

BUSINESS PLAN

2025-2026

Office of the Chief Electoral Officer



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Elections Nunavut
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OVERVIEW

The Office of the Chief Electoral Officer (OCEO) is an independent office of the Legislative Assembly. The OCEO is located in Rankin Inlet, Nunavut. The Management and Services Board of the Legislative Assembly provides direction and approves budgets for the Office of the Chief Electoral Officer. The *Nunavut Elections Act* permits the term Elections Nunavut to be used to describe the Office of the Chief Electoral Officer.

The Chief Electoral Officer is appointed for a seven-year term by the Commissioner of Nunavut on the recommendation of the Legislative Assembly. The Chief Electoral Officer fulfills a wide range of statutory responsibilities under the *Nunavut Elections Act*, the *Plebiscites Act*, the *Education Act*, the *Cities Towns and Villages Act*, the *Hamlets Act* and the *Liquor and Plebiscites Regulations* (under the *Liquor Act*).

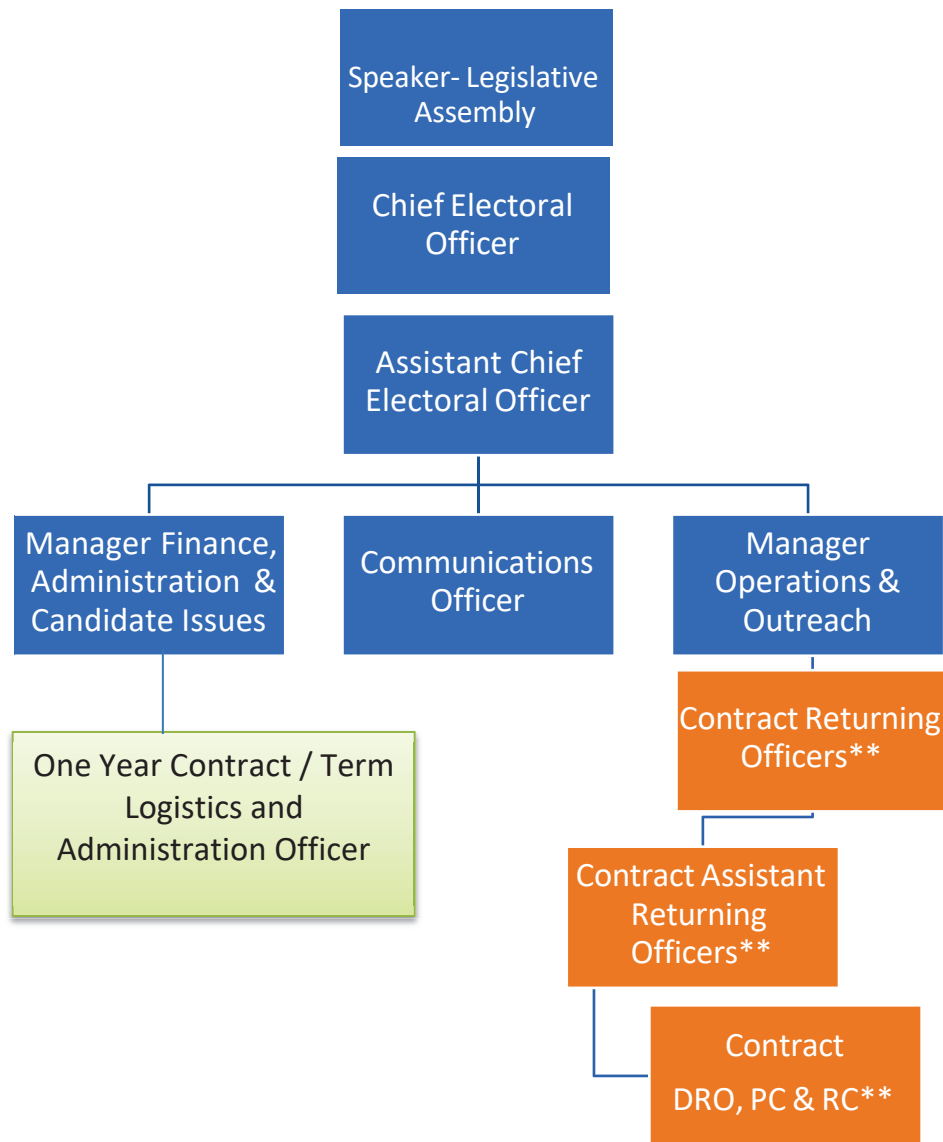
The Office of the Chief Electoral Officer has a budget of \$3,401 million for the 2025-2026 fiscal year. The office includes the Chief Electoral Officer and four indeterminate positions. These positions are the Assistant Chief Electoral Officer, Manager of Finance, Administration & Candidate Issues, Manager of Operations & Outreach and a Communications Officer.

During the Territorial General Election period, the OCEO contracts around 22 Returning Officers and 31 Assistant Returning Officers are hired. During the early voting and Election Day, 48 Deputy Returning Officers, 48 Poll Clerks and 30 Registration Clerks are employed as casuals.

During the Municipal General Election period, the OCEO provides training, logistical, legal and material support to Nunavut's municipal corporations and District Education Authorities.

The OCEO contracts the services of legal counsel, information technology (IT) support, website support (WS), geographic information system (GIS) support, and electronic voter database management (EVDM) support.

ORGANIZATIONAL CHART



** Employed During Elections and Plebiscites

OCEO BUDGET (\$000)

	2025-2026
Office of the Chief Electoral Officer	3,401

MANDATE

The Office of the Chief Electoral Officer enables and promotes the meaningful exercise of the democratic rights and freedoms for all residents of Nunavut by ensuring the equality of opportunity to participate in determining the outcome of elections and plebiscites.

BASIC PRINCIPLES

The Office of the Chief Electoral Officer will endeavor to:

- Encourage participation by every eligible voter in Nunavut;
- Ensure that it is easy for every eligible voter to vote if they wish to, taking into consideration the unique circumstances in Nunavut;
- Minimize barriers for prospective candidates;
- Ensure public awareness of all aspects of elections and plebiscites;
- Provide information in the Official Languages of Nunavut;
- Cooperate with other jurisdictions within Nunavut, Canada and other International Electoral Management Bodies;
- Run elections and plebiscites as equitably and efficiently as possible;
- Incorporate flexibility in the rules governing elections and plebiscites to address unique circumstances in Nunavut as they arise;
- Evaluate the election and plebiscite process, to learn from experience and ensure it meets the need of Nunavummiut.

CORE BUSINESS

The Office of the Chief Electoral Officer (OCEO) administers territorial and municipal elections and plebiscites, in addition to entering into agreements with other agencies to administer plebiscites outside of the *Plebiscites Act*.

LEGISLATION

NUNAVUT ELECTIONS ACT

The *Nunavut Elections Act* came into force in September 2003. It is the statutory instrument that guides all territorial elections and by-elections and municipal elections.

PLEBISCITES ACT

The *Plebiscites Act* came into force in January 2014. It is the statutory instrument that guides plebiscites in Nunavut, with the exception of local option liquor plebiscites.

TOWN, CITIES AND VILLAGES ACT and HAMLETS ACT

With the harmonization of municipal elections with the *Nunavut Elections Act*, the OCEO is responsible under these *Acts* to consult with the Minister of Community Government and Services on the logistics of running a new election to return the council to a locally elected body from an interim trustee.

EDUCATION ACT

With the harmonization of municipal elections with the *Nunavut Elections Act*, the OCEO is responsible under this *Act* to consult with the Minister of Education on the logistics of running a new election to return the DEA to a locally elected body from an interim trustee.

LIQUOR ACT

Through an agreement with the Minister of Finance, the OCEO is responsible for conducting liquor plebiscites and Alcohol Education Committee (AEC) elections under the *Liquor and Plebiscites Regulations*.

PUBLIC SERVICE ACT

The Chief Electoral Officer can appoint members of the public service to serve as election officers if no other suitable person can be found in the community.

FUNCTIONS OF THE CHIEF ELECTORAL OFFICER AND THE OCEO

POLICY DEVELOPMENT

The OCEO develops policies regarding the conduct of general elections, by-elections and plebiscites. These policies provide a foundation for election officials to conduct elections and plebiscites in a consistently equitable manner and to ensure that compliance with legislation is maintained.

ENFORCEMENT

The OCEO works proactively with candidates, financial agents and campaign managers to ensure compliance with legislation.

The OCEO provides support to the Integrity Commissioner, Public Prosecution Services Canada and the RCMP during investigations into contraventions under the *Nunavut Elections Act* and the *Plebiscites Act*. An enforcement protocol is established between these parties to ensure cooperation and that the exchange of information is effective.

Compliance Agreements may be utilized by the Integrity Commissioner with a person who is alleged to have committed an offence, in exchange for a stay of prosecution in respect to the offence. The compliance agreement may include the following: restitution, making a public or private apology, seeking atonement in accordance with Inuit Qaujimajatuqangit, and community service. The RCMP and the Chief Electoral Officer supply information to the Integrity Commissioner to assist in determining if a compliance agreement is appropriate.

The *Summary Convictions Procedures Regulations* provides the RCMP with an option to issue a fine to candidates and their financial agents for failing to prepare and send in their financial return before the end of the post-election period.

GUIDELINES AND FORMS

The *Nunavut Elections Act* and *Regulations* specify the forms to be used during an election or plebiscite. The OCEO prepares these forms with accompanying guides and provides them to candidates, financial agents, election officials and the general public in all official languages.

OVERSIGHT OF ELECTIONS NUNAVUT

The Chief Electoral Officer provides directions and manages the staff of Elections Nunavut.

INSTRUCTIONS

The Chief Electoral Officer issues instructions and directives to election officers, candidates, financial agents, municipal corporations, District Education Authorities and anyone who is campaigning in an elections or plebiscite. These instructions and directions typically identify specific aspects that are not addressed in legislation, or are required in unique circumstances.

RECOMMENDATIONS FOR AMENDMENTS

The Chief Electoral Officer provides recommendations for amendments to the *Nunavut Elections Act*, *Plebiscites Act* and the *Tariff of Fees Regulations*. These recommendations originate from the need to ensure elections and plebiscites are administered as efficiently and effectively as possible, and reflect Nunavut's societal values.

PUBLIC AWARENESS

The OCEO develops and disseminates information to the general public regarding all aspects of elections and plebiscites. This information is provided in all of Nunavut's official languages and in a manner that is accessible to all Nunavummiut.

PRIORITIES FOR THE OCEO 2025-2026

PRIORITIES and ACTIONS 2025-2026

- Commence preparations for the seventh Territorial General Election.
- Recruit a Logistics and Administration Officer on a One-year term
- Administer the seventh territorial General Election on October 27, 2025
- Update all stakeholders about the change in boundaries for Arviat, Igloolik and Iqaluit, which will take effect the day after the dissolution of the current assembly (September 22, 2025)
- Administer MLA by-elections under the *Nunavut Elections Act*. (If required)
- Administer mayor by-elections under the *Nunavut Elections Act*. (If required)
- Administer plebiscites under the *Plebiscites Act*. (If required)
- Administer local options plebiscites under the *Liquor Act* and *Liquor and Plebiscites Regulations*. (If required)
- Provide continued opportunities for staff training through the Canadian Society for Election Official Training (CSEOT).
- Attend the Canadian Conference of Election Officials in Whitehorse in July 2025

APPENDIX A - INUIT EMPLOYMENT PLAN

Employment Categories in Elections Nunavut as of March 31, 2024

In its Public Service Annual Report and in its *Towards a Representative Public Service* (TRPS) report, the GN reports positions across six employment categories: Executive, Senior Management, Middle Management, Professional, Paraprofessional and Administrative Support. The following applies to Elections Nunavut:

Category	OCEO
Executive	N/A
Senior Management	Assistant Chief Electoral Officer (Vacant)
Middle Management	Manager Finance, Administration and Candidates Issues Manager, Operations and Outreach
Professional	None
Paraprofessional	Communications Officer
Administrator Support	None

Due to the inconsistent nature of election cycles, and the limited number of permanent positions at Elections Nunavut, not all employment categories are represented. Significant upswings in temporary employment occur to meet the demands of scheduled election cycles, and additional election and plebiscite events as required.

As of March 31, 2024, one of the four positions (25%) is categorized as senior management, two of the positions are categorized as middle management (50%), and one is categorized as paraprofessional (25%).

The Chief Electoral Officer is a contract position appointed by the Commissioner on the recommendation of the Legislative Assembly and operates as an independent officer of the Legislative Assembly. As such, the position is not included in this report.

Inuit Employment in Employment Categories

The following chart illustrates the Election Nunavut’s current capacity (2024).

As of March 31, 2024, the three indeterminate positions occupied were filled 100% by Inuit employees.

EMPLOYMENT CATEGORIES	TOTAL POSITIONS			INUIT EMPLOYMENT	
	Number of Positions	Filled	% Capacity	Inuit Employed	% Inuit
Executive	-	-	-	-	-
Senior Management	1	0	0%	0	0%
Middle Management	2	2	100%	2	100%
Professional	-	-	-	-	-
Paraprofessional	1	1	100%	1	100%
Administrative Support	-	-	-	-	-
TOTAL	4	3	75%	3	100%

Depending on the type and scope of election and plebiscite events in any given year, as many as 22 Returning Officers and 31 Assistant Returning Officers have been engaged under contract for periods of up to eight weeks. Additionally, as many as 128 Poll Workers have been engaged during the election period. Most of these workers hired in the communities are Inuit, and many speak Inuktitut, since they are required by the Act to know their community and must be able to communicate effectively with the residents.

Elections Nunavut at times hires casual or term employees during periods of heavy workload, or to assist with filling positions temporarily that may be vacated due to unsuccessful competition, education leave, maternity leave, annual leave and/or extended medical leave.

As of February 15, 2024, one employee on an ITA (Internal Transfer) has been approved by the MSB. for direct appointment, paperwork in process.

Inuktit Requirements by Employment Category

The Office recognizes its important responsibilities in promoting the use of Inuktit. These language responsibilities are mandated under the *Nunavut Elections Act*. The Office supports the use of Inuktit within the workplace, and is required by the *Act* to do so in all communications with the public.

Inuktit abilities are vital in providing service to the public through the Office of the Chief Electoral Officer, but this is especially important in the face-to-face contacts with candidates and voters at the community level.

All Elections Nunavut's positions identify the ability to communicate in two or more official languages as an asset.

Training and Development Plans

The Office continues to use performance reviews to engage staff who would like to further develop their career. Through this process, the Office will also use training and development plans to identify employee's aspirations and training needs to formulate a plan to assist employees throughout their career.

Current Issues and Opportunities

There have been few openings to hire indeterminate staff at the agency because of stability in the current team. The position for Assistant Chief Electoral Officer has been open, but efforts to advertise and fill the position have been unsuccessful to date.

Although formal education is a requirement for some positions, the Office identified there is a need to continue to analyze job descriptions to ensure that the education and work experience requirements are not over-inflated and that equivalencies are considered. In 2018-2019, the Office conducted a robust review and modification exercise of all job descriptions to reflect the actual requirements needed and removed all artificial barriers that may have impeded the overall Inuit employment goals.

About Inuit Employment Goals and Targets

The GN has set their Inuit employment goals and targets by considering labour supply and demand factors in Nunavut as a whole and in the community where the office is located. The Office is considering the same factors. Factors may include:

- The availability, interest and level of preparedness of Inuit for public service employment, as documented in Nunavut Inuit Labour Force Analysis products and related summaries prepared by the GN;
- Trends in the number of Inuit who are likely to be qualified now for available positions or high-demand occupations;
- Trends in the number of Inuit who are likely to become qualified over time for available positions or high-demand occupations;
- Competition for skilled Inuit throughout the GN and with other employers in the territory;
- Recent trends in staffing and recruitment in the OCEO;
- Operational requirements and approved positions (PYs) and budgets; and
- Vacancies and projected turnover rates in the department or corporation.

In setting short-term and medium-term goals, the Office did not exceed the approved number of positions (PYs) in each employment category as of the date of the IEP.

Short and Medium-Term Goals

Elections Nunavut will maintain its current Inuit representation in indeterminate positions by continuing to actively encourage a healthy and rewarding work environment in the Office. These present and future initiatives are rooted in Inuit Societal Values.

The Office will continue to work with employees who aspire to hold senior positions within the organization.

APPENDIX B - Financial Forecast 2025-2026

FINANCIAL SUMMARY		
OFFICE OF THE CHIEF ELECTORAL OFFICER (OCEO)		2025-2026 Planned
	PYs	\$000
Permanent Salaries	4	1,114
Casual Wages	-	105
Grants & Contributions	-	
Subtotal		1,219
Other O&M		
Travel & Transportation		189
Materials & Supplies		26
Purchased Services		326
Service Contracts		1,331
Fees and Payments		10
Other Expenses		31
Tangible Assets		103
Computer Hardware & Software		166
Subtotal	4	2,182
Total		3,401

The OCEO has four indeterminant positions (PYs) and one contract position (PYs).
 Associated with the costs of administering the Nunavut's seventh Territorial General Election