



July 2025

Introduction:

The Office of the Auditor General of Canada's *2025 Follow Up Report on Child and Family Services in Nunavut* was tabled in the Legislative Assembly on March 5, 2025.

The Standing Committee on Oversight of Government Operations and Public Accounts held a televised hearing on the Auditor General's 2025 Report on April 29 and 30, 2025. Transcripts from the hearing are available on the Legislative Assembly's website.

On June 2, 2025, the Chair of the Standing Committee on Oversight of Government Operations and Public Accounts presented the Report on the Review of the 2025 Report of the Auditor General of Canada to the Legislative Assembly of Nunavut: Follow-up on Child and Family Services in Nunavut.

The Auditor General of Canada's *2025 Follow-up on Child and Family Services in Nunavut* is a "status update" on actions taken to address the findings in the Auditor General's three previous reports.

Rather than considering the 2025 report as a fourth audit on the same topic, the committee recognizes that it is the first in a series of monitoring audits by the Auditor General of Canada to ensure the Government of Nunavut's ongoing accountability for addressing the findings of its previous audits.

This document is the comprehensive response to the report requested by the Chair pursuant to Rule 91(5) of the *Rules of the Legislative Assembly*. The following are responses compiled with information provided by the Departments of Executive and Intergovernmental Affairs, Family Services, Human Resources and Nunavut Housing Corporation.

Whole-of-Government approach

The Standing Committee recommends:

1. That the Department of Executive and Intergovernmental Affairs immediately establish a performance and accountability framework respecting the role and activities of each government department to address root causes impacting the provision of services related to the wellbeing of children, youth and families in Nunavut.

GN Response:

EIA is exploring the best mechanism for oversight over post-audit activities. As the lead department for child welfare, the Department of Family Services has responded to the Auditor General's findings from their 2023 report and 2025 follow-up by developing an action plan. The Family Services-led, and Cabinet-approved action plan includes actions to address the root causes impacting the

provision of services related to the wellbeing of children, youth and families in Nunavut. Regular meetings with stakeholders are focused on developing action items to address root causes identified by Nunavut's Representative for Children and Youth and the Office of the Auditor General.

The Standing Committee further recommends:

2. That the performance and accountability framework established by the Department of Executive and Intergovernmental Affairs be tabled in the Legislative Assembly of Nunavut prior to the dissolution of this Assembly to serve as a guidepost to the Seventh Assembly of Nunavut.

GN Response:

EIA is exploring the best mechanism for oversight over post-audit activities. As the lead department for child welfare, the Department of Family Services has responded to the Auditor General's findings from her 2023 report and 2025 follow-up by developing an action plan. The Family Services-led, and Cabinet-approved action plan includes actions to address the root causes impacting the provision of services related to the wellbeing of children, youth and families in Nunavut. Regular meetings with stakeholders are focused on developing action items to address root causes identified by Nunavut's Representative for Children and Youth and the Office of the Auditor General.

Root Causes

The Standing Committee recommends:

3. That the Department of Family Services work with the Department of Human Resources to establish additional recruitment incentives for social-work positions.

GN Response:

The Department of Family Services (DFS) has conducted an analysis of recruitment initiatives. The Department is utilizing experiences garnered from the Department of Health and their incentive program for nurse recruitment to inform our path forward. The Department of Family Services will work with the Department of Human Resources and Finance to propose additional recruitment initiatives for Social Workers.

The Standing Committee recommends:

4. That the Department of Family Services determines the current housing status of all Family Wellness employees and renew its efforts to work with the Nunavut Housing Corporation to address the availability of units to meet housing requirements for frontline staff as a priority.

GN Response:

The Department of Family Services is collecting housing data from Human Resources to assess the status of Family Wellness staff. DFS, Human Resources and Nunavut Housing Corporation (NHC) acknowledged the significant housing needs of DFS staff and are considering ways to address them.

As of June 2025:

- The housing status of all Family Wellness employees has been confirmed.
- 46 employees are currently in staff housing.
- 23 employees are not housed in staff housing, with many confirmed to be living in public housing or other local arrangements.

The Standing Committee recommends:

5. That the Department of Family Services establish a framework to ensure that all health and safety incidents reported by employees can be tracked, reviewed and responded to in a timely manner.

GN Response:

Discussions are underway with the Family Wellness information system Matrix vendor, VSI, to ascertain the ability of a health and safety module to be developed with the Department's electronic case management system. If this module cannot be developed, the Department will be exploring other suitable platforms to meet this need.

Case Management

The Standing Committee recommends:

6. That the Department of Family Services bring forward a revised *Ilagiitsiarniq Family Wellness Strategic Action Plan* with targets, baselines, clear accountabilities and specific timelines and that actions be prioritized with a view to what can be realistically achieved within the timelines.

GN Response:

The Department of Family Services recognizes the importance of an action plan that documents targets, baselines, clear accountabilities and specific timelines. The work has been done in the development of progress reports. Family Services will prioritize actions to focus on what can realistically be achieved within the implementation period and is considering development of a revised version of the *Ilagiitsiarniq Family Wellness Strategic Action Plan*. Consideration of the standing committee's recommendations will inform any future updates.

The Standing Committee further recommends:

7. That Family Services' revised *Ilagiitsiarniq Family Wellness Strategic Action Plan* be tabled in the House prior to the end of the term of the Sixth Assembly.

GN Response:

The proposed timeline for this work will not be achieved. However, the Department continues to assess options for renewal with a view to advancing family wellness priorities and continued oversight from the Seventh Assembly.