There are no nays. Member Towtongie, please proceed.

Ms. Towtongie: Thank you to my colleagues and thank you, Mr. Speaker.

Current generations of Inuit are living with the legacy of the dog slaughter, residential schools, children being taken away from their families, adults being taken away from their children and never coming home again. Our society was profoundly changed by these events. The past trauma in our history, in our lives affects how we behave towards each other today.

Mr. Speaker, there is no excuse for the abuse of another person. However, there may be many reasons. As leaders we need to work harder to address the reasons that individuals behave badly towards others. It takes courage for a person to stand up and say they will no longer be treated badly, but it also takes courage for a person to stand up and say they need help to no longer treat others badly.

In my own experience, I had elderly parents. Of course we had family counselling. Once we let out what our issues were to another person, our parents told us only a dog goes back to its vomit and swallows it. When we let something out, in the Inuit philosophy, we have to carry on and get it over with. As leaders we cannot take one person against another. We have to treat each other equally, both victims and victimizers. Thank you, Mr. Speaker.

>>Applause

Speaker (interpretation): Members' Statements. Member for Pangnirtung, Member Nakashuk.

**Member's Statement 572 – 5(2):
Social Issue Priorities**

Ms. Nakashuk (interpretation): Thank you, Mr. Speaker. Good day to the people of Pangnirtung who are following the proceedings.

(interpretation ends) Mr. Speaker, I rise today to express my disappointment in what I see as a misplaced priority on the part of our government.

Mr. Speaker, as my colleagues may recall, in May 2018 I tabled a copy of the Hamlet of Pangnirtung's request for the implementation of an urgency intervention plan. Since then the community has continued to lobby hard for more mental health supports and counselling that are culturally appropriate and linguistically relevant. The community of Pangnirtung has been struggling greatly with the aftereffects of far too many traumatic incidents, many of them a direct or indirect result of substance abuse.

Mr. Speaker, I was therefore quite disappointed by the government's announcement earlier last week that another beer and wine store will be opening in Nunavut.

Mr. Speaker, we still do not have an addictions and trauma treatment centre in Nunavut. We still do not have adequate mental health and counselling services in our language. Our Inuit workforce, specialized in dealing with addictions and trauma in a culturally relevant way, is still not fully trained or

fully staffed. Mr. Speaker, I feel that priorities are misplaced.

I recognize that one intent of making beer and wine more easily available is to reduce the level of bootlegging, but not in my community. I appreciate that the government can demonstrate that the purchase of hard liquor and possibly the level of bootlegging have both been reduced in some areas. However, that does not mean that we should be making more alcohol more accessible. We still have not adequately addressed the trauma that has resulted from past abuse. Those who have been traumatized, those who have been left behind need time and support to heal and become healthy. Unless we have addressed those issues, the cycle will continue, and that should be our priority.

I will be asking the appropriate minister as time permits. (interpretation) Thank you, Mr. Speaker.

>> *Applause*

Speaker (interpretation): Members' Statements. Member for Netsilik, Member Qirngnuq.

**Member's Statement 573 – 5(2):
Health Equipment Upgrades**

Mr. Qirngnuq (interpretation): Thank you, Mr. Speaker. I say "good day" to my fellow residents of Netsilik and my colleagues.

Mr. Speaker, I rise today to bring forward a concern that has been raised in the community of Kugaaruk.

Mr. Speaker, when we speak of the health services for our people, we

imagine having a safe environment with safe equipment and up-to-date technology in our health centre.

Mr. Speaker, we know that doctors, nurses, and other health professionals can only perform their duties well if they have the proper equipment.

Mr. Speaker, without a good work environment, people will not be or cannot be happy and healthy.

Mr. Speaker, similar to any other community in the territory, we need to ensure that our health centre has up-to-date and well-functioning equipment for appropriate medical care.

Mr. Speaker, I ask the Department of Health to consider this issue. I have raised it a number of times since being elected as an MLA and I will continue to ask about it until we see an improved, up-to-date health centre environment up and running. Thank you, Mr. Speaker.

>> *Applause*

Speaker (interpretation): Members' Statements. Member for Iqaluit-Manirajak, Member Lightstone.

**Member's Statement 574 – 5(2):
Contracting and Procurement
Activities of the GN**

Mr. Lightstone: Thank you, Mr. Speaker. I rise today to renew my efforts to address the issue of using contractors which appear to be conducting work intended for employees in the Department of Community and Government Services.

Last year when I brought up the amount

of contracts listed in the 2016-17 *Procurement Activity Report*, I had tabled an excerpt listing 65 contracts with 22 job descriptions totalling over \$7 million.

Mr. Speaker, to my dismay, when I reviewed the 2017-18 *Procurement Activity Report*, I had noticed that CGS had increased those figures to 114 contracts, 31 job descriptions, and over \$12 million. I am very concerned that this practice is removing jobs that could potentially be filled by Nunavummiut and, if not, should be filled by qualified full-time employees who reside permanently in the territory and contribute to the economy.

I will continue to raise my concerns until this government acknowledges what is going on and commits to ending the use of using contractors and allows full-time employees to fill these positions. I will continue to raise my raise efforts and I intend on having many questions on this topic at the appropriate time. Thank you, Mr. Speaker.

Speaker (interpretation): Members' Statements. Member for Amittuq, Member Kaernerck.

**Member's Statement 575 – 5(2):
Marine Infrastructure**

Mr. Kaernerck (interpretation): Thank you, Mr. Speaker. Good day to my fellow residents of Amittuq.

I rise today to again raise the issue of a small craft harbour on behalf of my fellow Amitturmiut. This request was made some time ago by the people of Hall Beach and my fellow Amitturmiut in Igloodik. When they go caribou

hunting in the summertime and they pass through our community, their boats hit the bottom because it is becoming shallower and shallower along our coast.

Previous MLAs have raised this issue since 1999. My constituents have been expecting a harbour for a very long time. Once I have the opportunity I will be asking the minister how much longer we will have to wait.

Boats and motors are very expensive to repair when they break down and hunters have to use their own money for parts. When the government spends their money, they don't mind what the cause, but as ordinary people, when we aren't receiving assistance from the government, it becomes very challenging and we give up sometimes when it comes to buying parts.

At the appropriate time I will be asking questions on that issue and I will restate that the minister is aware that for smaller communities there is an Oceans Protection Plan fund that expires on March 31. I will be asking the minister questions on this issue and how we can resolve the issue. Thank you, Mr. Speaker.

Speaker (interpretation): Members' Statements. Member for Tununiq, Member Qamaniq.

**Member's Statement 576 – 5(2):
Recent Passing of Bonnie
Pewatoaluk**

Mr. Qamaniq (interpretation): Thank you, Mr. Speaker. I say "good day" to my fellow residents of Tununiq.

Mr. Speaker, I would like to express my

deepest condolences to the family of the late Bonnie Pewatoaluk; to her husband and her three children who live in Ottawa, for the tragedy she encountered that ended her young life in Ottawa; to her parents who are elders; Annie Pewatoaluk and Timothy Aksarjuk; and to her mother-in-law Meeka Atagootak, including her biological mother, Ruth Allooloo.

Bonnie was originally from Pond Inlet and the funeral service was held in the community this past Saturday. May she rest in peace and may God be with her family. Thank you, Mr. Speaker.

>> *Applause*

Speaker (interpretation): Thank you. Members' Statements. Member for Arviat North-Whale Cove, Member Main.

**Member's Statement 577 – 5(2):
Nunavut Teachers Deserve the
Best**

Mr. Main (interpretation): Thank you, Mr. Speaker. Good day, my colleagues, Premier, and ministers.

Mr. Speaker, I rise today to expound on the importance of education. Indeed, when education is debated here in the Chambers, I become quite pleased to listen. At the least in looking at Nunavut's future, it shows the potential opportunities for all residents of Nunavut with proper education. It is as if our future, if we envision it like a door, is partially closed due to the lack of proper education opportunities and we need to see how it is keeping us from realizing our true potential in Nunavut today.

Mr. Speaker, every MLA here may have a memory of a teacher, whoever it may be to each of us, but as young people we may recall a teacher who provided invaluable assistance in our lessons, a teacher who provided advice when we went through stressful situations, or one who tutored us in the classes we had difficulties in. I commend all the teachers and other employees in our schools that have provided tremendous support, Mr. Speaker. Even my mother was an educator and she is here today.

>>Applause

I want to convey this message to every teacher in Nunavut: thank you! We appreciate your dedication as we are aware of the difficulties you face. However, as the MLA along with this government, we will strive to provide support to you as we are aware of your assistance to our students.

(interpretation ends) Mr. Speaker, our students deserve great teachers and in turn our teachers, I feel, deserve great compensation and benefits. Our teachers also deserve great and safe working conditions. Mr. Speaker, we owe these things to our teachers because they are a huge part of making sure that our young people in Nunavut have the bright future that they deserve.

At the appropriate time I will be asking questions around teachers to the appropriate minister. (interpretation) Thank you, Mr. Speaker.

>>Applause

Speaker (interpretation): Members' Statements. Member for Aivilik, Member Netser.

Member's Statement 578 – 5(2): Ice Bridge from Coral Harbour to the Mainland

Hon. Patterk Netser (interpretation): Thank you, Mr. Speaker. I send my regards to the people of Coral Harbour and Naujaat.

Mr. Speaker, we inhabit an island called Southampton Island where Coral Harbour is situated and on rare occasions we go upland to the other side. Currently there are hunters there, where I recall my father used to go caribou hunting while he was still alive. The elders used to say that it was very seldom that a caribou would be caught.

Around 1972 or 1973 the government at that time transplanted 50 reindeer or caribou to Southampton Island. From those 50 animals it quickly ballooned to 35,000, but this is not what I want to speak to, Mr. Speaker.

At this time there are hunters in that area we call Illuillaq that I participated in crossing towards when I was a young man and as a child, where I would ride the qamutik with my father driving. When we would cross to the area we call Illuillaq it was like going to a totally different world with wondrous scenery and that area is called Qaummaarvik. There are wolves, caribou, although we rarely hunted wolves in those days, as the people of Coral Harbour craved caribou meat.

Now, as we prepared to cross into the interior, we would become quite ecstatic as everyone would prepare their rifles and ammunition and that would make it quite memorable. At times it was like going to paradise while still being in this

world and after harvesting caribou from that area, we would then become rather homesick and hunters would rush to get home to share their catch, sometimes without bothering to sleep over in order to get home.

At this time there is a hunting party being organized for that area, so I ask the hunters to prepare well and have a safe travel up to that area. If I were home at this time, I too would be preparing to partake in this trip. Thank you, Mr. Speaker.

>> *Applause*

Speaker (interpretation): Members' Statements. Member for Quttiktuq, Member Akeegok.

**Member's Statement 579 – 5(2):
Recreational Activities in Arctic Bay**

Hon. David Akeegok (interpretation): Thank you, Mr. Speaker. Last week in Arctic Bay there was a sport camp sponsored by the (interpretation ends) Recreation and Parks Association of Nunavut.

(interpretation) Quentin Sala, Zach Crooks, and Christina Branch came to Arctic Bay to do various sport activities as camp coaches for Inuit games, basketball, volleyball, and various sports.

Our wonderful local recreational staff also helped with Dale Aola as the main person in the recreation department helping with the sport camp.

Mr. Speaker, activities such as this cannot be successful without our local

volunteers. I would like to acknowledge Mike Akumalik in basketball and Gideon Allurut in Inuit games and all those who participated.

On behalf of the Arctic Bay recreation department, I thank everyone, including the participants and funders during the exciting week of sport. Thank you, Mr. Speaker.

>> *Applause*

Speaker (interpretation): Members' Statements. I have no more names on my list. Continuing on. Returns to Oral questions. There are none. Item 5. Recognition of Visitors in the Gallery. Member for Arviat North-Whale Cove, Member Main.

Item 5: Recognition of Visitors in the Gallery

Mr. Main (interpretation): Thank you, Mr. Speaker. (interpretation ends) I would like to recognize my mother, Martha Main, who is in the gallery today.

>> *Applause*

Mr. Speaker, I would like to say that anytime on a nice day if I'm being a nice person, it's probably because of my mother, and if I'm being a bad person, it's probably because of my brother.

>> *Laughter*

Just kidding.

Just a short story, when I was a teenager I was very hard to wake up in the morning, and if it had been up to me, I would probably have slept through about

50 percent of my schooling. I just want to say big thanks to my mom for waking me up and you are a big reason why I am here today. I love you.

>>Applause

Speaker (interpretation): Recognition of Visitors in the Gallery. Premier of Nunavut, Premier Savikataaq.

Hon. Joe Savikataaq: Thank you Mr. Speaker. I would like to recognize our Senator who is in the House here today, Mr. Dennis Patterson. He is not a stranger to politics and in his golden years he's still in it, and he works hard and tirelessly for Nunavut. I've had good productive meetings with him and I look forward to working with him for our common goals for the betterment of Nunavut and Nunavummiut. Thank you, Mr. Speaker.

>>Applause

Speaker (interpretation): Member for Rankin Inlet North-Chesterfield Inlet, Member Towtongie.

Ms. Towtongie (interpretation): Thank you, Mr. Speaker. I would also like to recognize Mr. Dennis Patterson. He went to Coral Harbour 42 years ago. My uncle Mike Panika has always thanked you because at that time he broke the law and got a bird that was protected and he didn't even have to go to court.

My uncle Mike Panika wanted you to stay at my house and I didn't even know how to cook. I would make macaroni with corn, macaroni with luncheon meat, or macaroni with beets, so I think he was very tired of macaroni at that time.

>>Laughter

My family thanks him and for helping my uncle Mike Panika. Thank you, Dennis Patterson.

Speaker (interpretation): Recognition of Visitors in the Gallery. Member for Aggu, Member Quassa.

Mr. Quassa (interpretation): Thank you, Mr. Speaker. This individual was already recognized, I would again like to recognize and tell a story about our Senator, Mr. Patterson.

Most of us can recall back when we were part of the Northwest Territories, where he was a cabinet member and while the territory was still singular, he became the Premier of the GNWT, right? These are just examples of the experience he gained as Nunavut came into being.

If he can recall, I think I was about 21 years old when I first met Mr. Patterson in Iqaluit, I believe, when he recently arrived from BC. I think he was one of the first lawyers to start Maliiganik Tukisiiniakvik back when I was 21 and now I'm 68, but it feels like yesterday as I recall it.

Always feel welcome when you travel to Nunavut, as he is from here. Thank you, Mr. Speaker.

>>Applause

Speaker (interpretation): Welcome to the gallery. To the visitors who were recognized, please feel welcome. Recognition of Visitors in the Gallery. Minister Sheutiapik.

Hon. Elisapee Sheutiapik

(interpretation): Thank you, Mr. Speaker. This individual was already recognized, but I would like to also recognize our Senator. I would like to thank him very much for driving all day while I was campaigning. I would very much like to thank Mr. Patterson for the support he provided to me. Thank you, Mr. Speaker.

>>Applause

Speaker: Welcome to the gallery. Recognition of Visitors in the Gallery. I have no more names on my list. Continuing on to our agenda. Oral Questions. (interpretation) Member for Amittuq, Member Kaernerck.

Item 6: Oral Questions**Question 787 – 5(2): Marine Infrastructure**

Mr. Kaernerck (interpretation): Thank you, Mr. Speaker. My questions are for the Minister of Economic Development regarding the breakwater that the residents of Amittuq have been clamouring for in my constituency community of what was known as Hall Beach but is now Sanirajak.

As the minister will recall, in the coming month... I'll say this in English. (interpretation ends) As the minister is aware, the federal government's Safety Equipment and Basic Marine Infrastructure in Northern Communities Initiative under its Oceans Protection Plan provides funding for such things as community breakwaters. The minister is aware that the submission for the proposals...the deadline is March 31, 2020.

My question for the minister is very clear: will the minister commit to including Hall Beach's, known as Sanirajak now, proposal for a new community breakwater in its package of submissions to the federal government under its Basic Marine Infrastructure in Northern Communities Initiative? (interpretation) Thank you, Mr. Speaker.

Speaker (interpretation): Minister of Economic Development and Transportation, Minister Akeegok.

Hon. David Akeegok (interpretation): Thank you, Mr. Speaker. I also want to thank my colleague for the invitation to go to Hall Beach. I was able to go there and he showed me the need for a breakwater. It was quite easy to see the need for the breakwater.

The proposals were first identified within the initiative with the deadline for submissions being March 31 where requests for proposals were sought that we could submit for funding, including how it would be presented for funding, but the process hasn't been finalized, especially allocations to specific community projects or how funding is allocated.

I believe there was \$64 million listed in the letter that will have to be used within the two-year period entirely. We know that we can't build infrastructure in the north within a two-year period. Therefore I don't know which community will be getting funding under this initiative, but we will keep everyone up to date. Thank you, Mr. Speaker.

Speaker (interpretation): Your first supplementary question, Member Kaernerck.

Mr. Kaerner (interpretation): Thank you, Mr. Speaker. As I voiced earlier during my member's statement, this initiative was begun many years ago and it has been kept as a priority. My predecessors since the year 1999 have strived to bring about this project.

Now this other question is one I would like to ask directly to the minister. Can you confirm how many communities have submitted marine infrastructure proposals under this infrastructure funding amount? Thank you, Mr. Speaker.

Speaker: Minister Akeeagok.

Hon. David Akeeagok (interpretation): Thank you, Mr. Speaker. We haven't received any applications yet. However, we are in the midst of community visits that I referred to last fiscal year to begin mapping in the communities. The contract was given to Advisian, Worley Canada Services and they are touring the communities, and during this month they will be visiting six communities. There is more work identified for the next month but not the number of communities to be visited. Thank you, Mr. Speaker.

Speaker (interpretation): Your second and final supplementary question, Member Kaerner.

Mr. Kaerner (interpretation): Thank you, Mr. Speaker. I really want to see my fellow Amittuq residents benefit from this marine infrastructure initiative because this breakwater is what we have wanted for many years. In light of this continuing request for marine infrastructure from our community, I would like to find an answer for my

constituents and I would like to point out to the minister a letter from the hamlet was submitted requesting such an initiative for a breakwater.

(interpretation ends) In December of 2018 the federal government announced \$2,185,000 in funding for the Government of Nunavut to undertake a comprehensive community scoping study concerning marine infrastructure. Will the minister commit to tabling the results of this study in the Legislative Assembly during our upcoming sitting? (interpretation) Thank you, Mr. Speaker.

Speaker: Minister Akeeagok.

Hon. David Akeeagok (interpretation): Thank you, Mr. Speaker. I don't know if it will actually be done. I will look into it and I will submit it and table it only when it is actually done. I don't want to submit something that's not completed. Thank you, Mr. Speaker.

Speaker (interpretation): Oral Questions. Member for Uqqummiut, Member Keyootak.

Question 788 – 5(2): Status of Furs Sent to Southern Canada

Mr. Keyootak (interpretation): Thank you, Mr. Speaker. I say "good day" to the people of Qikiqtarjuaq who are following the proceedings, as well as the people of Clyde River and my colleagues.

Mr. Speaker, I would like to direct my question to the Minister of Environment.

This is an ongoing matter I have queried the minister on many occasions regarding pelts sent out to market which

have never sold for many years. Previously the minister stated that the repatriation of unsold furs would eventually be commenced.

I would like to say that in my community a majority of the people are unemployed and depend on the fur to supplement what income they have. For some hunters, this is their sole source of income. I would like the minister to provide a response today on what the status is on these unsold furs that he said would be sent back to Nunavut. Thank you, Mr. Speaker.

Speaker (interpretation): Minister of Environment, Minister Savikataaq.

Hon. Joe Savikataaq (interpretation): Thank you, Mr. Speaker. Yes, these are furs or pelts that were sent out locally to markets for sale and this includes wolf skins, foxes, and wolverines. Furs in that category generally sell faster. However, with respect to polar bear skins, the market has dried up and there are way too many skins saturating the market.

With respect to the furs that haven't sold at all, those are what we are dealing with firstly. However, what happens after they are returned to Nunavut and who gets them and how the process will work haven't been determined yet, so that will need work. Thank you, Mr. Speaker.

Speaker (interpretation): Your first supplementary question, Member Keyootak.

Mr. Keyootak (interpretation): Thank you, Mr. Speaker. I also thank the minister for that response. There are quite a number of people in my constituency who sent out polar bear

skins and they know at the local level whose skins were sent out. I would like to know if they will be informed as to what is happening with their skins and whether or not they will be returned to Nunavut. Will the individuals in the communities who sent out skins be provided with information on the status with their skins? Thank you, Mr. Speaker.

Speaker: Minister Savikataaq.

Hon. Joe Savikataaq (interpretation): Thank you, Mr. Speaker. The polar bear skins that are returned to Nunavut still belong to the hunters. However, a lot of them received an initial payment that was to be returned to the government upon sale of the fur. If we look at it, the skins still belong to the hunters and if the hunters return the initial payment amount, the skin would be returned to the hunters. We haven't determined it yet, but the skins are still legally the hunter's property as they tried to sell the skins through this process. Yes, each hunter would be informed in Nunavut and an agreement would have to be reached on the final status of the skin when the government gets the skin and whether it would be donated or given back. Thank you, Mr. Speaker.

Speaker (interpretation): Your second and final supplementary question, Member Keyootak.

Mr. Keyootak (interpretation): Thank you, Mr. Speaker. I also thank the minister for that response. As you mentioned, the furs belong to the hunter and when they were sent out, they did receive an initial payment. For repayment purposes, many hunters are not employed today, as obviously no

work is available in the community for the hunters to receive any income from to repay the amounts they were initially paid when they sent out the skin to market to sell the skin. Now, I wonder if the hunters who own the skins who have received an initial payment would then receive an invoice demanding payment, or how will they determine the repayment of the amounts if the furs aren't saleable? Thank you, Mr. Speaker.

Speaker: Minister Savikataaq.

Hon. Joe Savikataaq (interpretation): Thank you, Mr. Speaker. The member is correct as that is the case. However, we are not too worried about those funds initially paid as being misused or not repayable even as the member said, many hunters have no incomes. However, if the hunter who owns the polar bear skin agrees, then yes, that initial amount will be for the skin and the hunter reclaims the skin. That is what we are looking to do instead.

The need for an agreement is because the government incurred expenses when many polar bear skins were sent out to market and shipping costs were also incurred. This was quite large as well and as it turned out, the market crashed for polar bears and the prices dropped precipitously. Some pelts were returned when the market crashed, but we need to determine what we will use the skins for.

However, I want to inform my colleague that due to the amounts incurred, hunters will most likely not get any further monies but may get their skins back upon signing the agreement. Yes, it will most likely be an agreement stating that the initial payment amount is sufficient. Hopefully that clears up the polar bear

skin issue. Thank you, Mr. Speaker.

Speaker (interpretation): Oral Questions. Member for Rankin Inlet North-Chesterfield Inlet, Member Towntongie.

Question 789 – 5(2): Administration of the Building Code Act

Ms. Towntongie (interpretation): Thank you, Mr. Speaker. My question is for the Minister of Community and Government Services.

As the minister is aware, Nunavut's new *Building Code Act* was passed by the Legislative Assembly in 2012 and came fully into force in September 2018. Detailed *Building Code Regulations* were published in the April 2018 edition of the *Nunavut Gazette*.

(interpretation ends) Mr. Speaker, when it comes to major construction projects in the territory, I fully recognize and respect the requirements for rigorous rules to ensure safety.

However, I have received a number of concerns from constituents who have indicated that certain new regulatory requirements under the legislation are overly restrictive and unsuited to our circumstances, especially in the area of technical requirements for plans and applications for small-scale projects. It is my understanding that the minister has received similar concerns. Can the minister indicate what his department has been doing to address these concerns? Thank you, Mr. Speaker.

Speaker (interpretation): Minister of Community and Government Services, Minister Kusugak.

Hon. Lorne Kusugak (interpretation): Thank you, Mr. Speaker. I also thank my colleague for talking about that. Yes, when we are going to be constructing houses and putting up infrastructure, there is legislation in Canada that we have to follow. It's called the (interpretation ends) *Canada Building Code Act*. (interpretation) It is true that our government included that into our legislation so that it can be followed. All houses and buildings need to be safe for its occupants and users. There is a need to have architectural drawings that deal with safety.

However, with regard to the question, for people who build small homes or shacks within the community, there are no rules about that right now. Homes under 220 square feet cannot be built or if the building is going to be like a little shack and cost less than \$40,000 to construct the whole thing, including painting the walls and the stairs, the whole cost, then they're not really looking for architectural drawings.

Whenever we look at things like that, we check with the hamlet first and look at the municipal by-laws within the community to make sure they are followed. Thank you, Mr. Speaker. I hope that made sense.

Speaker (interpretation): Your first supplementary question, Member Towntongie.

Ms. Towntongie (interpretation): Thank you, Mr. Speaker. As the minister is aware, the role of the Building Advisory Committee established under section 23 of the *Building Code Act* is to make recommendations concerning matters that fall under the legislation, including

building standards. Section 46 of the *Building Code Regulations* prescribes the membership of the advisory committee. Can the minister update the House on who the current members of the advisory committee are? Thank you, Mr. Speaker.

Speaker: Minister Kusugak.

Hon. Lorne Kusugak (interpretation): Thank you, Mr. Speaker. There is a need for these regulations to be reviewed and followed, so the advisory committee was struck to do that. I don't have the names of the committee members in front of me. Once I get the names, I will provide them to the member. Thank you, Mr. Speaker.

Speaker (interpretation): Your second and final supplementary question, Member Towntongie.

Ms. Towntongie (interpretation): Thank you, Mr. Speaker. I also thank the minister for clarifying that. As I noted in the preamble to my questions, the *Building Code Act* has been fully in force since September 2018. Can the minister indicate what recommendations for amendments to the legislation have been submitted by the Building Advisory Committee? Thank you, Mr. Speaker.

Speaker: Minister Kusugak.

Hon. Lorne Kusugak (interpretation): Thank you, Mr. Speaker. After the committee was put together, there were consultations and meetings with a bunch of homeowners or businesses that do that kind of work in Nunavut. They were included in the meetings to see how this will work in real life and looked for any

need for amendments. Even tonight in Rankin Inlet they're having a meeting about that and they will have discussions.

It's starting to be understood that we have to follow these regulations now and there have been 873 things that they have looked at that need to be built and 262 permits have been given out. Up to now they have reviewed 240 buildings. We will keep the building constructors informed about these regulations.

We will do more work to inform people who build shacks and small homes if these regulations apply to them or not. Thank you, Mr. Speaker.

Speaker (interpretation): Oral Questions. Member for Hudson Bay, Member Rumbolt.

Question 790 – 5(2): Heavy Fuel Oil Ban in the Arctic

Mr. Rumbolt: Thank you, Mr. Speaker. Good afternoon to the people of Sanikiluaq and my condolences to the Arragutainaq family.

Mr. Speaker, my questions today are for the Minister of Economic Development and Transportation.

On Tuesday of last week the federal Minister of Transport announced that the Government of Canada formally supports a ban on heavy fuel oil in arctic waters, and our minister subsequently made a statement on this issue during Friday's sitting of the House.

The federal announcement indicated that it will "be seeking a phased-in approach to the ban as Canada discusses...ways to

help balance the environmental benefits with the economic realities of northern, indigenous and Inuit communities."

Can the minister provide some more specifics today on the anticipated timeline for the phasing-in of this ban? Thank you, Mr. Speaker.

Speaker (interpretation): Minister of Economic Development and Transportation, Minister Akeegok.

Hon. David Akeegok (interpretation): Thank you, Mr. Speaker. (interpretation ends) Thank you for the question. For the phasing-in, the discussions that we have been having with the Government of Canada are that it's projected and leading up to 2024 as the phased-in timeline. Thank you, Mr. Speaker.

Speaker (interpretation): Your first supplementary question, Member Rumbolt.

Mr. Rumbolt: Thank you, Mr. Speaker. Recent reports on the issue have indicated that this ban will result in increases to Nunavut's cost of living, including the cost of shipping goods by sealift. The minister's statement of last Friday confirmed this concern. I assume that the Government of Nunavut has also examined the numbers in detail. Can the minister indicate what cost estimates the Government of Nunavut has developed concerning the impact that this ban will have on our communities? Thank you, Mr. Speaker.

Speaker: Minister Akeegok.

Hon. David Akeegok: Thank you, Mr. Speaker. The Government of Canada's submission to the International Marine

Organization estimated that the cost of banning heavy fuel would be between \$250 and \$680 per year for every Nunavut household. That translates as low as a \$2 million increase in a year for our sealift. In addition, if we look at the mining industry, that is an additional \$10 million that they are anticipating. These are the figures that we have been working with in terms of consulting with the Government of Canada. It is through these that we have been asking that we need to design measures to offset the economic impacts of these changes for Nunavut. It could either be through taxes, fiscal relief to customers, and/or our sealift operations. Thank you, Mr. Speaker.

Speaker (interpretation): Your second and final supplementary question, Member Rumbolt.

Mr. Rumbolt: Thank you, Mr. Speaker. In the minister's statement last Friday the minister indicated that he had conveyed Nunavut's concerns to his federal counterparts at a recent intergovernmental meeting. Can he indicate what the federal minister's response was to our concerns? Thank you, Mr. Speaker.

Speaker: Minister Akeeagok.

Hon. David Akeeagok: Thank you, Mr. Speaker. His initial response was very positive from my perspective. They are looking at ways of how to reduce this burden that's going to take place for Nunavut in terms of trying to figure out how best to do this as they are trying to balance the environmental side and the financial side. The initial discussions that I had with him were positive. There is ongoing consultation between our

government and the Government of Canada on this and we will continue to press on these to make sure that there are measures that these are not borne by our Nunavummiut. Thank you, Mr. Speaker.

Speaker (interpretation): Oral Questions. Member for Kugluktuk, Member Kamingoak.

Question 791 – 5(2): Status of Kugluktuk's Men's Shelter

Ms. Kamingoak: *Koana*, Mr. Speaker. Good afternoon, colleagues and Nunavummiut. I send condolences to my community. I am thinking of you all.

Mr. Speaker, I would like to direct my questions to the Minister of Family Services.

Mr. Speaker, the Department of Family Services provides funding for the operations of shelters across Nunavut. Communities often need support and assistance in order to be able to take the first steps to opening much-needed facilities like shelters.

Can the minister clarify how her department supports hamlets when they would like to open a shelter in their community? *Koana*, Mr. Speaker.

Speaker: Hon. Minister of Family Services, Minister Sheutiapik.

Hon. Elisapee Sheutiapik (interpretation): Thank you, Mr. Speaker. Thank you for that question. The department is always involved in making considerations and they join the (interpretation ends) poverty reduction roundtable (interpretation) meetings and they always have a presentation.

If a small community comes to us today saying that they want to open a shelter, there is an application process and we try to come to an agreement as to how we can help them financially. Thank you, Mr. Speaker.

Speaker (interpretation): Your first supplementary question, Member Kamingoak.

Ms. Kamingoak: *Koana*, Mr. Speaker. The Hamlet of Kugluktuk put together a proposal to begin the process of opening a much-needed men's shelter in the community. The proposal was submitted to the department last year. We are getting close to the end of this fiscal year and they still have not received a reply. Can the minister confirm whether the Hamlet of Kugluktuk will receive a reply to their proposal to open a men's shelter before the end of this fiscal year? Thank you, Mr. Speaker.

>> *Applause*

Speaker: Minister Sheutiapik.

Hon. Elisapee Sheutiapik (interpretation): Thank you, Mr. Speaker. Unfortunately I haven't seen the proposal. I will ask my department about it. We are looking at starting three shelters. Unfortunately we didn't see that proposal, so I will ask my department about it. Thank you, Mr. Speaker.

Speaker (interpretation): Your second and final supplementary question, Member Kamingoak.

Ms. Kamingoak: *Koana*, Mr. Speaker. I recognize that we will shortly be reviewing the proposed 2020-21 budget for the Department of Family Services,

which will again include dedicated funding for the operation of men's shelters, women's shelters, and other such facilities.

Will the minister commit to ensuring that requests for funding to establish and operate shelters in Nunavut's communities in the upcoming fiscal year will be reviewed and responded to in a timely manner? Thank you, Mr. Speaker.

>> *Applause*

Speaker: Minister Sheutiapik.

Hon. Elisapee Sheutiapik (interpretation): Thank you, Mr. Speaker. (interpretation ends) I do believe we have three upcoming shelters in the budget this year. (interpretation) Thank you, Mr. Speaker.

Speaker (interpretation): Oral Questions. Member for Iqaluit-Niaqunngu, Member Angnakak.

Question 792 – 5(2): Leave Provisions for Government of Nunavut Employees

Ms. Angnakak: Thank you, Mr. Speaker. My questions are for the Minister of Human Resources.

Mr. Speaker, in May 2019 the federal government reached what has been described as an "historic" agreement with the Professional Institute of the Public Service of Canada that provides for ten days of paid leave for victims of domestic violence who are employees covered by the collective agreement between the two parties.

Mr. Speaker, although the Nunavut

Employees Union has proposed similar provisions to cover employees of the Government of Nunavut, it is my understanding that the government has not agreed to this idea.

In light of the Minister of Family Services' minister's statement last week in the House regarding the high level of family violence in Nunavut, can the minister clearly explain what the government's position is on the issue of providing paid leave for employees who become victims of domestic violence? Thank you, Mr. Speaker.

Speaker: Hon. Minister of Human Resources, Minister Kusugak.

Hon. Lorne Kusugak: Thank you, Mr. Speaker. In light of the ongoing negotiations happening right now with the union, I don't believe I can be discussing that file at this time. Thank you, Mr. Speaker.

Speaker (interpretation): Your first supplementary question, Member Angnakak.

Ms. Angnakak: Thank you, Mr. Speaker. I kind of figured that might be the answer.

A number of constituents have raised concerns with me regarding the need to look at our current leave provisions for employees who are single parents. Their concerns surround the issue of how much special leave is available to be used for dealing with child care situations and the apparent inequity between single-parent families and two-parent families, especially in cases where both parents work for the government. Can the minister indicate if

the government is willing to consider enhancements in this area that would make life a little bit easier for single parents? Thank you, Mr. Speaker.

Speaker: Minister Kusugak.

Hon. Lorne Kusugak: Thank you, Mr. Speaker. Not to tread water where I shouldn't be treading because of the negotiations that are going and in full respect to both parties, I think I could say that this government is very mindful of the hardships the families face, both single and non-single parents in Nunavut. In our deliberations and our work, we are very mindful of that and respect the hardships that single parents go through in our territory. Thank you, Mr. Speaker.

Speaker (interpretation): Your second and final supplementary question, Member Angnakak.

Ms. Angnakak: Thank you, Mr. Speaker. I am very happy to hear the response, that the government is very mindful. Hopefully that will equal good negotiations over that kind of leave.

Mr. Speaker, although I believe that we should provide an attractive salary and benefits package to our employees, I also believe that it is important for employees to be held accountable for their actions and that deliberate abuse of paid leave entitlements should not be tolerated.

Can the minister provide a clear description of how the government is currently addressing the issue of absenteeism across the government, and will he commit to ensuring that next year's Public Service Annual Report

includes detailed information on this subject? Thank you, Mr. Speaker.

Speaker: Minister Kusugak.

Hon. Lorne Kusugak: Thank you, Mr. Speaker. As I said in my previous comment, you kind of tread water, and the very reason why I don't want to say anything is because comments come out there that we will use this in the negotiations in terms of this and that. Mr. Speaker, I can't speak to those issues at this time. Thank you.

Speaker (interpretation): Oral Questions. Member for Netsilik, Member Qirngnuq.

Question 793 – 5(2): Health Centre Upgrades

Mr. Qirngnuq (interpretation): Thank you, Mr. Speaker. (interpretation ends) I would like to direct my question to the Minister of Health.

Mr. Speaker, I have spoken about the concern regarding the space and future lifespan of Kugaaruk's health centre. Can the minister provide an update on the status of Kugaaruk's health centre and elaborate on his department's plan for the future of this facility? Thank you, Mr. Speaker.

Speaker: Hon. Minister of Health, Minister Hickes.

Hon. George Hickes: Thank you, Mr. Speaker. We do recognize that as our health centres age and the communities grow, they can become over-utilized and therefore when we're looking at, specifically with Kugaaruk, it was built in 1984 and we're looking at planning to

be started in the fiscal year 2022-23. Thank you, Mr. Speaker.

Speaker (interpretation): Your first supplementary question, Member Qirngnuq.

Mr. Qirngnuq: Thank you, Mr. Speaker. We know that simply putting new health facilities in our communities will not automatically improve the health of our residents. However, we do know that working in a new, safe environment is happier and healthier for everyone. Can the minister update this House on what plans are in place to build a new health facility in the community of Kugaaruk? (interpretation) Thank you, Mr. Speaker.

Speaker: Minister Hickes.

Hon. George Hickes: Thank you, Mr. Speaker. Like I had mentioned, we are looking at initiating the planning phase in 2022-23, but in the meantime we do assessments of the facilities and of course the equipment in it. We have made recent updates and upgrades to the radiology equipment across the territory in addition to a number of telehealth equipment updates as well too. I do look forward to the day when we can announce the continued replacement of our aging infrastructure. Thank you, Mr. Speaker.

Speaker (interpretation): Your second and final supplementary question, Member Qirngnuq.

Mr. Qirngnuq (interpretation): Thank you, Mr. Speaker. (interpretation ends) I appreciate that the capital planning process is a long one. I also appreciate that there are some very old health

facilities in Nunavut that may be a higher priority for replacement than others. However, knowing that a new health centre for Kugaaruk is on the list would be a good start. Will the minister commit to including a new health centre project for the community of Kugaaruk on his department's capital planning list? (interpretation) Thank you, Mr. Speaker.

Speaker: Minister Hickes.

Hon. George Hickes: Thank you, Mr. Speaker. Like the member stated, we do have a list of priorities of health centre replacement or expansions and obviously we will be bringing forward Kugaaruk's planning process into that at the earliest possible time. Thank you, Mr. Speaker.

Speaker (interpretation): Oral Questions. Member for Iqaluit-Manirajak, Member Lightstone.

Question 794 – 5(2): Information Technology and Management

Mr. Lightstone: Thank you, Mr. Speaker. My questions today are for the Minister of Community and Government Services and are in relation to my member's statement.

As the minister will recall, an issue that I have raised on a number of occasions in the Assembly is that of the government's overreliance on contractors to perform work in the area of information technology and management. Mr. Speaker, this is not my own view on this issue. It is also the government's official position. In June 2019 the minister of the department issued a request for proposals for an independent review and analysis in the area of information

management and information technology. One of the stated objectives of the review was to "reduce dependency on contract resources to staff full-time positions."

Mr. Speaker, I was very glad to see that the government shares my concern on this issue as when we raised concerns last year, the initial response was denial, followed by defensive and deflective tactics. I would like to ask: can the minister update the House today on the status of the independent review and will he commit to sharing its findings with all Members of the Legislative Assembly? Thank you, Mr. Speaker.

Speaker: Hon. Minister of Community and Government Services, Minister Kusugak.

Hon. Lorne Kusugak: Thank you, Mr. Speaker. I think our department is working diligently to deal with information technology in our department. It is one of the hardest divisions in our department to fill because of some of the very technical and highly educated in IT work that they need to have. Some of the work that we look for is you need at least 20 years' experience in working and developing software and so on in information technology. That is an ongoing challenge, Mr. Speaker. In fact we're working hard to train up people in Nunavut to be able to take some of the positions that my colleague and all of us here, I believe, are concerned about, Mr. Speaker.

In terms of the report that my colleague is asking about, when it's ready to be shared with my colleague, I'll be more than happy to do that, Mr. Speaker.

Thank you.

Speaker (interpretation): Your first supplementary question, Member Lightstone.

Mr. Lightstone: Thank you, Mr. Speaker. I understand that these specialized positions do require high levels of expertise, but I do believe that these positions are hard to fill because they have not been advertised.

I'll move on to my next question, Mr. Speaker. We have heard much from the government this sitting concerning the ransomware incident that occurred last fall. Although I recognize that information accompanying last week's Budget Address indicated that the government expects to submit a total cost to the Legislative Assembly this spring, I would like to ask the minister if he could update the House today on what expenditures the GN has incurred to date in dealing with the ransomware incident. I would like to ask him to also describe how the lessons learned from the incident will impact how his department approaches the issue of staffing and contracting in information technology and management functions. Thank you, Mr. Speaker.

Speaker: Minister Kusugak.

Hon. Lorne Kusugak: Thank you, Mr. Speaker. Our department has been working very hard with our client departments in dealing with the "traumas" and the urgent needs that we had when the ransomware hit the government. Those were very trying times and a lot of hard work. It's not that long ago; it has only been a couple of months. Already we have installed new

computers, thousands of them, across the territory to get them running.

I have provided my colleagues, they should be getting them any day now, detailed information on that that I said I would provide through the committee chair and I will follow through with that. It's just going through that process right now in detail. We are working on it. We are learning lessons from it. We are looking at and have changed the way we store our software. I don't want to get into too much detail in that here, but I have committed to providing the information with my colleagues on that. There are lessons to be learned from this, Mr. Speaker.

I think one of the more important lessons in this that we learned is that we need to train up with all the employees of the Government of Nunavut who do use the government email system and browse on non-government items or government items that they need to be very mindful of what it is that they are clicking, Mr. Speaker. We need to be more mindful of what it is we're doing on the Internet and we are putting training plans and reminders to the staff throughout the government that be careful of what it is you're clicking and what you're doing with your computer because, again, ransomware is only one click away and we're working on those. Thank you, Mr. Speaker.

Speaker (interpretation): Your second and final supplementary question, Member Lightstone.

Mr. Lightstone: Thank you, Mr. Speaker. Later today at the appropriate time I will be tabling information from the Procurement Activity Report

concerning the government's expenditures on contractors in the field on information technology and management.

As I previously mentioned, numbers reveal the government's expenditures increased from just over \$7 million in 2016-17 to just over \$12 million in 2017-18. Can the minister confirm when the government's 2018-19 annual procurement and contracting reports will be ready for tabling in the Legislative Assembly? Thank you, Mr. Speaker.

Speaker: Minister Kusugak.

Hon. Lorne Kusugak: Thank you, Mr. Speaker. We are preparing the latest procurement contract report to be tabled as soon as it's ready; I am hoping during this sitting.

Mr. Speaker, our department is working diligently to improve our numbers in contracting, not improving in terms of increasing them but to decrease them. Mr. Speaker, let me highlight a couple of the things that our department is doing. We are working on Inuit internship where we are recruiting Inuit into CGS-specific internship programs. We are working through direct appointment programs to direct appoint casuals into positions.

In terms of internship with our IT computer department, we are working with entry-level internships and training them up into full-time work in IT in our department. We are also working jointly with Nunavut Arctic College to put out a technical program, hopefully this fall, so that Inuit in Nunavut or anybody who wants to apply for training in computer work will get that at Nunavut Arctic

College and work from there and work our way up through the system, Mr. Speaker.

We are also working with other departments in terms of trying to get IT up and more active within different departments, Mr. Speaker. We take this seriously. We do want to decrease our reliance on contractors as much as we can, Mr. Speaker. We hope that in the coming years this work that we are working on now will improve the numbers. Thank you, Mr. Speaker.

Speaker (interpretation): Oral Questions. Member for Arviat North-Whale Cove, Member Main.

Question 795 – 5(2): Compensation and Benefits for Nunavut Teachers

Mr. Main (interpretation): Thank you, Mr. Speaker. I rise to direct my question to the Minister of Education.

Earlier I made a statement about teachers in Whale Cove and Arviat, and teachers working in the other schools in Nunavut.

My first question to the minister is: for the teachers in Nunavut, are their salaries at par with rest of Canada? Does the government provide (interpretation ends) competitive (interpretation) salaries compared with the rest of Canada? Thank you, Mr. Speaker.

Speaker: Hon. Minister of Education, Minister Joanasie.

Hon. David Joanasie (interpretation): Thank you, Mr. Speaker. I also thank you for the question. Mr. Speaker, there are different scales of income for teachers, but if we look at the other

jurisdictions and their salaries, Nunavut has the (interpretation ends) second highest salaries, (interpretation) and the Northwest Territories pays the highest. It does not include the (interpretation ends) northern allowance (interpretation) and other benefits. I am citing the base salary. Thank you, Mr. Speaker.

Speaker (interpretation): Your first supplementary question, Member Main.

Mr. Main (interpretation): Thank you, Mr. Speaker. (interpretation ends) I asked a written question to the department on the specific issue of security and violence in schools. My next question for the minister is: does the department conduct exit surveys of teachers who are leaving the Nunavut government and, if so, is there any evidence to indicate whether security and/or violent incidents are contributing to retention issues within the teacher workforce? (interpretation) Thank you, Mr. Speaker.

Speaker: Minister Joanasié.

Hon. David Joanasié (interpretation): Thank you, Mr. Speaker. (interpretation ends) I thank the member for his question. With regard to exit surveys, I do believe there are exit surveys that are conducted. It's not a mandatory thing that any teacher exiting our system...they don't need to provide that survey when they leave. However, some of the challenges that we have heard specifically from member representatives from the Nunavut Teachers Association, violence has been a topic that they attributed could be a factor for retention purposes that it's hard for teachers to want to remain due to many factors, but violence is included.

Thank you, Mr. Speaker.

Speaker (interpretation): Your second and final supplementary question, Member Main.

Mr. Main (interpretation): Thank you, Mr. Speaker. Thank you, minister. (interpretation ends) I fully support the department's efforts to address the security and violence issue in the schools and I note in the response to a written question that there are a number of things the department is working on.

My final question is about recruiting from other parts of Canada. Mr. Speaker, I have noticed in the media that in Ontario there's a large number of possible job cuts coming and considerable unrest regarding working conditions and/or pay and benefits. Will the Department of Education be targeting Ontario as a possible source of recruitment for Nunavut teachers for the upcoming fiscal year? (interpretation) Thank you, Mr. Speaker.

Speaker: Minister Joanasié.

Hon. David Joanasié: Thank you, Mr. Speaker. I thank the member for his question. Yes, we are looking at different opportunities that are outside of the territory and currently that's one of the things that are on the radar in Ontario. Specifically there's a teacher shortage right across the country, especially rural areas of BC and a few other jurisdictions. Manitoba, Saskatchewan, Quebec, even Nunavik is experiencing a teacher shortage, but we want to try to see where we can gain some where others are losing. Thank you, Mr. Speaker.

Speaker (interpretation): Oral Questions. Member for Pangnirtung, Member Nakashuk.

Question 796 – 5(2): Social Issue Priorities

Ms. Nakashuk (interpretation): Thank you, Mr. Speaker. My question this afternoon is for the Minister of Health.

In my member's statement I spoke of the priority of addressing social issues that affect communities and their residents following traumatic and violent incidents, many of which are related to substance abuse. We make a lot of statements about traumatic and violent incidents in the house and what can be made available to the people.

My first question: can the minister provide an update on what progress has been made to date in developing an Inuit workforce with Inuit-specific counsellor education and training as described in the report on *Addictions and Trauma Treatment in Nunavut* which was tabled in November 2018? Can the minister give us an update? That's my first question. Thank you, Mr. Speaker.

Speaker (interpretation): Minister of Health, Minister Hickes.

Hon. George Hickes: Thank you, Mr. Speaker. I appreciate the member raising the question. Realistically it's an exciting time for this field of study and field of profession. With the recent announcement from the federal government, there's very positive wording in helping us develop along with Nunavut Tunngavik Incorporated an addictions and trauma centre in the territory. Part of that proposal and study

was to make sure that we started before the facility is built to work on educating and developing a larger workforce.

With our Inuit counselling, one of our main supporters is the Ilisaqsvik Society out of Clyde River that we have continued to support and, through these discussions, have got a commitment that when the project comes forward, there will be an accelerated focus on developing more counsellors. Thanks you, Mr. Speaker.

Speaker (interpretation): Your first supplementary question, Member Nakashuk.

Ms. Nakashuk (interpretation): Thanks you, Mr. Speaker. (interpretation ends) The addictions and trauma treatment report includes the three pillars of a made-in-Nunavut approach to treatment and healing, the development of an Inuit workforce, community-based on-the-land programs, and the establishment of a Nunavut recovery centre. Can the minister provide an update on the current progress towards the establishment of the Nunavut Recovery Centre? (interpretation) Thanks you, Mr. Speaker.

Speaker: Minister Hickes.

Hon. George Hickes: Thank you, Mr. Speaker. I'm happy to say that I have had these discussions with the federal finance minister as well as the Minister responsible for Indigenous Services. They are very supportive in this project and are working through their approval process to secure their portion of the funding for this project. I'm looking forward to an announcement coming very soon. I will continue to follow up

with my federal colleagues on how important this initiative is. Thank you, Mr. Speaker.

Speaker (interpretation): Your second and final supplementary question, Member Nakashuk.

Ms. Nakashuk (interpretation): Thank you, Mr. Speaker. (interpretation ends) As I noted earlier, the Hamlet of Pangnirtung has been lobbying very hard for comprehensive, culturally relevant mental health counselling and support to be provided in Inuktitut to help address the devastating aftereffects of an ongoing series of traumatic events. Will the minister commit to working with the Hamlet of Pangnirtung to increase services in this area? (interpretation) Thank you, Mr. Speaker.

Speaker: Minister Hickes.

Hon. George Hickes: Thank you, Mr. Speaker. Absolutely. As recently as two weeks ago the mayor and SAO met with officials from the Government of Nunavut, Health Canada, and Nunavut Tunngavik Incorporated to discuss what types of supports can be provided and working together. I would like to thank the mayor and SAO for taking the initiative and for accepting the offer to participate in those discussions so we can work together.

Mr. Speaker, I have sent my deputy minister into Pangnirtung to speak to staff. We've had our chief of staff attend the community in the last month, I believe. We are very cognizant of some of the challenges that Pangnirtung is going through. We're working with the community. That's one thing that I can't stress enough and I applaud the member

for raising this as an issue. When we work with the communities, we will accomplish a lot more. Thank you, Mr. Speaker.

>> *Applause*

Speaker (interpretation): Members, please note that the time for question period has expired. Member Quassa.

Mr. Quassa (interpretation): Thanks you, Mr. Speaker. Pursuant to Rule 39(7), I move, seconded by the Member for Iqaluit-Sinaa, that question period be extended. Thank you, Mr. Speaker.

Speaker (interpretation): Member for Iqaluit-Sinaa, do you agree to be the seconder? Member Sheutiapik.

Hon. Elisapee Sheutiapik: For an extension for question period, no, I didn't.

Speaker (interpretation): With her not agreeing to second the motion, the motion is out of order. (interpretation ends) The motion is out of order. (interpretation) Member Joanasie.

Hon. David Joanasie: Thank you, Mr. Speaker. I would like to rise on a point of privilege as per Rule 20(1), Mr. Speaker.

Speaker (interpretation): Please proceed, Member Joanasie. (interpretation ends) Please proceed with your personal matter. (interpretation) Member Joanasie.

Point of Privilege

Hon. David Joanasie (interpretation): Thank you, Mr. Speaker.

(interpretation ends) I rise on a point of privilege on a personal matter regarding recent advertisements in the media that misrepresent the Department of Education's goals around Inuktitut language of instruction delivery.

I would like to make a point of clarification to my fellow members as well as Nunavummiut about the Inuktitut language of instruction timelines proposed in Bill 25.

Recently there have been advertisements in a local newspaper and online stating that some of the amendments found in Bill 25 will "block" Inuktitut language of instruction for 20 years. This could not be further from the truth, Mr. Speaker.

Mr. Speaker, the Department of Education has been consistently developing Inuktitut language curricula and resources for the last 20 years, including Aulajaaqtut 10 through 12 health and wellness curriculum, Nunavusiutit grade 10 social studies, and Inuktitut Language Arts units for 7 through 9, as well as high school units in Sustainable Tourism, Entrepreneurship, Communications, and Applied Physics. Additionally more than 800 Inuktitut learning resources have been produced and are in our schools today.

Mr. Speaker, my department is delivering Inuktitut language instruction in Nunavut classrooms and will continue to do so. My department has already begun the process of creating new curriculum for health, physical education, and social studies for kindergarten through 6, and will soon undertake a similar process for mathematics and science. As new curricula and resources are completed

between now and 2039, they will be implemented into classroom instruction.

Mr. Speaker, my department is making a commitment in Bill 25 that is backed up by a well-thought-out plan to have Inuktitut language of instruction available to all students from kindergarten to grade 12 by 2039. The proposed timelines in the bill will not delay Inuktitut language instruction until 2039.

In fact, under Bill 25's proposed schedule, my department will be required to produce the curricula and resources as soon as possible, not just by the end of the deadlines. Mr. Speaker, to further clarify this issue, during the Standing Committee on Legislation hearings this fall, my department committed not only to the timelines proposed in Bill 25 for Inuktitut language arts curricula but also for all core courses, such as social studies and health.

While the review of Bill 25 is still underway and in the hands of Standing Committee on Legislation, it is important that Nunavummiut understand that there is no intention of "blocking Inuktitut" in our education system in any way.

Mr. Speaker, ensuring our students learn Inuktitut is critical. Language preservation is one of the main goals of the Government of Nunavut. We are committed to the Inuit language. We need more teachers, more resources, and more parents and community members to help us foster bilingual Nunavummiut.

Mr. Speaker, we care. We're moving language forward with a clear plan. We're committed to Inuktitut and we are

here to work together to make it happen.
Thank you, Mr. Speaker.

>>Applause

Speaker: Thank you, Minister Joanase. No debate is permitted. Back to the orders of the day. Item 7. Written Questions. (interpretation) Member for Iqaluit-Manirajak, Member Lightstone.

Item 7: Written Questions

Written Question 060 – 5(2): Use of Contract Services to Perform Functions Intended for Indeterminate Employees in 2016-17

Mr. Lightstone: Thank you, Mr. Speaker. I have two written questions that I would like to submit today. My first written question is to the Minister of Community and Government Services and is regarding the use of contract services to perform functions intended for indeterminate employees in the fiscal year 2016-17.

Mr. Speaker, as I previously stated, I am very concerned about the practice of using contract services to fill the role intended for indeterminate employees. I believe this practice is removing jobs that could be potentially filled by Nunavummiut and, if not, should be filled by qualified full-time employees who reside permanently in the territory and most importantly is contributing to our economy.

Mr. Speaker, I would like to request detailed information on the following contract services in the 2016-17 *Procurement Activity Report* to identify the scope of the issue and to determine if

it is still ongoing.

Mr. Speaker, my question is detailed and I request that it be entered into the *Hansard* as read. Thank you, Mr. Speaker.

Speaker: Thank you. Do members agree that Mr. Lightstone's written questions be entered into the record as read?

Some Members: Agreed.

Speaker: Thank you. There is agreement. (interpretation) Member for Iqaluit-Manirajak, Member Lightstone.

Written Question 061 – 5(2): Use of Contract Services to Perform Functions Intended for Indeterminate Employees in 2017-18

Mr. Lightstone: Thank you, Mr. Speaker. My second written question today is also for the Minister of Community and Government Services and is in relation to contract services to perform functions intended for indeterminate employees in the 2017-18 fiscal year.

Once again my question is quite detailed and I ask that it be entered into the record as read. Thank you, Mr. Speaker.

Speaker: Thank you. Do members agree that Mr. Lightstone's written questions be entered into the record as read? Agreed?

Some Members: Agreed.

Speaker: Thank you. There is agreement.

Item 7. Written Questions.
(interpretation) Member for Tununiq,
Member Qamaniq.

Mr. Qamaniq (interpretation): Thank you, Mr. Speaker. I seek unanimous consent to return to Item 5, Recognition of Visitors in the Gallery. Thank you, Mr. Speaker.

Speaker (interpretation): The member is seeking unanimous consent to return to Item 5. Are there any nays? There are no nays. Let's go back to Item 5. Recognition of Visitors in the Gallery. Member Qamaniq.

Revert to Item 5: Recognition of Visitors in the Gallery

Mr. Qamaniq (interpretation): Thank you, Mr. Speaker. My fellow residents of Tununiq are in the gallery right across from me. Emanuel Maktar, welcome to the gallery.

>> *Applause*

Also to the left, my fellow community member, Bernard Maktar, please stand up.

>> *Applause*

Also, Daniel Quassa.

>> *Applause*

Welcome to the gallery. Thank you, Mr. Speaker.

Speaker (interpretation): Welcome to the visitors in the gallery as we are meeting. When the Legislative Assembly is in session, please feel welcome, Nunavummiut.

Continuing on with the orders of the day. (interpretation ends) Item 8. Returns to Written Questions. (interpretation) Continuing on. (interpretation ends) Item 9. Replies to Opening Address. Item 10. Replies to Budget Address. Item 11. Petitions. Item 12. Responses to Petitions. (interpretation) Minister of Justice, Minister Ehaloak.

Item 12: Responses to Petitions

Response to Petition 020 – 5(2): Minimum Wage

Hon. Jeannie Ehaloak (interpretation): Thank you, Mr. Speaker. (interpretation ends) Petition 20 – 5(2), minimum wage. Mr. Speaker, the Department of Justice is responsible for the review of minimum wage as it falls under the *Labour Standards Act*. The last amendment to the minimum wage was in April 2016. Last year the department committed to reviewing and amending the minimum wage which is currently set at \$13 per hour in the territory.

The Department of Justice conducts a review of the minimum wage annually and tables an annual report. The last report on minimum wage was tabled in the Legislative Assembly on May 30, 2019. These were the 2017 and 2018 minimum wage annual reports. The department is currently in the process of finalizing the 2019 annual report.

Mr. Speaker, the petitions received by the minister indicate both minimum wage and living wage. In order to address minimum wage versus living wage in our territory, it is important to understand their differences.

The following is an excerpt from the

2018 annual report of the minimum wage. “The minimum wage rate is a basic labour rate that sets the lowest rate an employer can pay an employee working on an hourly basis that falls within territorial jurisdiction. A main purpose of establishing a minimum wage is to protect non-unionized workers in unskilled jobs. The minimum rate requires review and adjustments from time to time to take into account changing economic and social conditions. The minimum wage rate in Nunavut is set out in section 12 of the Act, which may be revised by regulation.

On the other hand, living wage as defined by Living Wage Canada is:

“A living wage is not the same as the minimum wage, which is the legal minimum all employers must pay. The living wage sets out a higher test - a living wage reflects what earners in a family need to bring home based on the actual costs of living in a specific community.

The living wage is calculated as the hourly rate at which a household can meet its basic needs, once government transfers have been added to the family’s income and deductions have been subtracted. The living wage gets families out of severe financial stress by lifting them out of poverty and providing a basic level of economic security.”¹

The living wage in Nunavut has not been reviewed nor calculated. Although the dollar amount of \$26 presented by the members may be accurate, it would need to be reviewed and understood in the context of all programs and services provided by the government.

The Government of Nunavut provides Nunavummiut with a variety of social assistance programs that help support individuals and their families. This includes programs such as social housing and income support. Minimum wage is one of many contributing factors in providing financial or in-kind support needed to support a family. For the Department of Justice to make a considerable increase to the minimum wage, the government as a whole would be required to review and reconsider how income assistance and financial supports that are provided to Nunavummiut. Individuals who are currently supporting their families while working jobs that only pay a minimum wage are still eligible for government financial support.

If we were to raise the minimum wage, it would increase income of individuals and therefore decrease the funding they would be eligible for through income support programs. This means we are simply shifting the burden of financial support to primarily small private businesses who pay minimum wage salaries. This would likely create unfair hardship on those businesses and likely affect the viability of small businesses in our territory.

The Department of Justice conducted a survey with businesses and the public in October 2019. We have received the results of this information as well as the review of the minimum wage. I commit to reviewing all information related to minimum wage in our territory to make an informed decision that is consistent with minimum wage practices across the country and fits within the income support regime that exists within our territory.

¹ “What is a Living Wage,” Living Wage Canada

Until more work is done around the living wage in Nunavut, we cannot commit to using it as a tool to determine government services and programming. Our department commits to being involved in any government-wide discussions regarding the living wage. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Continuing on with the orders of the day. Reports of Standing and Special Committees on Bills and Other Matters. Continuing on with the orders of the day. Tabling of Documents. Member for Iqaluit-Manirajak, Member Lightstone.

Item 14: Tabling of Documents

Tabled Document 254 – 5(2): Analysis of Contracting and Procurement Activities of the Department of Community and Government Services

Mr. Lightstone: Thank you, Mr. Speaker. As I noted during my oral questions today to the Minister of Community and Government Services, my analysis of the department's procurement and contracting activities indicates that it continues to be heavily dependent on contractors to perform essential information technology functions and continues to spend significant amounts in this area.

Mr. Speaker, the information that I'm tabling today is extracted from the government's own annual reports on its contracting and procurement activities. I encourage all members to review it with care. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. (interpretation ends) Item 14.

Tabling of Documents. (interpretation) Continuing on. Notices of Motions. There are none. Continuing on. Notices of Motions for First Reading of Bills. Continuing on. Motions. Continuing on. First Reading of Bills. Continuing on. Second Reading of Bills. Minister of Justice, Minister Ehaloak.

Item 19: Second Reading of Bills

Bill 41 – An Act to Amend the Guardianship and Trusteeship Act – Second Reading

Hon. Jeannie Ehaloak (interpretation): Thank you, Mr. Speaker. (interpretation ends) Let's try this again.

>> *Laughter*

Mr. Speaker, I move, seconded by the Hon. Member of Iqaluit-Sinaa, that Bill 41, *An Act to Amend the Guardianship and Trusteeship Act*, be read for the first time.

An Hon. Member: Second time.

Hon. Jeannie Ehaloak: Or second time, sorry.

Mr. Speaker, this bill amends the *Guardianship and Trusteeship Act* by removing references to specific ministers and by changing the regulation-making authority. Thank you, Mr. Speaker.

Speaker (interpretation): The motion is in order. To the motion.

An Hon. Member (interpretation): Question.

Speaker (interpretation): All those in favour. Opposed. The motion is carried.

Bill 41 is referred to the Standing Committee on Legislation.

Second Reading of Bills. Continuing on. Consideration in Committee of the Whole of Bills and Other Matters. Bills 39 and 40 with Member Rumbolt in the Chair.

Before we proceed to the Committee of the Whole, we will take a 20-minute break.

Sergeant-at-Arms.

>>House recessed at 15:40 and Committee resumed at 16:02

Item 20: Consideration in Committee of the Whole of Bills and Other Matters

Chairman (Mr. Rumbolt): Good afternoon, members. I would like to call the committee meeting to order. In Committee of the Whole we have the following items to deal with: Bills 39 and 40. What is the wish of the committee? Mr. Main.

Mr. Main (interpretation): Thank you, Mr. Chairman. (interpretation ends) We wish to continue with the review of Bill 39 and the 2020-21 Main Estimates for the Department of Health, followed by the Department of Community and Government Services. (interpretation) Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Main. Are we in agreement that we first deal with Bill 39?

Some Members: Agreed.

Bill 39 – Appropriation (Operations & Maintenance) Act, 2020-2021 – Health – Consideration in Committee

Chairman: Thank you. Now I ask Minister Hickey: do you have officials that you would like to appear before the committee? Minister Hickey.

Hon. George Hickey: Thank you, Mr. Chairman. Yes, please. Thank you, Mr. Chairman.

Chairman: Thank you. Does the committee agree for the witnesses to go to the witness table?

Some Members: Agreed.

Chairman: Thank you. Sergeant-at-Arms, if you could please escort the witnesses in.

Thank you. For the record, Minister Hickey, if you could please reintroduce your witnesses. Minister Hickey.

Hon. George Hickey: Thank you, Mr. Chairman. To your left, Deputy Minister Ruby Brown, and to your right, Greg Babstock, Executive Director of Corporate Services, Department of Health. Thank you, Mr. Chairman.

Chairman: Thank you, Minister Hickey. When we left off on Friday, we were on page H-6 for the Department of Health on health care delivery with a budget of \$387,980,000. I had four names on my list and first we will go with Mr. Quassa. Mr. Quassa.

Mr. Quassa (interpretation): Thank you, Mr. Chairman. Welcome, minister.

I won't be making a motion now, but I have a question. It is with regard to my community of Igloolik, and I'm not sure what it is called in Inuktitut, but the (interpretation ends) continuing care centre. (interpretation) First of all, I would like to explain that not only people from the Baffin region go to that centre. People from the Kivalliq and other communities are also sent to the (interpretation ends) continuing care centre (interpretation) in Igloolik. I wanted to explain that because I heard someone say that only Baffin people stay there, which is not true.

Mr. Chairman, I would just like to ask this question about the building in our community. How many PYs are assigned to work in that building? They always have too few beds. How many workers does it have? I am sure it is written somewhere, but I just haven't seen it. That's my first question. Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Quassa. Minister Hickey.

Hon. George Hickey: Thank you, Mr. Chairman. There are 17 PYs for that facility and currently, including casuals, there are 23. Thank you, Mr. Chairman.

Chairman: Thank you, Minister Hickey. Mr. Quassa.

Mr. Quassa (interpretation): Thank you, Mr. Chairman. Thank you for clarifying that. I know they are very busy in that centre. There are people who can't do anything for themselves anymore that just have to lie in bed. I have seen that. The workers have a lot of things to do there. They are really busy. Are the staff members fed there or do they have to go

home for lunch, for example? Are they able to eat with the people there at the centre? Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Quassa. Minister Hickey.

Hon. George Hickey: Thank you, Mr. Chairman. This was just recently brought to my attention. I am still waiting for some further details, but to the best of my knowledge right now, if you are working a regular scheduled shift, you would be permitted to have your break time. There are people on 12-hour shifts due to the demand of the facility and from what I understand, there is supposed to be food provided, I believe. Like I said, I am still looking into the matter that was just recently brought to my attention. Thank you.

Chairman: Thank you, Minister Hickey. Mr. Quassa.

Mr. Quassa (interpretation): Thank you, Mr. Chairman. Thank you, minister. That's what I was going to ask. Some of them work for 12 hours at a time and I have heard that actually happens. If they have to work continuously for 12 hours, you said that they are allowed to eat there, but I have heard from our community that they are not fed at the centre. Can the minister check to see if they actually are able to eat or are provided food at the centre, or if some of the staff not permitted to eat at the centre? Are they actually fed at the centre? Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Quassa. Minister Hickey.

Hon. George Hickey: Thank you, Mr. Chairman. Yes, I am already looking

into that, so I will commit to that. Thank you, Mr. Chairman.

Chairman: Thank you, Minister Hickey. Mr. Quassa.

Mr. Quassa (interpretation): Thank you, Mr. Chairman. Thank you, minister, for looking into this matter. Yes, when I hear things like that, I hear that some of the staff are not allowed to eat there even though they work continuously for 12 hours, so I just wanted to point that out.

I'll switch to English. (interpretation ends) The draft 2020-23 business plan indicates a proposed increase of \$2.5 million in funding for the Community Health Centres Division in 2020-21. What additional health care and public services will be provided at the community level? (interpretation) Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Quassa. Minister Hickey.

Hon. George Hickey: Thank you, Mr. Chairman. I'm just going to clarify something. Please bear with me.

My apologies, Mr. Chairman. I just wanted to clarify something. That is an increase for the entire branch, so it does cover other things other than just the long-term care. With regard to long-term care, the increase is about \$432,000 and that is due to compensation and benefits increases. As I have mentioned in the last few days, there has been an adjustment of the holdback of Nunavut Employees Union increases being funded for the positions. We're using a total departmentally of \$8 million to catch us up to those incremental increases. Thank you, Mr. Chairman.

Chairman: Thank you, Minister Hickey. Mr. Quassa.

Mr. Quassa (interpretation): Thank you, Mr. Chairman. I'll move on to a different topic. This will probably be my final question, Mr. Chairman.

(interpretation ends) The Office of Patient Relations, as you know I have brought this up again in this sitting earlier, plays an important role in addressing complaints and concerns regarding medical services provided to Nunavummiut. How many staff work in this office and what specific training do they have to enable them to assist Nunavut medical clients with their concerns and complaints?

(interpretation) Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Quassa. Minister Hickey.

Hon. George Hickey: Thank you, Mr. Chairman. If I recall correctly, there are four PYs in that position and they are quite technical. An example that the manager in that does have a Bachelor of Nursing degree, so it's very helpful in continuing to make sure that as people coordinate or as people have an issue or want information through the health care system, people who have that clinical technical knowledge to be able to interpret that information and be able to relay it to the client's concern is very important. There is also a nurse in that division. Thank you, Mr. Chairman.

Chairman: Thank you, Minister Hickey. Mr. Quassa, you had a follow-up question to that? Please go ahead.

Mr. Quassa (interpretation): Thank you, Mr. Chairman. You just said that there are four PYs. Are there any Inuktitut-speaking staff? I'm sure the majority of the clients speak Inuktitut. Are they proficient in the Inuktitut language? Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Quassa. Minister Hickes.

Hon. George Hickes: Thank you, Mr. Chairman. I appreciate the question. It is something that I know the department worked very hard for to make sure that we had languages represented in that division and how important it is. I am very pleased to say that there are English, French, and Inuktitut services available at the Office of Patient Relations. Thank you, Mr. Chairman.

Chairman: Thank you, Minister Hickes. Mr. Quassa.

Mr. Quassa (interpretation) Thank you, Mr. Chairman, for recognizing me again even though I stated that was my last question. I do have one more for sure this time, honestly.

>> *Laughter*

(interpretation ends) What are the most common types of issues dealt with by this office? (interpretation) Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Quassa. Minister Hickes.

Hon. George Hickes: Thank you, Mr. Chairman. Medical travel concerns are one of the major contributors to people bringing forward issues to the patient relations office, whether it be escorts or

scheduling, making sure of medical clearance, and that type of thing, and the care and treatment is another one of people requesting second opinions or have concerns about their care and treatment that are looked into. Thank you, Mr. Chairman.

Chairman: Thank you, Minister Hickes. Mr. Main.

Mr. Main (interpretation): Thank you, Mr. Chairman. (interpretation ends) I'm going to ask questions on the topic of elder care and long-term care because I believe there is still not a lot of clarity on the government's approach on this file. I know we had a lot of debate on it in the fall. I think it is only natural that we should continue to ask these questions until we can get the answers that can be backed up.

On page 155 it mentions priorities for the upcoming fiscal years, "Continue to work towards enhanced and appropriate in-territory medical infrastructure and clinical care for elders." Does this priority include developing a long-term care strategy? (interpretation) Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Main. Minister Hickes.

Hon. George Hickes: Thank you, Mr. Chairman. No, it doesn't. Thank you, Mr. Chairman.

Chairman: Thank you, Minister Hickes. Mr. Main.

Mr. Main (interpretation): Thank you, Mr. Chairman. (interpretation ends) My colleague, Ms. Angnakak, asked the minister a question in the House on

February 19 and she asked for an update on the government's long-term strategy for providing long-term care for elders and seniors in Nunavut. Looking at the responses and maybe just to clarify, does the government currently have a long-term strategy for providing long-term care for elders? (interpretation) Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Main. Minister Hickee.

Hon. George Hickee: Thank you, Mr. Chairman. A few years back we created the Home and Continuing Care Division within the Department of Health that is tasked to look into different programs, different infrastructure needs, different care needs, assessment tools, oversight on contracted facilities that we currently do use. As far as a one-document, one-report strategy, we don't and we're not planning on developing one. We have a number of different resources available to us from different sources of work that have been done over the years that we have integrated into an informal strategy, if you want to call it that.

We recognize through census information what level of care needs we anticipate out to 2035, which we have based our numbers upon. They continuously work at making sure that current assessment tools and current care needs are recognized and work with the facilities and families to make sure that people are in the appropriate level of care and, if necessary, in the appropriate facility. I am quite confident in the technical expertise of that division to continue to move forward with initiatives. Thank you, Mr. Chairman.

Chairman: Thank you, Minister Hickee.

Mr. Main.

Mr. Main (interpretation): Thank you, Mr. Chairman. (interpretation ends) If there is an informal strategy in place for long-term care for elders, where is there a chance for communities to provide input, regular MLAs to provide input, elders to provide input? I'm looking at this 2015 Continuing Care Report and it only scratches the surface, I feel, on this long-term care piece. In the informal strategy that the government has, how can individuals or communities provide input? (interpretation) Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Main. Minister Hickee.

Hon. George Hickee: Thank you, Mr. Chairman. The member brings up a very good issue with the document that he has in front of him. That is just one part. Like you said, it doesn't scratch the scratch, but combined with the information and knowledge that we have gained over the years and through continual feedback from patients and client members, we are always looking at different input from the families, from the clients. We want to make sure that people are comfortable with not just the placements but the level of care.

When we announced and got initial approval for the facility in Rankin Inlet, we held a consultation meeting about a month ago, I believe, in the community to get feedback on what type of services that the community wants to see, what type of infrastructure that the community wants to see. That's where people have an immediate, in that circumstance, opportunity to bring forward any ideas, concerns, or suggestions.

That being said, I know my door is always open. I have visited both of your communities that you represent to the member, and I know his door is always open. To me, anytime anyone has any suggestions or wants to provide any feedback, we will absolutely take a look at it and see how we can continue to improve the care for seniors. I think it is a very important initiative. When I say informal strategy *per se*, I'm going to say priority number one is care closer to home. Thank you, Mr. Chairman.

Chairman: Thank you, Minister Hickes. Mr. Main.

Mr. Main (interpretation): Thank you, Mr. Chairman. (interpretation ends) I couldn't agree more, care closer to home. Ideally we would have an elders centre in every community, but decisions have been made and the current approach is three regional centres; three regional facilities. I am concerned because the current approach ignores the existing facilities. I am looking at the report here and it says the number, and actually it says close to 150 by 2035 will be required. Why?

We went through this; we spent a lot of time on it in the fall sitting. It was mentioned that there were nine different options. I believe it was the minister who mentioned it. There were nine different options that were provided to the government. On our side of the House, we haven't seen what those options were. Perhaps there were options within there that would have been a lot more popular to my constituents and for me. I can't speak for my colleagues.

When we're talking about the existing elders' care facilities and how they fit

into this informal strategy, why does the math not add up? The projection is for roughly 156 beds that will be needed by 2035. Why are the existing beds not accounted for in the math?

(interpretation) Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Main. Minister Hickes.

Hon. George Hickes: Thank you, Mr. Chairman. I apologize if there continues to be confusion on this topic. I'm going to say again that we're not looking at closing any existing facilities. When we look at developing new facilities and new infrastructure and having it at more of a regional approach, near to larger health centres to have the clinical care needs that can be met at a higher level of care, those are the objectives that we are looking to achieve. The facilities that are in other communities other than the regional centres right now, we're not looking at changing anything in those communities.

In fact the centre in Arviat that the member is talking about, we have been working on getting a number of upgrades and renovations done to that facility. I brought the minister of housing to that facility when we were there late last fall to go over some of the ongoing... I'm going to be very careful with my wording here because it is taking a lot longer than I had hoped to get these renovations done. I actually literally... maybe threatened isn't the right word, that I was going to bring a skill saw on my next visit if some of the work that hadn't been done wasn't done by the time I go in there the next time. I can assure the member that I'm very supportive of the facility that he has in

the community of Arviat. It's got a great reputation of staff and the caring and we're not looking at changing anything.

What these newer facilities and larger facilities will allow us to do is to leverage higher care needs and to be able to make sure that we can look at providing care longer in the facilities. That being said, you look at a facility like Arviat or here in Iqaluit where it's not a high level of care being provided. Unfortunately if the level of care goes to a point where it can't be met in the community, then they have to go elsewhere. Right now that elsewhere is in Ottawa. Our goal within these regional centres being a little bit larger is to provide that care at the very least in the region where people are from.

I also appreciated the member from Aggu when he mentioned earlier there are misconceptions of some of these facilities that they're only for local elders. All of our facilities are territorial facilities. We work very hard to try to provide space as needed as close as possible to home, but there are situations, like I said, where we will find a bed or the proper facility to meet the care needs of the individual. Thank you, Mr. Chairman. I hope that responds to this question once and for all.

Chairman: Thank you, Minister Hickey. Mr. Main.

Mr. Main (interpretation): Thank you, Mr. Chairman. Thank you, minister. (interpretation ends) I do appreciate your department's support for the Arviat Andy Aulatjut Elders Facility as well as the housing corporation and Family Services. I just can't help but think that there needs to be a bigger discussion on

this. This report here, the continuing care report, mentions refurbishing old health centres, and I can think of one community in particular that has a new health centre waiting to be moved into. It mentions building beds onto health centres in smaller communities.

When we look at this 108-bed facility which is planned here for Iqaluit and which will be Nunavut-wide, how was it decided that a 108-bed facility was the way to go as opposed to, let's say, a 48-bed facility here and then two more 24-bed facilities somewhere else? I'm trying to understand where this 108-bed facility came from. (interpretation) Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Main. Minister Hickey.

Hon. George Hickey: Thank you, Mr. Chairman. That goes back to, again, some of the options that were provided and some of them are quite extensive, some of them make sense and some of them don't. One of the options that were provided for the 108-bed facility was a 108-bed facility or breaking it into two facilities to meet the needs.

When we look at what services we're being forced to send people out for right now, I believe the last number that I have are 34 people. Thirty-four Nunavummiut are right now being taken care of outside the territory. When you look at the needs of having one facility, it's more adjustable where you're looking at the different care level needs from a level 5 where there are a lot more security measures, there's a higher level of care being provided by the staff, it allows for a more fluid dynamic as demographics shift or as needs shift

where we can be more responsive in one facility.

I'll say one of the main reasons why it's being located here in Iqaluit is because we have a hospital here that can provide that high level of care that could be needed with a facility like that. If we were to move facilities all over the territory in different communities or even more 24-bed or 48-bed facilities like the member mentioned, again, it would be an ideal scenario if I had a blank cheque, but at the end of day our first goal is to provide care closer to home in a way that we can afford it. The Department of Health is continuously challenged with our financial resources, as we discussed this morning with some of us.

When we're looking at the best long-term plan of how we're going to address this need, it is to make it obviously as cost efficient as possible. That's not the only factor, but it's one of the factors that we do have to consider. When we're looking at putting the regional centres in place, it's to allow for a number of different reasons. It's an essential transportation route. People from outlying communities invariably go through regional hub for whatever travel that they're doing, whether it be personal, medical, duty, or it gives families more opportunities to visit with their families in these facilities. There are doctors located all the time in the three regional centres. It allows more flexibility with the transportation.

If somebody does need care, it's more quickly available in a regional centre. Whereas if it was an outlying community and an emergency situation came where we had to send in doctors or

other health professionals, it would be a lot more challenging to be able to do that in a timely manner. Thank you.

Chairman: Thank you, Minister Hickey. Mr. Main.

Mr. Main (interpretation): Thank you, Mr. Chairman. (interpretation ends) Keeping on O&M, in terms of the O&M costs for a 24-bed elders facility versus a 108-bed elders facility, what are the savings? This new facility that is going to be built in Rankin Inlet is a 24-bed. How much more efficient are these facilities? I believe that at one point it was discussed that a 24-bed was an ideal size, not too big, not too small, the best economies of scale. How much more efficiency are you getting out of quadrupling the size of a facility in terms of O&M? (interpretation) Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Main. Minister Hickey.

Hon. George Hickey: Thank you. I'm just getting some final numbers. Just off the top of my head, when we look at... . Let's do a comparison with an existing 10-bed facility that we have right now. It's costing us approximately \$3.5 million a year in O&M. A 24-bed facility would be \$5.5 million a year, so more than double the beds for roughly \$2 million more. Thank you, Mr. Chairman.

Chairman: Thank you, Minister Hickey. Minister Hickey, you wanted to have further comments? Minister Hickey.

Hon. George Hickey: Thank you, Mr. Chairman. I should clarify that was based on a 24-bed model. When we go

into a 108-bed model, it would vary depending upon how much of the level 4 or 5 care versus... . It would be more fluid, but again, it would be more cost efficient as long as it's not full of level 5 patients. Thank you, Mr. Chairman.

Chairman: Thank you, Minister Hickes. Mr. Main.

Mr. Main (interpretation): Thank you, Mr. Chairman. (interpretation ends) Thank you for that information. The example you used of a ten-bed facility, they are quite expensive on a cost per bed and that is why, to my understanding, they were looking at expanding some of them. I believe Igloolik comes to mind. I have pushed for and previous MLAs in Arviat, namely, the Premier, I believe, have pushed for expansion to the Arviat Andy Aulatjut Elders' Home. Expanding existing facilities appears to be one of the quickest ways we could respond to this issue. I understand four or five level care is more difficult to provide for. Why is expansion of existing facilities no longer on the table in terms of this territory's plan on elder care? (interpretation) Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Main. Minister Hickes.

Hon. George Hickes: Thank you, Mr. Chairman. In some respects it might be quicker, but realistically not. Not only would it not be quicker; it would be much more expensive. When you look at existing facilities and the different changes to the building codes for health care facilities or infrastructure, they have changed a lot over the years. As an example, if the centre in Arviat was

closed and we were looking at opening its doors tomorrow as an elder facility, it would not be eligible to be an elder facility. That has been one of the concerns why, how invasive some of the renovations that we want to do, what level of impact it has on as soon as you go too far, you have to update to current building codes and they are quite extensive when you are talking about a health care facility. Not only would it be not be faster; it would be much more expensive. Thank you, Mr. Chairman.

Chairman: Thank you, Minister Hickes. Mr. Main.

Mr. Main (interpretation): Thank you, Mr. Chairman. (interpretation ends) If you can't expand the existing facilities, Arviat for example, and Gjoa Haven, Igloolik, if you can't expand them, the future of these facilities, it appears to be a ticking clock until you get to the end. Is that why the department is planning for 156 beds? I'm trying to make sense of this. We need 156 beds by 2035, right? That's what this report says. We're going to build 156 beds despite all the existing facilities. It just doesn't make sense why you would.

If the existing facilities are supported and you add 156 beds, we're going to end up with roughly 220 beds in the territory. What are we going to do with the 70 extra beds or rooms with nobody in them? Is there a plan for what to do with excess capacity? If we don't need rooms in these centres across Nunavut, is there a plan, like would they be used as secondary for people with disabilities or would they simply sit empty? I apologize if that's hypothetical. I'm trying to understand what the plan is.

I'm looking at a report from 2015, Mr. Chairman. (interpretation) Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Main. Minister Hickeys.

Hon. George Hickeys: Thank you, Mr. Chairman. I appreciate the member's concerns and to a certain extent they're valid. When we look at providing the number of beds due to estimates of census estimates, those are just projections. We've got to be very cautious that, really, until we meet our current need, there is absolutely no danger to any of those facilities. How some future government decides to utilize the existing infrastructure, really, it's so far down the road that who knows what other needs would be arising, whether they could very easily continue to be long-term care facilities or continuing care centres in those pieces of infrastructure.

I don't intend this to be like a chicken little, the sky is falling conversation because it's not. First of all, until we meet our current need, we're going need every bed we've got available in the territory, and when we look at what our projected needs are, those are estimates. To be frank, Mr. Chairman, it's not a concern of mine at this time. I know we need those facilities and we're going to need them for a while. Thank you, Mr. Chairman.

Chairman: Thank you, Minister Hickeys. Mr. Main.

Mr. Main (interpretation): Thank you, Mr. Chairman. (interpretation ends) I will move on, but I will just reiterate that I think we really need to have a proper

strategy in place on this, and one that isn't just developed within cabinet; one that is developed with both sides of the House, developed with our Inuit organization partners and with communities.

I just have one more line of questioning. It's regarding this colorectal cancer screening program. It mentions in the business plan on page 155 the pilot is almost ready to roll out. I believe the deputy minister mentioned that it was about ready to go. You're going to roll out a pilot, and then the priority for this year is to evaluate and analyze the outcomes of the pilot. How long is the pilot program for colorectal cancer screening? When will it happen and where, if it's specific communities or areas? (interpretation) Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Main. Minister Hickeys.

Hon. George Hickeys: Thank you, Mr. Chairman. Just to provide the member with updated information, through you, I would request that Deputy Minister Brown respond to that question, please.

Chairman: Thank you. Ms. Brown, please go ahead.

Ms. Brown: Thank you, Mr. Chairman. Regarding the colorectal screening program, we are just putting in all the education components into place, developing the systems to track, and determining how and where it should be rolled out. Those foundational elements are the key and once they are in place and we try it out in a couple of locations, which we haven't determined yet, usually it's a larger community and a

smaller community are the pilots, then we will be ready to roll out once we have refined the whole process. It shouldn't take much longer to roll it out across the territory once we've got those two communities identified and test tried. Thank you, Mr. Chairman.

Chairman: Thank you, Ms. Brown. Mr. Main.

Mr. Main (interpretation): Thank you, Mr. Chairman. (interpretation ends) The priority for this year is to evaluate and analyze that pilot program. How long is it going to run for if it is going to be evaluated and analyzed in this fiscal year? (interpretation ends) Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Main. Minister Hickes.

Hon. George Hickes: Thank you, Mr. Chairman. There is no set term to it. If I recall correctly, it was going to be that as it gets rolled out, it will continuously be monitored and any best practices would be injected into the next community's strategy. Thank you.

Chairman: Thank you, Minister Hickes. Mr. Main.

Mr. Main (interpretation): Thank you, Mr. Chairman. (interpretation ends) Lung cancer is the one of the most common types of cancer in Nunavut. I know you're trying to stop people from smoking, but is there a screening program or informational items that are provided to the public, particularly smokers on lung cancer? (interpretation ends) That is my last question. Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Main. Minister Hickes.

Hon. George Hickes: Thank you, Mr. Chairman. Through our Smoking Cessation Division of the Department of Health, they have a lot of information material, presentations that I have seen at different career fairs where they actually show a model of a lung and a cardiovascular system where you can see the impacts of smoking and not smoking. There is a fair bit of information out there that is available to the public. Obviously, if anyone has any inkling that they want to reduce or to quit, please visit their health centre and look at different options that are available. Thank you, Mr. Chairman.

Chairman: Thank you, Minister Hickes. Mr. Qirngnuq.

Mr. Qirngnuq (interpretation): Thank you, Mr. Chairman. I would like to welcome the minister and his officials.

Mr. Chairman, I have a question for the minister. How many communities have CHRs? I don't know if we have one in my community or in our communities. That's my question, Mr. Chairman. Thank you.

Chairman: Thank you. Minister Hickes.

Hon. George Hickes: Thank you, Mr. Chairman. To the best of my knowledge, every community has CHRs, but during the member's lines of questioning, I'm sure that somebody will let me know if I'm wrong. Thank you, Mr. Chairman.

Chairman: Thank you, Minister Hickes. Mr. Qirngnuq.

Mr. Qirngnuq (interpretation): Thank you, Mr. Chairman. I was thinking that the CHR and the Office of Patient Relations have similar roles. That's why I was asking about it. When we talk about patient relations, I know that CHRs are in the communities, but what I would like to ask is: do you know if their role is reviewed and do you which communities actually do have positions filled and which are vacant? Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Qirngnuq. Minister Hickes.

Hon. George Hickes: Thank you, Mr. Chairman. The member is partially correct. With the role of the community health representative in the community, they can help members of the public navigate through any concerns at the health centre or might be able to assist in explaining processes to somebody. The Office of Patient Relations is obviously more of a broader yet, in some respects, narrower focus as well.

Again, I don't have the community-by-community staffing for the community health representative positions. From the information that I recall, I believe there are community health representatives in every community, but again, I will have to confirm with the department and if that's a misstatement, I will correct the record at a later date. Thank you, Mr. Chairman.

Chairman: Thank you, Minister Hickes. Mr. Qirngnuq.

Mr. Qirngnuq (interpretation): Thank you, Mr. Chairman. The role of the CHR in the smaller communities, when it comes to training, are there opportunities

for them to advance in their role as a CHR? I would like to know if there has been any plan in place for that, Mr. Chairman. Thank you.

Chairman: Thank you, Mr. Qirngnuq. Minister Hickes.

Hon. George Hickes: Thank you, Mr. Chairman. The member brings up a really interesting point, I guess. How fluid and flexible are we as a department? We tend to be reactive to issues and situations as they arise, but I also like to think that the supervisor of health programs in the health centres, as they identify different needs or unique situations or unique qualities of a community where they would be able to engage with staff of looking at different opportunities, we do have our educational upgrade program where we promote staff to be able to go even up into bachelor programming where they can continue to move up the ladder or take advantage of opportunities as they arise.

I think one of the blessings, I think, of some of the staffing in the community health centres is they're exposed to so many different roles where they can take advantage of cross-training, where we can take a look at any opportunities for advancement where somebody shows an interest in a certain field or a certain pathway.

I do want to just touch directly on the member's question is we did conduct a review of the roles and responsibilities from the community-based health staff and some of the recommendations were providing managerial support, which one of the things that we're looking at is the office management type thing where the

supervisor of health programs spends a lot of time looking at the different workload, the different roles within the health centre. As an ongoing basis there are individual circumstances within a health centre, yet there are still general ones that we can take a look at.

Realistically there is a lot of opportunity. If somebody really wants to further their opportunity, we will definitely work with all of our employees to not just give them the resources to do their current job but to promote additional increased learning opportunities or training opportunities. Thank you, Mr. Chairman.

Chairman: Thank you, Minister Hickes. Mr. Qirngnuq.

Mr. Qirngnuq (interpretation): Thank you, Mr. Chairman. I also thank the minister for that response. I want to move on to something else. What has the department done with regard to the status of cancer in Nunavut? Have you done tracking to find out what types of cancers are more prevalent in Nunavut, and what is being done about it? I hope I was clear, Mr. Chairman. Thank you.

Chairman: Thank you, Mr. Qirngnuq. Minister Hickes.

Hon. George Hickes: Thank you, Mr. Chairman. A great example was just brought up with the colorectal screening on how that's going to be rolled out and piloted across the territory. It's one of the cancers that is treatable if you catch it early along. We want to make sure that we take, obviously, opportunities. Right now we're working with the Canadian Partnership against Cancer to continue to develop a cancer plan for Nunavut.

We have talked about mammography machines, how it's just not available to have in every community, how we would work with members of the public that do want to get tested, how we will schedule appointments for them if they're on other travel, whether it be for personal or business or other medical travel, where we can work at coordinating exams.

It's one avenue where we're continuing to develop different screening protocols. During this consultation we will be able to come out with... . As things mature with the colorectal screening, we will learn some more things where we can take that into consideration on other projects. Thank you.

Chairman: Thank you, Minister Hickes. Mr. Lightstone.

Mr. Lightstone: Thank you, Chairman. Good afternoon. Day 4 is it, I believe?

I would like to return to an oral question that I posed last week about the Department of Health's advertisement of six positions restricted to Inuit, all with staff housing. That advertisement was listed as open until filled and it sounds like that may be a bit misleading. I would like to ask: how is it that an advertisement that is listed as open until filled can be withdrawn or taken down without actually being filled? Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Lightstone. Minister Hickes.

Hon. George Hickes: Thank you, Mr. Chairman. They're currently in the process of being filled when we put out these advertisements as open until filled.

We've had enough applicants. I don't have the exact number with me today, but if there have been enough applicants for those positions, we're confident that they will be filled. Thank you.

Chairman: Thank you, Minister Hickes. Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. My next question is: who has the authority to make the decision to take down that advertisement? Is it the Department of Human Resources or the Department of Health, who is the sponsoring department? Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Lightstone. Minister Hickes.

Hon. George Hickes: Thank you, Mr. Chairman. I'm not positive. To me it would be both would have a say in it, but we would both have to agree that the number of applicants planned would be sufficient to fill the positions. Thank you.

Chairman: Thank you. Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. During my oral questions last week I had mentioned how much positive feedback that job advertisement had received on social media, and since I have received a number of complaints from individuals that were wishing to apply to those positions but were unable to due to the advertisement being removed.

I think that it was a hasty decision to remove that job advertisement and I think that's something I would like to hear more about. I was wondering if the

minister would be able to provide us at a later date with some information about the success of that job advertisement and how many applicants that competition had received. Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Lightstone. Minister Hickes.

Hon. George Hickes: I can look at gathering that data, but I'm going to just make a comment on the question. Whenever we advertise for an open until filled, some of these positions have been on there for years. Someone like this in this circumstance where there was a lot of interest, when you get the number of applicants, that's when it gets pulled down. If somebody has an interest in a position, in any position, and it shows open until filled, I strongly recommend that they get their application process started. Thank you.

Chairman: Thank you, Minister Hickes. Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. It is my understanding that the staff housing allocation committee will overprescribe units with advertisements under the assumption that not all advertisements will be filled or not all competitions will be successful. Will all successful applicants receive staff housing? Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Lightstone. Minister Hickes.

Hon. George Hickes: Thank you, Mr. Chairman. I have no idea. There could be people in public housing, current homeowners, spouses of... I have no idea. Thank you, Mr. Chairman.

Chairman: Thank you, Minister Hickes. Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. Getting back to my original purpose, I was applauding the government for making this initiative in order to increase the number of Inuit that take advantage of the generous staff housing subsidy. I just have a few more questions on this topic before I move on.

I'm glad to see the Department of Health has utilized it and I'm curious to find out more. Was it a lengthy process? When was the request initially submitted and when was it subsequently approved, and does the department have any further plans to utilize this Inuit-specific exemption to staff housing allocation? Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Lightstone. Minister Hickes.

Hon. George Hickes: Thank you, Mr. Chairman. We have over 200 job competitions in various stages. I have no idea. Thank you, Mr. Chairman.

Chairman: Thank you, Minister Hickes. Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. I believe under that staff housing policy it indicates that Inuit-specific staff housing allocation requests must come directly from the deputy minister. Maybe if minister would be able to elaborate a little bit further exactly when that request was submitted and subsequently approved. Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Lightstone. I think you're asking questions that are

quite detailed and information that the minister may not have at his fingertips here today. Minister Hickes.

Hon. George Hickes: Thank you, Mr. Chairman. I appreciate the member is continuing this as an issue and it's something that we have proven that we're working on remedying. The people who are trying to put these job actions forward are going to be the people who are going to have to stop their work to get this information together for one competition out of hundreds. Mr. Chairman, I just don't see the value for my staff resources to be utilized in this way.

We're trying to fill positions. That's our Department of Human Resources division. Let's see how this plays out. I think it's a great initiative that we have taken as a cabinet to direct our deputy ministers where available to promote this as an opportunity and I'm proud that Health is one of the ones that are leading the way, but we're going to get forests for the trees here. What value is the information right now? As we move forward, let's see how it plays out and then see how we're doing. This is just an initial foray into this initiative. Let's see how it goes.

I don't want to tie up my resources by finding out how many days it took for my deputy minister to sign off on a request, which meeting that it brought up with the housing allocation committee. Mr. Chairman, this level of detail is just not appropriate for this. Thank you, Mr. Chairman.

Chairman: Thank you, Minister Hickes. Mr. Lightstone.

Mr. Lightstone: Thank you, Mr. Chairman. The minister is making it sound like my request would require hundreds of hours of work to determine, but I think it is something that could easily be determined. Regardless I'll just move on for now.

Last week and last year and the year before, I have been encouraging departments to rework their departmental budget allocations internally in order to maximize the use of our limited funds. I understand that there are many areas of the Department of Health which are variable, where there are many variables and which determine the actual expenditures, but then again, there are many other areas within the Department of Health that have very fixed budgets or expenditures. For the last three years, I have been encouraging departments to address that and put an end to recycling budgets.

When I submitted my written questions on the Department of Health's budgets and actuals, I thought that would be an incentive for the department to move in the right direction and thoroughly review the budget requests and put forward something that is legitimate.

I won't go into a line-by-line review, but there are three line items under health care service delivery which have obviously seen a recycling of prior year budgets. One of them that I addressed last week was the Professional Practice Division which has a million-dollar budget but seems to be surplus 50 percent every year. Another item that I didn't have time to get into was health insurance programs, which also lapses 40 percent of the budget annually, and finally, oral health, which is another area

which seems to lap 50 percent of its budget year over year.

My next and final question would be: when the minister puts forward a request next year, will we see a recycling of budgets? Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Lightstone. Minister Hickey.

Hon. George Hickey: Thank you, Mr. Chairman. I appreciate the question because it's something that I have been working on for a number of years and I agree with the member; the budgeting process, let's just say, has been oversimplified, I think, in previous years and there needs to be a focus on working with the actuals, working with proper projections, but I think at the same time there are, how do I put it, hope for the best, plan for the worst type thing. How do I put it?

When we're looking at establishing a budget like professional practice as an example, we're looking at what we figure that's going to be needed for that division for that fiscal year. Sometimes things don't materialize. There might be capacity issues. There might be other focuses of the division to be working on that diverts them from business planned work, but at the same time I think it's important that the knowledge base across all divisions and departments focus on this overall.

Like I mentioned the other day, we just had our executive directors from the regions just here in Iqaluit for training last week where one of the agenda items was budgeting. The message is getting out there. I can't tell you every line item is not going to be reworked or rejiggered

next year, but it's coming. Thank you.

Chairman: Thank you, Minister Hickee. We have been debating this particular budget item now for the past four days, and this particular page we went through just about everybody's names, some twice, so I'm going to exercise my right now and move on and continue on with the Department of Health's budget. We are on page H-6. Health Care Service Delivery. Total Operations and Maintenance, to be Voted. \$387,980,000. Agreed?

Some Members: Agreed.

Chairman: Thank you. Please go back to page H-3. Department Summary for health. Total Operations and Maintenance, to be Voted. \$468,927,000. Agreed?

Some Members: Agreed.

Chairman: Thank you. Do members agree that we have concluded the Department of Health?

Some Members: Agreed.

Chairman: Thank you. Before we move on...oh, sorry. Any closing comments? Minister Hickee. I'm getting ahead of myself.

Hon. George Hickee: Thank you, Mr. Chairman. I just want to thank members for their diligence. I know it can get a little frustrating sometimes with the volume of information and I can assure members it's time well spent to learn more and more on how the processes work.

I don't mean to begrudge the level of

detail that any of the members are requesting and I'll always work with members to get them the information that's needed, but at the same time, as I had mentioned in one of my recent responses, I've got to be very conscientious of the resources that I have where I need to maximize the benefit of the staff that we have. There are a lot of people who are doing a really good job across this territory.

We do have our challenges like any other entity, but at the same time health care is one of the ones where I have the utmost respect for the health care providers across this territory, the challenges that they face in different communities, here at the Qikiqtani General Hospital, providing health care in a remote area of Canada is challenging at the best of times and I just want to thank my staff for helping prepare me to be able to respond to the questions as they arise.

I look forward to any continued debate that any members want to bring forward to my attention. Thank you.

>> *Applause*

Chairman: Thank you, Minister Hickee. On behalf of the committee, I thank you and your staff for being here to answer the questions over the past several days. With that, Sergeant-at-Arms, if you could please escort the witnesses out. We will take a five-minute break as we get ready for the next department. Thank you.

>> *Committee recessed at 17:08 and resumed at 17:17*

Bill 39 – Appropriation (Operations & Maintenance) Act, 2020-2021 – Community and Government Services – Consideration in Committee

Chairman (Mr. Akoak): Good afternoon. Hello, Inuit (interpretation) and those who are following the proceedings. (interpretation ends) I would now like to ask Minister Kusugak: do you have officials that you would like to appear before the committee? Minister Kusugak.

Hon. Lorne Kusugak (interpretation): Thank you, Mr. Chairman. Yes. Thank you.

Chairman: Thank you. Does the committee to let the minister and his officials go to the witness table?

Some Members: Agreed.

Chairman: Thank you. Sergeant-at-Arms, please escort the witnesses in.

Thank you. For the record, Minister Kusugak, please introduce your officials and proceed with your opening comments. Minister Kusugak.

Hon. Lorne Kusugak (interpretation): Thank you, Mr. Chairman. To your right is my Deputy Minister of Community and Government Services and Assistant Deputy Minister for Community and Government Services, Mr. Kyle Seeley, and Constance Hourie. Thank you, Mr. Chairman.

Mr. Chairman, I am here before the committee today to present the main estimates and business plan for the Department of Community and

Government Services.

As you all know, Community and Government Services is a large department within Nunavut, responsible for many important functions in the territory, includes programs and services for local government, petroleum products, procurement and logistics, emergency management, information management and information technology, project management, facilities management, and provides safety services and lands management, and also sport and recreation under the department.

Our proposed operations and maintenance budget for 2020-21 is \$256,631,000. This includes a \$1,729,000 increase to municipalities' operations and the \$2,699,000 increase to the department to address increasing utility costs for all the offices. Our budget increase also includes funding for one new position within the Procurement Branch to manage the newly signed duty and medical travel airline contract. That will be the person's responsibility.

Before I get into more detail about our plans for the upcoming year, I want to take some time to acknowledge the good work that my department has done over the course of the last year.

I am pleased to report that my department has made great progress to ensure that staffing is reflective of the clients we serve. Inuit representation is up 34 percent from last year and overall our vacancies are down by 32 percent. I am very happy to see that, but we still have a way to go, but the trends are in the right direction.

(interpretation ends) We have cut our casualls in the Information Management and Information Technology Division from 33 to 7. Sixteen of those individuals have secured indeterminate positions. Efforts to ensure information technology capacity in the department and across the territory is very important, as we know from the ransomware attack that shut down the government's computer networks.

Regarding the attack, thanks to the investments made earlier in the digital network structure, the data backed up in our servers helped a speedy restoration of operational capacity without any serious delays to vital government services provided to Nunavummiut. We rebuilt the system in a way that renewed our government's information technology hardware and resulted in a more robust network with a solid foundation to mitigate of risk of future attacks. We are now on a path to a state-of-the-art system.

I would also like to acknowledge the T19V satellite project that increased connectivity in all 25 communities and increased bandwidth capacity for the Government of Nunavut.

(interpretation) The Nunavut Emergency Management Division has also had a busy year and responded to a total of 244 incidents and that included 118 ground search and rescue missions and there were 74 SPOT activations. They had to be searched for or picked up. To prevent as many search and rescues as we can in 2020, the division has provided 375 new SPOT devices in communities. You just press a button if you get lost or if you need help. For all the communities in the territory, 375 new SPOT devises will be

available for people in Nunavut.

In 2019-2020 the Sport and Recreation Division introduced a revised Grants and Contributions Policy. Funding administered by the division supports participation in a wide range of programs delivered by hamlets and non-profit organizations to reduce sedentary behaviour and ensure Nunavummiut can participate in sport and recreation programs, from the playground to the podium. That is what the money is for.

On January 12, 2020, this year, the day before yesterday, the Petroleum Products Division was able to reduce the prices of gasoline and diesel products throughout Nunavut. These reductions were the result of continuous fuel market monitoring and strategically securing bulk fuel during favourable market conditions and at wholesale prices for Nunavut. Over the past 10 years Nunavut has gone from one of the highest priced jurisdictions in Canada to purchase high-quality fuels to now being the lowest.

Moving to the coming year and speaking of podiums, we are very excited about Team Nunavut's participation in the 2020 Arctic Winter Games. It will take place in Whitehorse, Yukon, from March 15 to March 21. This marks the 20th year Nunavut has participated as its own team. The cost of coordinating the Games is expected to be around \$1.8 million.

(interpretation ends) Mr. Speaker, there is always interest in the NNI regulations and how they are applied. It is important to note that the application of the regulations fall under the Department of Economic Development and

Transportation through the NNI Secretariat and the NNI Review Committee. The committee is co-chaired by the NNI Secretariat and NTL. However, my department will continue to work closely with the committee on NNI initiatives and work on improvements.

Mr. Speaker, the Department of Community and Government Services provides funding to municipalities to support the delivery of their core programs and services to Nunavummiut. In 2020-21 my department has identified \$47,180,000 towards the Municipal Funding Program. This is a \$1,729,000 increase from the 2019-2020 budget and will offset increasing utility costs in the municipalities.

Mr. Chairman, I am proud to be the minister for a department that is so committed to providing the best services possible to our municipal government partners, other government departments, and all Nunavummiut. (interpretation) Thank you, Mr. Chairman, for giving me the opportunity to make comments.

Chairman: Thank you, Minister Kusugak. Thank you for promoting me to Mr. Speaker in a couple of paragraphs. Does the chair of the standing committee have comments? Mr. Rumbolt.

Mr. Rumbolt: Thank you, Mr. Chairman. I am pleased to provide opening comments on behalf of the Standing Committee on Community and Economic Development on its review of the proposed 2020-21 Main Estimates and 2020-23 Business Plan of the Department of Community and Government Services. The department's

proposed 2020-21 operations and maintenance budget of \$255,631,000 represents a 0.3 percent increase from its 2019-2020 main estimates. The number of positions in the department is increasing from 449.0 PYs to 462.0 PYs.

Members raised a number of issues and concerns during the minister's recent appearance before the standing committee. The department's proposed 2020-21 main estimates include approximately \$67.2 million in funding for 11 different programs that support communities, including the Municipal Funding Program, the Water and Sewage Services Subsidy Program, and the Mobile Equipment Block Funding Program. The amounts provided under these programs have remained largely unchanged in recent fiscal years. The standing committee notes that a number of the department's policies in this area have expired, including the Municipal Funding Program Policy, the Water and Sewage Services Contribution Policy, the NAMIX Grants and Contributions Funding Policy, and the Grants in Lieu of Property Taxes Program Policy.

The department's proposed 2020-21 main estimates include approximately \$3.9 million in funding for seven different programs that support sports and recreation. The standing committee notes that the department has recently finalized its new Sport and Recreation Grants and Contribution Policy, which expires on March 31, 2023. The department's 2019-2022 business plan indicated that one of its priorities was to "...continue the development of a proposed territorial framework on sport, recreation and physical activity, and to review it with relevant stakeholders." The department's proposed 2020-23

business plan indicates that consultations were completed in November 2019. The standing committee looks forward to the tabling of the new framework.

Amendments to the *Consumer Protection Act* were passed by the Legislative Assembly in 2017. These amendments addressed the issue of cheque-cashing fees for government cheques and other matters. One of the department's ongoing priorities has been to "...continue to refresh and disseminate consumer affairs public information materials, which include clarification of federal responsibilities regarding consumer protection." The standing committee encourages the department to review the feasibility of regulating payday loans. The standing committee continues to note the increasing prevalence of charitable and personal fundraising activities undertaken by both organizations and individuals that offer participation in gaming activities that are not necessarily operating under a clear regulatory framework. The standing committee continues to encourage the department to ensure that regulations made under the *Lotteries Act* keep pace with changes in this area, and notes that one of its priorities for the 2021-22 fiscal year is to "...ensure that lottery licensing regulations are being met and followed."

Although the Department of Economic Development and Transportation has formal responsibility for the administration of the government's NNI Policy, the Department of Community and Government Services is responsible for the government's contracting and procurement functions. The standing committee supports efforts on the part of the government to engage with Nunavut

Tunngavik Incorporated to reform the administration of the Inuit Firm Registry in order to address the issue of so-called "paper firms."

The *Emergency Measures Act* was passed by the Legislative Assembly in 2007. Sections 5 to 9 of the legislation provide for the preparation of "emergency management programs" on the part of government institutions and municipal councils. However, although it has been over a decade since the legislation was passed, these provisions have still not been brought into force. The standing committee notes that one of the department's ongoing priorities has been to "...work collaboratively with Government of Nunavut departments to finalize develop departmental emergency preparedness plans." The standing committee will continue to monitor progress in this area.

The department's 2017-18, 2018-19, 2019-2020, and 2020-21 capital estimates included a number of "funding bundles" for infrastructure related to water, wastewater, and solid waste. The department's proposed 2020-23 business plan indicates that one of its priorities for the 2020-21 fiscal year is to "...continue to work with the Departments of Health and Environment, in conjunction with the Government of Nunavut's Sustainable Development Advisory Group, to complete the Government of Nunavut's Water Strategy and the Drinking Water Strategic Framework and Action Plan." It also indicates that one of its priorities for the 2020-21 fiscal year is to "...engage with relevant stakeholders, including the Nunavut Association of Municipalities, Inuit Organizations, and federal departments on the development

of a Nunavut Solid Waste Management Strategy.” The standing committee will continue to monitor the progress of these initiatives as well as the progress of the Department of Environment’s complementary initiative to develop a new “Water Program.”

On June 10, 2019 the Government of Nunavut issued a request for proposals for an “independent review and analysis in the area of information management/information technology.” The request for proposals closed on July 22, 2019. The standing committee looks forward to reviewing the final report from this work.

During the fall of 2019 the Government of Nunavut was impacted by a major “ransomware” incident. The department’s proposed 2020-23 business plan indicates that one of its priorities is to “...continue the development of the Government of Nunavut’s Information Technology Disaster Recovery and Business Continuity Plans.” The department’s 2019-2022 business plan indicated that one of its priorities for the 2019-2020 fiscal year was to “...investigate options for a territorial-wide digital archival solution for all electronic and physical records.” The department’s proposed 2020-23 business plan indicates that it “...identified that the Government of Nunavut requires an Act to govern digital information.” It also indicates that one of its priorities for the 2020-21 fiscal year is to “...continue with the development of information management standards and the creation of an Information Management Act.” The standing committee looks forward to further work in this area clarifying such issues as the extent to which the jurisdiction of the territory’s *Access to*

Information and Protection of Privacy Act extends to cloud-based information.

On May 16, 2002 the Government of Nunavut’s *Ikuma II Report* was tabled in the Legislative Assembly. This report recommended the establishment of a new “Qulliq Fuel Corporation,” which would assume the responsibilities of the Petroleum Products Division of the Department of Community and Government Services and which would operate alongside the Qulliq Energy Corporation. This issue was recently raised by the Members of the Legislative Assembly on the occasion of our televised hearing on the annual report and business plan of the Qulliq Energy Corporation. The government’s response to the standing committee’s report was tabled in the Legislative Assembly on October 21, 2019. It indicated that the government was considering four specific options in this area. The department’s proposed 2020-23 business plan indicates that “...an analysis of various corporate and organizational options for the Petroleum Products Division has been completed [and] the report is due by March 31, 2020.” The standing committee looks forward to this report being tabled in the House during its upcoming spring sitting.

I am pleased to conclude by noting that the first annual report of the Petroleum Products Division was tabled in the Legislative Assembly on November 5, 2019. The production and tabling of this document was recommended by the standing committee, which looks forward to the timely tabling of future annual reports on the important operations of this division.

Mr. Chairman, that concludes my opening comments on the proposed 2020-21 Main Estimates and 2020-23 Business Plan of the Department of Community and Government Services.

Finally, Mr. Speaker, in recognizing the time of day that it is, I would make a motion to report progress at this time. Thank you, Mr. Chairman.

Chairman: Thank you, Mr. Rumbolt. We have a motion on the floor to report progress and the motion is not debatable. All those in favour of the motion. All those opposed. The motion is carried. Sergeant-at-Arms, please escort the officials from the table. I will now rise to report progress.

Speaker (interpretation): Report of the Committee of the Whole. Member Akoak.

Item 21: Report of the Committee of the Whole

Mr. Akoak: Thank you, Mr. Speaker. Your committee has been considering Bill 39 and would like to report progress. Mr. Speaker, I move that the Report of the Committee of the Whole be agreed to. Thank you, Mr. Speaker.

Speaker (interpretation): There is a motion on the floor. Is there a seconder? Member Akeegok. The motion is in order. To the motion. All those in favour. Opposed. The motion is carried.

Continuing on with the orders of the day. Third Reading of Bills.

Speaker's Statement

Before we proceed with the orders of the

day, I thank you. (interpretation ends) Before we proceed with the orders of the day, I wish to make a statement.

I want to begin by first thanking each and every one of my colleagues for the support that you have provided to me since the day that I was elected to serve as your Speaker.

It has been a great honour to serve in this role, and I wish to express my deepest respect for this institution and its traditions.

I also wish to take this opportunity to express appreciation and gratitude to my constituents in Baker Lake for their support and for entrusting me to represent them in their legislature.

As members are aware, the expectations of public life are great. We owe it to our constituents to represent them with all of the energy that we can bring.

As members know, my family has been enduring great pressure in recent months as a consequence of my wife's health. This has taken a great toll on us as a family, and I believe that the time has come for me to focus all of my energy on being with my family at home.

As we often remind ourselves in this House, family comes first.

>>*Applause*

And it is time for me to put my family first.

Consequently, I am formally declaring today that I will be resigning as Speaker of the Legislative Assembly and the Member for Baker Lake, effective as of

the close of business on tomorrow's date: Tuesday, February 25, 2020.

I wish to assure my constituents that a by-election will be held in due course and that the community of Baker Lake will be fully represented in this House.

I again thank all members for your friendship, your compassion, and your understanding.

We will continue with our agenda. *Orders of the Day*. Mr. Clerk.

Item 23: Orders of the Day

Clerk (Mr. Quirke): Thank you, Mr. Speaker. Just a reminder that the Standing Committee on Legislation meets tomorrow at nine o'clock in the Nanuq Room.

Orders of the Day for February 25:

1. Prayer
2. Ministers' Statements
3. Members' Statements
4. Returns to Oral Questions
5. Recognition of Visitors in the Gallery
6. Oral Questions
7. Written Questions
8. Returns to Written Questions
9. Replies to Opening Address
10. Replies to Budget Address
11. Petitions
12. Responses to Petitions
13. Reports of Standing and Special

Committees on Bills and Other Matters

14. Tabling of Documents
15. Notices of Motions
16. Notices of Motions for First Reading of Bills
17. Motions
18. First Reading of Bills
19. Second Reading of Bills
20. Consideration in Committee of the Whole of Bills and Other Matters
 - Bill 39
 - Bill 40
21. Report of the Committee of the Whole
22. Third Reading of Bills
23. Orders of the Day

Thank you.

Speaker: This House stands adjourned until Tuesday, February 25, at 1:30 p.m. (interpretation) Sergeant-at-Arms.

>>*House adjourned at 17:47*

Appendix – February 24, 2020



Written Question

60-5(2)

Feb 24/20

Written Question

Asked by: Adam Arreak Lightstone

Asked of: Hon. Lorne Kusugak

**Minister Responsible for the Department of Community and
Government Services**

Number:

Date: February 24, 2020

Subject: Use of Contract Services to Perform Functions Intended for
Indeterminate Employees in 2016-17

Purpose: As I have previously stated, I am very concerned about the practice of using contract services to fill the role intended for indeterminate employees. I believe this practice is removing jobs that could potentially be filled by Nunavummiut, and if not, should be filled by qualified full time employees who reside permanently in the territory and contribute to the economy.

I would like to request detailed information on the following contract services from the 2016-17 procurement activity report to identify the scope of the issue and determine if it is still on-going.

1. Figure 1 below shows a sample listing of contracts from the 2016-2017 procurement activity report. Please provide the following for each:
 - a. The start date of the contract (some of the previous dates were not provided or were later than the end date)
 - b. The end date of the contract.
 - c. Scope of work
 - d. Description of Task
 - e. Identify whether work is a One-time project, multiyear project or ongoing task
 - f. Estimated number of days to complete work
 - g. Daily rate
 - h. Per diem costs
 - i. Accommodation information (staff housing, other leased unit or hotel) and cost, and if applicable any recoveries
 - j. Number of flights and costs associated
 - k. Any other relevant factors in determining the estimate
 - l. Total estimated price
 - m. Name of subcontract resource
 - n. Actual number of days to complete work
 - o. Breakdown of total actual cost
 - p. Portion (days) of work done in Nunavut
 - q. Portion (days) of work done outside of Nunavut
 - r. Identify if a contract is renewed/reposted/extended because the contractor was unable to complete the specified task with the specified time

2. For the positions listed below (i-xx) provide the following:
 - a. When was the last time the position or a **similar function** was sent to Job Evaluation for review?
 - b. What is the current, or most recent, job evaluation?
 - c. When was the last time the position or a **similar function** was sent to Recruitment and Staffing for advertisement?
 - i. Senior Business Systems Analyst
 - ii. Senior Data Communications Administrator
 - iii. Senior Database Administrator
 - iv. Senior Delivery Systems Engineer
 - v. Senior Enterprise Architect

- vi. Senior Network Engineer
- vii. Senior Project Manager
- viii. Senior Sharepoint Developer
- ix. Senior Sharepoint Developer Architect
- x. Senior System Administrator
- xi. Business Systems Analyst
- xii. IT Project Manager
- xiii. Project Manager
- xiv. Senior Business Analyst
- xv. Senior Business Analyst/Project Manager
- xvi. Senior Data Communications Engineer
- xvii. Senior Information Technician Project Manager
- xviii. Senior Project Manager/Business Analyst
- xix. Senior System/Network Engineer
- xx. Senior Technical Project Manager

3. For the contracts listed below, provide rationale for not having the work completed internally.
 - a. Monitor and review cash flow budgets
 - b. Review and update job descriptions

4. Please provide a list of all 79 positions in the Informatics Planning Branch as of March 31, 2017, by program (CIO, Director, Manager Solutions Delivery, 10 positions under Manager Solutions Delivery, Manager Informatics Projects, 6 positions under Manager Informatics Projects...).
 - a. Provide employment status for each position as of March 31, 2017 including whether the position was filled by an indeterminate employee, term employee, casual employee, contractor or was vacant. If necessary, include casuals and contractors in unfunded positions.
 - b. For the contracts under the SOA that are "for skill sets that did not exist within the fulltime positions on the organizational chart. The requirement to meet operational needs was beyond the current available skillset, timelines and staffing complement in the teams that made up the organizational chart." Please indicate where those positions/functions would be ideally placed within the organization.

5. In the return to written question 27-5(2) the Minister stated in response 2-g "In relation to our unfilled positions, the Department was going through a reorganization that significantly impacted the ability to hire new staff until the organizational review was completed and processed." When did this reorganization begin and end?
6. In the return to written question 27-5(2) the Minister stated in response included the organization chart of fiscal year 2016-17. A number of positions in the chart did not have a position number and were instead identified at "14-NEW" does this mean that the positions has yet to be sent Job Evaluation/Recruitment and Staffing/or Human Resources Information Systems to be created and entered into the HR system?
7. In the return to written question 27-5(2) the Minister stated in response 2-h "The team needed access to senior specialists with more than 10 years of experience in managing large enterprise environments. The certifications required to perform these tasks are extensive and not currently available in Nunavut and CGS had to continue to provide the services required and expected by client departments." How many of the subcontractors provided by the vendors had previously been employees of Community and Government Services?
8. In the response to written question 27-5(2) the Minister stated "In regards to the reporting structure of contractors, a Standing Offer Agreement (SOA) with the GN establishes a list of pre-approved contractors (individual consulting companies) to provide services in the respective categories and related topics as outlined within the individual RFP's. A SOA is not a contract. It is an agreement between the GN and a supplier, wherein the supplier agrees to provide to the GN, on demand, specified goods and services under set terms and conditions at pre-arranged prices for a specified time period. The contracts that the GN creates as part of the call-up process under an SOA is with specific vendors and not with the individual resources that would be performing the work. The GN has no contractual relationship with the contracted resources and does not provide any disciplinary or

performance management functions to those resources. The companies that are on the SOA have separate contracts with the individual resources and the resources report to them and not to the GN."

- a. Does the call up process include reviewing resumes, and having the subcontractor take part in an interview process?
 - b. Do subcontractors receive performance related meetings with CGS staff?
 - c. Are subcontractors required fill out timesheets similar to casuals, and submit them to CGS staff?
9. How many times has a SOA contract estimate been in excess of the \$250,000 threshold, which would require the contract to go through the RFP process?
 10. In the return to written question 27-5(2) the Minister's response indicated that almost all of the contracts are for six months or less, is this to ensure that the contract is below the \$250,000 RFP threshold?
 11. Are multiple SOA contracts being used for the same project to ensure it remains below the \$250,000 RFP threshold?
 12. When a contractor is unable to complete the specified task within the timeframe of the contract is there a consequence, if so what are they?

Adam Arreak Lightstone

Figure 1

Procurement Activity Report 2016-17 contract Detailed Listing							
#	Description	Location	Dept	Vendor	Method	Value	Avail
C2347	Senior Business Systems Analyst	Isaluit	CGS	Donna Cons Inc.	EXT	165,433.25	
C2321	Senior Business Systems Analyst	Isaluit	CGS	Donna Cons Inc.	PRFP	15,000.00	
C2367	Senior Data Communications Administrator	Isaluit	CGS	Donna Cons Inc.	PRFP	183,750.00	
C2293	Senior Data Communications Administrator	Isaluit	CGS	Donna Cons Inc.	PRFP	141,740.50	
C2375	Senior Database Administrator	Isaluit	CGS	Donna Cons Inc.	PRFP	195,000.00	
C1792	Senior Database Administrator	Isaluit	CGS	Donna Cons Inc.	PRFP	15,600.00	
C2212	Senior Delivery Systems Engineer	Isaluit	CGS	Donna Cons Inc.	EXT	100,391.25	
C2385	Senior Enterprise Architect	Isaluit	CGS	Donna Cons Inc.	PRFP	201,000.00	
C2360	Senior Enterprise Architect	Isaluit	CGS	Donna Cons Inc.	PRFP	175,000.00	
C2274	Senior Enterprise Architect	Isaluit	CGS	Donna Cons Inc.	PRFP	133,808.75	
C2190	Senior Enterprise Architect	Isaluit	CGS	Donna Cons Inc.	PRFP	90,000.00	
C1860	Senior Network Engineer	Isaluit	CGS	Donna Cons Inc.	EXT	20,078.25	
C1743	Senior Network Engineer	Isaluit	CGS	Donna Cons Inc.	EXT	13,500.00	
C2232	Senior Network Engineer	Isaluit	CGS	Donna Cons Inc.	PRFP	111,469.50	
C2100	Senior Network Engineer	Isaluit	CGS	Donna Cons Inc.	PRFP	62,000.00	
C2055	Senior Network Engineer	Isaluit	CGS	Donna Cons Inc.	PRFP	46,849.25	
C1855	Senior Network Engineer	Isaluit	CGS	Donna Cons Inc.	PRFP	20,000.00	
C2291	Senior Project Manager	Isaluit	CGS	Donna Cons Inc.	EXT	140,000.00	
C2121	Senior Project Manager	Isaluit	CGS	Donna Cons Inc.	EXT	70,000.00	
C2021	Senior Project Manager	Isaluit	CGS	Donna Cons Inc.	EXT	40,250.00	
C1958	Senior Project Manager	Isaluit	CGS	Donna Cons Inc.	EXT	28,770.00	
C2395	Senior Project Manager	Isaluit	CGS	Donna Cons Inc.	PRFP	215,782.50	
C2334	Senior Project Manager	Isaluit	CGS	Donna Cons Inc.	PRFP	159,375.00	
C2335	Senior Project Manager	Isaluit	CGS	Donna Cons Inc.	PRFP	159,375.00	
C2322	Senior Project Manager	Isaluit	CGS	Donna Cons Inc.	PRFP	150,000.00	
C2270	Senior Project Manager	Isaluit	CGS	Donna Cons Inc.	PRFP	130,047.75	
C2017	Senior Project Manager	Isaluit	CGS	Donna Cons Inc.	PRFP	40,000.00	
C1959	Senior Project Manager	Isaluit	CGS	Donna Cons Inc.	PRFP	28,770.00	
C2019	Senior Sharepoint Developer	Isaluit	CGS	Donna Cons Inc.	EXT	40,000.00	
C1856	Senior Sharepoint Developer	Isaluit	CGS	Donna Cons Inc.	EXT	20,000.00	
C2018	Senior Sharepoint Developer Architect	Isaluit	CGS	Donna Cons Inc.	EXT	40,000.00	
C1589	Senior System Administrator	Isaluit	CGS	Donna Cons Inc.	EXT	8,500.00	
C2222	Business Systems Analyst	Isaluit	CGS	Sundata White Group - Intellistaff	EXT	105,825.00	
C2301	Business Systems Analyst	Isaluit	CGS	Sundata White Group - Intellistaff	PRFP	145,200.00	
C2237	Business Systems Analyst	Isaluit	CGS	Sundata White Group - Intellistaff	PRFP	114,300.00	
C2139	IT Project Manager	Isaluit	CGS	Sundata White Group - Intellistaff	PRFP	76,500.00	
C2167	Project Manager	Isaluit	CGS	Sundata White Group - Intellistaff	PRFP	82,875.00	
C2027	Senior Business Analyst	Isaluit	CGS	Sundata White Group - Intellistaff	EXT	41,550.00	
C2290	Senior Business Analyst/Project Manager	Isaluit	CGS	Sundata White Group - Intellistaff	PRFP	140,000.00	
C2219	Senior Business Analyst/Project Manager	Isaluit	CGS	Sundata White Group - Intellistaff	PRFP	103,250.00	
C2313	Senior Data Communications Engineer	Isaluit	CGS	Sundata White Group - Intellistaff	EXT	149,600.00	
C2254	Senior Data Communications Engineer	Isaluit	CGS	Sundata White Group - Intellistaff	EXT	120,650.00	
C2398	Senior Data Communications Engineer	Isaluit	CGS	Sundata White Group - Intellistaff	PRFP	221,625.00	
C2326	Senior Data Communications Engineer	Isaluit	CGS	Sundata White Group - Intellistaff	PRFP	154,200.00	
C2353	Senior Data Communications Engineer	Isaluit	CGS	Sundata White Group - Intellistaff	PRFP	16,991.25	
C2394	Senior Database Administrator	Isaluit	CGS	Sundata White Group - Intellistaff	PRFP	215,500.00	
C2330	Senior Database Administrator	Isaluit	CGS	Sundata White Group - Intellistaff	PRFP	157,850.00	
C2125	Senior Enterprise Architect	Isaluit	CGS	Sundata White Group - Intellistaff	EXT	71,750.00	
C2393	Senior Enterprise Architect	Isaluit	CGS	Sundata White Group - Intellistaff	PRFP	215,000.00	
C2349	Senior Information Technician Project Manager	Isaluit	CGS	Sundata White Group - Intellistaff	PRFP	166,215.00	
C2396	Senior Network Engineer	Isaluit	CGS	Sundata White Group - Intellistaff	PRFP	216,750.00	
C2370	Senior Network Engineer	Isaluit	CGS	Sundata White Group - Intellistaff	PRFP	185,625.00	
C2338	Senior Network Engineer	Isaluit	CGS	Sundata White Group - Intellistaff	PRFP	163,350.00	
C2239	Senior Network Engineer	Isaluit	CGS	Sundata White Group - Intellistaff	PRFP	115,650.00	
C2104	Senior Network Engineer	Isaluit	CGS	Sundata White Group - Intellistaff	PRFP	64,250.00	
C2147	Senior Project Manager	Isaluit	CGS	Sundata White Group - Intellistaff	EXT	78,000.00	
C2352	Senior Project Manager	Isaluit	CGS	Sundata White Group - Intellistaff	PRFP	169,620.00	
C2331	Senior Project Manager	Isaluit	CGS	Sundata White Group - Intellistaff	PRFP	157,850.00	
C2153	Senior Project Manager	Isaluit	CGS	Sundata White Group - Intellistaff	PRFP	79,750.00	
C2292	Senior Project Manager/Business Analyst	Isaluit	CGS	Sundata White Group - Intellistaff	EXT	141,350.00	
C2230	Senior System/Network Engineer	Isaluit	CGS	Sundata White Group - Intellistaff	EXT	110,250.00	
C2365	Senior System/Network Engineer	Isaluit	CGS	Sundata White Group - Intellistaff	PRFP	180,625.00	
C2329	Senior Technical Project Manager	Isaluit	CGS	Sundata White Group - Intellistaff	PRFP	156,400.00	
C2045	Monitor and Review Cash Flow Budgets	Isaluit	CGS	The Right Door Consulting & Solutions	EXT	44,850.00	
C2007	Review and Update of Job Descriptions	Isaluit	CGS	The Right Door Consulting & Solutions	PRFP	38,500.00	
						7,163,192.25	

#	Vendor	\$
1	Donna Cons Inc.	2,961,491.00
1	Sundata White Group - Intellistaff	4,118,351.25
31	The Right Door Consulting & Solutions	44,850.00
32	The Right Door Consulting & Solutions	38,500.00
65		7,163,192.25

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Written Question

Written Question

61-5(2)

Feb 24/20

Asked by: Adam Arreak Lightstone

Asked of: Hon. Lorne Kusugak

Minister Responsible for the Department of Community and Government Services

Number:

Date: February 24, 2020

Subject: Use of Contract Services to Perform Functions Intended for Indeterminate Employees in 2017-18

Purpose: As I have previously stated, I am very concerned about the practice of using contract services to fill the role intended for indeterminate employees. I believe this practice is removing jobs that could potentially be filled by Nunavummiut, and if not, should be filled by qualified full time employees who reside permanently in the territory and contribute to the economy.

I would like to request detailed information on the following contract services from the 2017-18 procurement activity report to identify the scope of the issue and determine if it is still ongoing.

1. Figure 1 below shows a sample listing of contracts from the 2017-2018 procurement activity report. Please provide the following for each:
 - a. The start date of the contract
 - b. The end date of the contract
 - c. Scope of work
 - d. Description of Task
 - e. Identify duration of work as One-time project, multiyear project or ongoing task
 - f. Estimated number of days to complete work
 - g. Daily rate
 - h. Per diem costs
 - i. Accommodation information (in staff housing, other leased unit or hotel) and cost, and if applicable any recoveries
 - j. Number of flights and costs associated
 - k. Any other relevant factors in determining the estimate
 - l. Total estimated price
 - m. Name of subcontract resource
 - n. Actual number of days to complete work
 - o. Breakdown of total actual cost
 - p. Portion (days) of work done in Nunavut
 - q. Portion (days) of work done outside of Nunavut
 - r. Identify if a contract is renewed/reposted/extended because the contractor was unable to complete the specified task with the specified time

2. For the positions listed below (i-xx) provide the following:
 - a. When was the last time the position or a similar function was sent to Job Evaluation for review?
 - b. When was the last time the position or a similar function was sent to Recruitment and Staffing for advertisement?
 - c. What is the current, or most recent, job evaluation?
 - Business Analyst
 - Business Analyst Services
 - Business Systems Analyst
 - Information Management Governance Specialist
 - IT Project Manager
 - Project Manager

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- Senior Business Analyst
- Senior Business Analyst/Records Analyst
- Senior Business Systems Analyst
- Senior Data Communications Engineer
- Senior Database Admin
- Senior Enterprise Architect
- Senior IT Project Manager
- Senior Network Engineer
- Senior Project Manager
- Senior Project Manager/Business Analyst
- Senior Sharepoint Developer
- Senior Sharepoint Specialist
- Senior Systems Administrator
- Senior Systems Engineer
- Senior Systems/Network Engineer
- Senior Technical Writer
- Senior Telecom Lineman
- Senior Telecomm Lineman

3. For the contracts listed below, provide rationale for not having the work completed internally.
 - a. Callup for Operational and Analytical Services
 - b. Creation of a Responsive Strategic Plan
 - c. Financial Services
 - d. HR Support Document
 - e. Job Description Review
 - f. Preparation of Land Administration By-Law
 - g. Zero Based Budget Preparation
4. Please provide a list of all 79 positions in the Informatics Planning Services Branch as of March 31, 2018, by program (CIO, Director, Manager Solutions Delivery, 10 positions under Manager Solutions Delivery, Manager Informatics Projects, 6 positions under Manager Informatics Projects...).
 - a. Provide employment status for each position as of March 31, 2018 including whether the position was filled by an indeterminate employee, term employee, casual employee, contractor or was vacant. If necessary, include in the listing all

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casuals in unfunded positions who report to positions in the Informatics Planning Services Branch.

- b. For the contracts under the SOA that are “for skill sets that did not exist within the fulltime positions on the organizational chart. The requirement to meet operational needs was beyond the current available skillset, timelines and staffing complement in the teams that made up the organizational chart.” Please indicate where those positions/functions would be ideally placed within the organization.
5. How many of the subcontractors provided by the vendors, had previously been employed by Community and Government Services?
 6. Provide a detailed breakdown for all of the SOA call-ups for each of the last 10 fiscal years. Including information such as
 - a. Subcontractors name
 - b. Role of the resource
 - c. Location of work

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Figure 1 Appendix C 2017-18 CONTRACT DETAILED LISTING (> \$5,000)

Type of Contract	Ref.	Description	Location	Dept.	Vendor	Method	Val.
Service Contracts	C2486	IT Project Manager	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$213,150.00
Service Contracts	C2487	Senior Systems Engineer	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$213,150.00
Consulting Services	C796	Senior Systems/Network Engineer	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$211,880.00
Consulting Services	C788	Senior Telecom Lineman	Iqaluit	CGS	Donna Cona Inc.	EXT	\$201,400.00
Service Contracts	C2478	Senior Network Engineer	Iqaluit	CGS	Donna Cona Inc.	EXT	\$194,089.75
Service Contracts	C2479	Senior Systems Engineer	Iqaluit	CGS	Donna Cona Inc.	EXT	\$194,089.75
Consulting Services	C782	Senior Data Communications Engineer	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$194,040.00
Service Contracts	C2474	Senior Project Manager	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$182,750.00
Consulting Services	C775	Senior Project Manager/Business Analyst	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$181,125.00
Service Contracts	C2471	Senior Data Communications Engineer	Iqaluit	CGS	Donna Cona Inc.	EXT	\$180,500.00
Consulting Services	C772	Senior Database Admin	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$179,375.00
Consulting Services	C769	Senior IT Project Manager	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$176,400.00
Service Contracts	C2469	Senior Enterprise Architect	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$176,075.00
Service Contracts	C2466	Senior Project Manager	Iqaluit	CGS	Donna Cona Inc.	EXT	\$172,626.00
Consulting Services	C767	Senior Enterprise Architect	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$172,200.00
Consulting Services	C768	Senior Project Manager	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$172,200.00
Consulting Services	C766	Senior Data Communications Engineer	Iqaluit	CGS	Donna Cona Inc.	EXT	\$171,600.00
Service Contracts	C2465	Business Systems Analyst	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$167,500.00
Service Contracts	C2464	Senior Data Communications Engineer	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$167,325.00
Consulting Services	C765	Senior Database Admin	Iqaluit	CGS	Donna Cona Inc.	EXT	\$167,318.75
Service Contracts	C2463	Business Systems Analyst	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$164,800.00
Consulting Services	C759	Senior Network Engineer	Iqaluit	CGS	Donna Cona Inc.	EXT	\$160,626.00
Consulting Services	C760	Senior Network Engineer	Iqaluit	CGS	Donna Cona Inc.	EXT	\$160,626.00
Service Contracts	C2457	Senior Network Engineer	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$160,325.00
Consulting Services	C757	Senior Project Manager	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$158,400.00
Service Contracts	C2454	Senior Database Admin	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$158,075.00
Service Contracts	C2453	Senior Project Manager	Iqaluit	CGS	Donna Cona Inc.	EXT	\$155,875.00
Consulting Services	C756	Senior Data Communications Engineer	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$154,200.00
Service Contracts	C2449	Senior Project Manager	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$151,390.00
Consulting Services	C751	Senior IT Project Manager	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$150,000.00
Service Contracts	C2430	IT Project Manager	Iqaluit	CGS	Donna Cona Inc.	EXT	\$148,500.00
Consulting Services	C740	Senior IT Project Manager	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$146,500.00
Service Contracts	C2432	Senior Project Manager	Iqaluit	CGS	Donna Cona Inc.	EXT	\$144,590.00
Consulting Services	C739	Business Systems Analyst	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$144,000.00
Service Contracts	C2422	Senior Database Admin	Iqaluit	CGS	Donna Cona Inc.	EXT	\$136,500.00
Consulting Services	C730	Senior Network Engineer	Iqaluit	CGS	Donna Cona Inc.	IR/P	\$133,855.00
Service Contracts	C2412	Senior Telecom Lineman	Iqaluit	CGS	Donna Cona Inc.	EXT	\$129,470.00
Service Contracts	C2404	Callup for Operational and Analytical Services	Iqaluit	CGS	The Right Door Consulting and Solutions Inc.	PRFP	\$124,800.00
Consulting Services	C708	Senior Project Manager	Iqaluit	CGS	Donna Cona Inc.	IR/P	\$118,590.00
Service Contracts	C2391	Senior Project Manager/Business Analyst	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$113,750.00
Consulting Services	C698	Business Systems Analyst	Iqaluit	CGS	Bevertec CST Inc.	EXT	\$110,700.00
Service Contracts	C2384	Senior Business Analyst/Records Analyst	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$108,650.00
Service Contracts	C2382	Senior Network Engineer	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$107,450.00
Service Contracts	C2380	IT Project Manager	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$106,400.00
Service Contracts	C2381	Senior Systems/Network Engineer	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$106,400.00
Service Contracts	C2374	Business Systems Analyst	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$104,300.00
Service Contracts	C2373	Senior Project Manager	Iqaluit	CGS	Donna Cona Inc.	EXT	\$104,200.00
Service Contracts	C2372	Senior Telecom Lineman	Iqaluit	CGS	Donna Cona Inc.	EXT	\$104,200.00
Service Contracts	C2370	Senior Database Admin	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$103,950.00
Service Contracts	C2371	Senior Enterprise Architect	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$103,950.00
Service Contracts	C2369	Senior Project Manager	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$103,950.00
Service Contracts	C2363	Senior Data Communications Engineer	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$101,150.00
Service Contracts	C2351	Senior Network Engineer	Iqaluit	CGS	Donna Cona Inc.	EXT	\$97,200.00
Consulting Services	C673	Senior Network Engineer	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$96,525.00
Service Contracts	C2346	Senior Database Admin	Iqaluit	CGS	Donna Cona Inc.	EXT	\$94,500.00
Consulting Services	C666	Senior Enterprise Architect	Iqaluit	CGS	Donna Cona Inc.	EXT	\$94,500.00
Service Contracts	C2344	Senior Enterprise Architect	Iqaluit	CGS	Donna Cona Inc.	EXT	\$93,715.00
Service Contracts	C2343	Senior Data Communications Engineer	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$93,450.00
Service Contracts	C2341	Business Analyst	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$92,400.00
Consulting Services	C663	Senior Enterprise Architect	Iqaluit	CGS	Donna Cona Inc.	EXT	\$91,875.00
Service Contracts	C2340	Senior Data Communications Engineer	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$91,140.00
Consulting Services	C656	Senior Project Manager/Business Analyst	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$90,000.00
Service Contracts	C2337	Senior Business Analyst/Records Analyst	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$89,950.00
Service Contracts	C2335	Business Systems Analyst	Iqaluit	CGS	Bevertec CST Inc.	EXT	\$89,600.00
Service Contracts	C2336	Business Systems Analyst	Iqaluit	CGS	Bevertec CST Inc.	EXT	\$89,600.00
Consulting Services	C652	Senior Network Engineer	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$89,100.00
Consulting Services	C651	Senior Business Analyst	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$88,900.00
Consulting Services	C648	Information Management Governance Specialist	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$88,200.00
Consulting Services	C646	Business Systems Analyst	Iqaluit	CGS	Donna Cona Inc.	EXT	\$86,313.00
Consulting Services	C645	Business Systems Analyst	Iqaluit	CGS	Bevertec CST Inc.	EXT	\$86,100.00
Service Contracts	C2325	Senior Network Engineer	Iqaluit	CGS	Donna Cona Inc.	EXT	\$83,813.00
Consulting Services	C636	Project Manager	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$81,450.00
Service Contracts	C2318	Senior Database Admin	Iqaluit	CGS	Donna Cona Inc.	EXT	\$80,500.00
Service Contracts	C2317	Senior Project Manager	Iqaluit	CGS	Donna Cona Inc.	EXT	\$80,500.00
Consulting Services	C628	Senior Network Engineer	Iqaluit	CGS	Donna Cona Inc.	EXT	\$80,313.00
Consulting Services	C629	Senior Network Engineer	Iqaluit	CGS	Donna Cona Inc.	IR/P	\$80,313.00
Consulting Services	C630	Senior Network Engineer	Iqaluit	CGS	Donna Cona Inc.	EXT	\$80,313.00
Service Contracts	C2315	Senior Project Manager	Iqaluit	CGS	Donna Cona Inc.	EXT	\$80,313.00
Service Contracts	C2314	Senior Sharepoint Developer	Iqaluit	CGS	Bevertec CST Inc.	EXT	\$80,000.00
Service Contracts	C2307	Senior IT Project Manager	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$78,900.00
Service Contracts	C2302	Senior Network Engineer	Iqaluit	CGS	Donna Cona Inc.	EXT	\$76,800.00
Consulting Services	C619	Senior Project Manager	Iqaluit	CGS	Donna Cona Inc.	EXT	\$76,500.00
Service Contracts	C2294	Senior Enterprise Architect	Iqaluit	CGS	Donna Cona Inc.	EXT	\$73,500.00
Service Contracts	C2291	Senior Sharepoint Specialist	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$72,000.00
Service Contracts	C2288	Senior Business Analyst	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$70,650.00
Consulting Services	C606	Preparation of Land Administration By-Law	Chesterfield	CGS	DPRA Canada Inc.	PRFP	\$69,538.00
Consulting Services	C605	Senior Project Manager	Iqaluit	CGS	Donna Cona Inc.	EXT	\$69,000.00
Consulting Services	C604	Senior Project Manager	Iqaluit	CGS	Donna Cona Inc.	EXT	\$69,000.00
Service Contracts	C2279	Information Management Governance Specialist	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$68,250.00
Consulting Services	C601	Senior Project Manager	Iqaluit	CGS	Donna Cona Inc.	EXT	\$68,120.55
Consulting Services	C599	Senior Technical Writer	Iqaluit	CGS	Intellistaff Ltd.	IR/P	\$67,500.00
Consulting Services	C597	Senior Project Manager	Iqaluit	CGS	Donna Cona Inc.	EXT	\$66,930.00
Consulting Services	C589	Senior Project Manager/Business Analyst	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$63,420.00
Consulting Services	C587	Senior Network Engineer	Iqaluit	CGS	Donna Cona Inc.	EXT	\$62,911.85
Service Contracts	C2261	Senior Enterprise Architect	Iqaluit	CGS	Donna Cona Inc.	EXT	\$62,397.00
Consulting Services	C584	Senior Business Analyst	Iqaluit	CGS	Intellistaff Ltd.	IR/P	\$62,325.00
Service Contracts	C2259	Senior Data Communications Engineer	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$61,275.00
Service Contracts	C2258	Senior Enterprise Architect	Iqaluit	CGS	Donna Cona Inc.	EXT	\$61,250.00
Consulting Services	C572	Zero Based Budget Preparation	Iqaluit	CGS	The Right Door Consulting and Solutions Inc.	PRFP	\$59,000.00
Service Contracts	C2242	Senior Project Manager	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$57,750.00
Service Contracts	C2232	Financial Services	Iqaluit	CGS	The Right Door Consulting and Solutions Inc.	PRFP	\$57,750.00