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Honourable Margaret Nakashuk L'honorable Margaret Nakashuk Nanngariyauyuq Margaret Nakashuk

Mr. Joe Savikataaq Chair, Committee of Whole Committee jsavikataaq@assembly.nu.ca

July 19, 2022

RE: Department of Human Resources Committee of the Whole Responses

Dear Mr. Chair,

During the June 10, 2022, Department of Human Resources' Committee of the Whole appearance, I committed to provide follow-up responses to the following questions,

1. How is help provided to teachers who have completed the Nunavut Teacher Education Program (NTEP) or other people who received training in the south and have returned to the community and are living in public housing but are interested in moving to staff housing or their own house?

Staff housing for teaching positions is allocated in the same way as any other Government of Nunavut (GN) employees. Before a position is posted, the Department of Education must request housing through the GN's Staff Housing Allocation Committee for any positions for which they would like staff housing. In the case of teachers, many positions are posted with the note that shared housing may be required.

Any NTEP graduates or other qualified Nunavummiut returning from an education program outside the territory can apply for teaching positions that come with staff housing.

If a teaching position receives a housing allocation, once that position is posted and staffed, the successful candidate will be given an appropriate unit. This might include a shared unit with another teacher, or one suitable for a family if that is required by the successful candidate.

Schools do not have a specific number of staff housing units allocated to them and must compete with other departments for the limited housing inventory that is available. However, many teaching positions are treated as in/out, and as one teacher leaves, another is given that unit without a specific allocation taking place.

If a teacher does not have staff housing and would like to apply, there is a process through the Department of Human Resources. However, there is a significant waiting list for such requests for most communities due to limited inventory.

When we look at really hard to fill positions across the territory, I know there has been, on rare occasions, a market adjustment being allowed to fill positions. I would like to get a commitment from the minister that the minister would be able to take a look at the opportunity on a short-term basis to be able to expedite the hiring.

The GN is committed to the principles of equal pay for work of equal value. The GN recognizes that there may be occasions where the total compensation package offered for hard-to-fill positions may not be as competitive as those offered in the public sector market, leading to recruitment and retention issues. Where compensation is only one factor in recruitment, the GN may consider applying a labour market supplement to the established compensation package for these positions

The GN is presently addressing the labour market supplements though a Labour Market Supplement Policy, which is presently in draft stages and expected to move forward early fall for approval. The goal of the policy is to support recruitment and to a lesser extent, address retention issues by temporarily increasing the pay awarded to hard-to-fill position(s) without altering the existing grade determined for that position by the GN's job evaluation process. Labour market supplements are not designed to artificially inflate position compensation but are a tool that can be used in exceptional circumstances to adjust compensation packages to be more competitive in a wider public sector labour market.

3. There are approximately 5,350 positions in the Government of the Nunavut (GN). Approximately how many of them have been designated as requiring lnuktut language proficiency?

Unfortunately, the GN databases do not track language requirements on positions. However, we estimate that approximately 960 positions across the GN would require Inuktut language proficiency as a requirement. These positions range from Government Liaison Officers, Interpreter Translators, Iviqtippalliajut Advisors and Language Specialists, just to mention a few.

I thank you for allowing the opportunity to supplement my responses during the Department of Human Resources appearance at the Committee of the Whole.

Regards,

Hon. Margaret Nakashuk Minister of Human Resources

cc. Mr. Les Hickey, Deputy Minister of Human Resources

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