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Executive Summary

The 2024-25 Nunavut Corrections Annual Report provides a detailed review of the division's mandate, organizational structure, activities, performance, and major initiatives in its first reporting year under the new Nunavut *Corrections Act*.

Nunavut Corrections operates six custody facilities and 16 probation offices across the territory, offering healing and rehabilitation for adults and youth through culturally grounded programming in a secure environment. Inuit Societal Values and restorative justice principles guide the division's mandate.

The new Nunavut *Corrections Act* (effective January 2024) modernizes correctional practices, introducing oversight mechanisms, grievance procedures, improved mental health provisions, and stronger support for Inuit cultural programming. An independent Chief Investigations Officer ensures accountability and systematic review of complaints from clients.

The division employs 266 staff, with ongoing efforts to improve Inuit representation in the workforce, with 41% of indeterminate positions held by Inuit staff. A revamped training program has increased onboarding and staff development, including culturally specific and case management modules.

Comprehensive programming is provided across all custody facilities, with the Inuit Cultural Skills Program (ICSP) as a nationally recognized example. Other offerings include education, mental health and addictions counseling, life skills, traditional activities, and community reintegration support.

In 2024-25, several important initiatives were undertaken by Nunavut Corrections:

- Planning and approval to merge the Nunavut Women's Correctional Centre and Young Offenders Facility (effective April 2026).
- Advancement of a major project to replace outdated offender and courts management systems.
- Commencement of a contraband control strategy for Aqqigiarvik Correctional Healing Facility.
- The transfer of Inuit federal offenders to Nunavut custody facilities to serve all or part of their federal sentence.
- Planning for a two-year pilot project mental health program for clients on probation.
- Implementation of automated shift scheduling to improve staff capacity and cost-efficiency.

In recent years Nunavut Corrections has demonstrated a strategic shift toward more accountable, culturally relevant and rehabilitative correctional programs and services, with strong foundations established for future progress under the new legislative framework.

Overview of Nunavut Corrections

Introduction

The Nunavut *Corrections Act*, which came into force in January 2024, specifies that the Director of Corrections shall submit to the Minister of Justice, within six months after the end of each fiscal year, an annual report consisting of a summary of the activities of the Corrections Division during the fiscal year, including information relating to disciplinary matters. This is the first such annual report under the new Act.

In addition to specific information relating to disciplinary matters and recommendations made by the Investigations Officer, this Annual Report for fiscal year 2024-25 contains general information relating to the mandate, operation, services provided, programming, strategic planning and current major initiatives of the division.

Profile and Mandate of Nunavut Corrections

The Corrections Division of the Nunavut Department of Justice (Nunavut Corrections) was established on April 1st, 1999, when Nunavut became a separate territory from the Northwest Territories. It continued to be governed by the legislation adopted from the Northwest Territories, which underwent relatively minor amendments until it was replaced by the Nunavut-specific *Corrections Act*.

Nunavut Corrections is responsible for adult and youth custodial correctional services, as well as for probation services (Community Corrections) throughout the territory. Custodial inmates and probationers are referred to as clients. Adult clients in custody are individuals who have been sentenced by the courts to under two years for crimes committed, or who are on remand (in custody awaiting court procedures). Although adult clients who are sentenced to two years or more are normally incarcerated in federal facilities, Nunavut has an agreement with Correctional Service Canada to house certain Inuit federally sentenced offenders within Nunavut facilities. Youth clients are individuals aged 12 to 17 sentenced by the courts to a youth facility, or who are held in the facility on remand. Clients supervised by Community Corrections are adults and youth serving probation and/or conditional sentence orders.

The mandate of Nunavut Corrections is to provide for the healing, rehabilitation and supervision of clients by offering them effective programming, culturally appropriate training, life skills instruction, and counselling services. As well, Nunavut Corrections is responsible for the protection of the public by providing secure custody of clients.

Nunavut Corrections is guided by restorative justice and Inuit Qaujimagatuqangit (IQ) principles – ensuring that correctional policies, programs and practices respect the heritage and values of Inuit, and the rights of Inuit under the Nunavut Agreement.

Vision and Mission

Nunavut Corrections is guided by the following statements:

Vision Statement:

Corrections in Nunavut is a dedicated and respectful workplace inclusive of Inuit Societal Values, representative of the people of Nunavut supporting public safety, and offering innovative, culturally relevant programming for the guidance and supervision of Nunavummiut in conflict with the law.

Mission Statement:

The mission of Corrections in Nunavut is to actively promote safe and healthy communities through fostering responsibility and self-reliance of Nunavummiut in conflict with the law and managing risk in the least restrictive manner.

Corrections Act and Regulations

The *Corrections Act*, S.Nu 2019, c.13 received assent in April 2019 in the fifth Legislative Assembly of Nunavut. The associated *Corrections Regulations* were completed in 2023. The Act and Regulations came into force in January 2024.

The *Corrections Act* is a modern and progressive piece of legislation. Key elements include:

- Increased accountability and transparency through the creation of an independent Investigations Officer who is responsible for the review and oversight of corrections decision making.
- Provisions regarding the use of force, search and seizure, and limits on disciplinary segregation.
- Provisions respecting the mental health needs of clients.
- Implementation of international and Canadian correctional best practices and standards in rehabilitation and reintegration.
- The creation of a formal grievance procedure, including allowing for reviews and oversight on the use of segregation.
- Supporting the provision of culturally appropriate corrections programming through the creation of an Inuit Societal Values Committee.
- The tabling of an annual report.

With the establishment of the *Corrections Act* and its Regulations, 175 existing Corrections Directives were reviewed and amended to comply with the new legislation. This was to ensure that the guidance they provide to Nunavut Corrections custody and probation services are modern and representative of the practices outlined in the *Corrections Act*.

Youth Criminal Justice Act (YCJA)

The *Youth Criminal Justice Act*, S.C. 2002, c.1 (YCJA) is federal legislation that establishes and guides the youth criminal justice system in Canada. The YCJA considers the interests of the

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victims, fosters responsibility, and ensures accountability through meaningful consequences and effective rehabilitation and reintegration.

The youth criminal justice system is intended to protect the public by holding young persons accountable through measures that are proportionate to the seriousness of the offence, promoting the rehabilitation and reintegration of young persons who have committed offences, and supporting the prevention of crime by referring young persons to programs or agencies in the community to address the circumstances underlying their offending behaviour.

Investigations Officer (Chief Investigations Officer)

The *Corrections Act* established the position of an independent Investigations Officer, referred to as the Chief Investigations Officer (CIO). The CIO is mandated to monitor and review the decisions and practices within Nunavut's adult correctional facilities. In addition, the CIO reviews grievances filed by custodial clients who feel they have experienced distress or dissatisfaction with the terms and conditions of their incarceration.

The CIO has been operating since the Act came into force in January 2024, submitting its first annual report to the Minister of Justice on July 1st, 2025, for the 2024-25 fiscal year. This marks the successful implementation and effective rollout of the Chief Investigations Officer under the *Corrections Act* – providing Nunavut Corrections with an important accountability tool while ensuring that adult custodial clients have an effective mechanism to address their concerns.

Custody Facilities, Community Corrections, Headquarters

Nunavut Corrections operates six custody facilities – four in Iqaluit, one in Rankin Inlet, and one in Kugluktuk. Two of the facilities accommodate adult males, one accommodates adult females, one accommodates young offenders (both male and female), and two accommodate adult males in an open-custody, halfway house environment. In addition to the custody facilities, Nunavut Corrections manages Community Corrections (probation services), operates an outpost camp in Baker Lake, and has a headquarters office located in Iqaluit. There are two distinct entities that report to the Nunavut Corrections Headquarters – a Training Centre for staff; and the Inuit Cultural Skills Program (ICSP). All of the components of Nunavut Corrections are described in more detail below.

Aaqqigiarvik Correctional Healing Facility (ACHF) – Iqaluit

ACHF opened in 2021, replacing a former facility (Baffin Correctional Centre, which opened in 1986). It contains units for three levels of security – maximum, medium, and minimum, accommodating adult male clients sentenced to less than two years, and those on remand, as well as approved federally sentenced inmates under an Exchange of Services Agreement with Correctional Service Canada. The facility has a total capacity of 143 clients, broken down by living unit type as follows:

- maximum-security Pigiavik Unit – capacity of 32 beds;
- medium-security Makigiarvik Unit – capacity of 52 beds;
- minimum-security Aniguiliqtuq Unit – capacity of 48 beds;
- multi-level mental health Flex Unit – 11 beds.

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ACHF offers its clients behavioural, educational and traditional training and programming, as well as work opportunities within the facility and in the community (town crew). These programs assist clients in making positive changes to their lives. Culturally relevant programming is available to clients through the Inuit Cultural Skills Program (ICSP) where clients learn traditional skills such as hunting, fishing, toolmaking, and shelter building, as well as through various Elder-administered programs.

Of note in 2024-25: Many client room windows were deliberately broken by ACHF clients in attempts to introduce contraband into the facility. A project was initiated to replace broken windows with new panes, along with perforated metal plates.

Rankin Inlet Healing Facility (RIHF) – Rankin Inlet

RIHF opened in 2013, accommodating medium-security adult male clients in its 32-bed Bravo Unit, and minimum-security/halfway house clients in its 16-bed Inuksuk Unit.

Clients at the facility participate in a variety of programming, both on and off the facility grounds, such as land-based activities, anger management, elder counselling, and town crew.

Of note in 2024-25: The Inuksuk Unit was closed in 2020 due to the COVID-19 pandemic and has remained closed since that time. Plans are now in place to reopen this unit in 2025-26.

Nunavut Women’s Correctional Centre (NWCC) – Iqaluit

NWCC opened in 2010, accommodating minimum, medium, and maximum-security adult female clients in its 15-bed facility.

The facility provides programs and counseling, as well as culturally relevant land-based programming to its clients.

Isumaqsunnngittukkuvik Young Offenders Facility (YO) – Iqaluit

YO opened in 1989, accommodating male and female youth (ages 12 to 17) who have been charged with offences (on remand) and/or sentenced to custody under the Youth Criminal Justice Act (YCJA) in its 12-bed facility.

The facility offers daily structure, programming, and educational opportunities for youth clients.

Of note in 2024-25: Due to a significant and ongoing decrease in the number of clients being placed at both NWCC and YO, a functional review was conducted in 2023 which led to a recommendation to merge the management and staff of the two facilities. Significant consultation and planning for the merger took place in 2024-25. A Request for Decision was approved by Cabinet in August 2025 to proceed with the merger, which is expected to take effect on April 1, 2026.

Kugluktuk Ilavut Centre (KIC) – Kugluktuk

KIC opened in 2005, accommodating adult male clients in a 15-bed open-custody, halfway house environment.

The facility provides personal wellness programming through daily routines, chores, cooking, cleaning or helping in the shop. Clients can also participate in work release programs and land-

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based activities, as well as meet with Elders and local mental health/wellness counselors for support and advice.

Of note in 2024-25: KIC has been closed to clients since September 2024 due to major renovations required to update its antiquated infrastructure. The construction project encountered several setbacks due to unforeseen issues. KIC remained closed to clients for the remainder of 2024-25. It is expected to reopen by the end of 2025.

Uttaqivik Community Residential Centre (CRC) – Iqaluit

CRC opened in 2002, accommodating adult male clients in a 12-bed open-custody, halfway house environment. CRC has three beds allocated for federal parolees, as part of an Exchange of Services Agreement with the Federal government allowing parolees to finish their sentences in Nunavut and to help them reintegrate back into the Territory.

The facility emphasizes life skills development, community work opportunities, and personal healing through counselling – with the goal to facilitate the successful reintegration of clients back into their home communities.

Baker Lake Outpost Camp – Baker Lake

Outpost camps are on-the-land programs run by independent operators contracted by the Department of Justice. The camps are voluntary programs for minimum security clients who have served at least 1/6th of their sentence. Outpost camps give clients the opportunity to receive counselling and learn traditional skills outside of an institutional setting, such as land and survival skills, caribou skin preparation, meat preservation, carving, and small engine repair. The Baker Lake camp has been in operation since 2009 and can accommodate up to 5 clients.

Of note in 2024-25: The contract to operate the Baker Lake Outpost Camp was extended for another 3 years.

Community Corrections – located in communities across Nunavut

Community Corrections is a major and vital component of Nunavut Corrections, responsible for supervising both adult and youth clients serving probation and conditional sentence orders (house arrest), as well as individuals with legal restrictions on their freedom.

There are 16 Community Corrections offices spread across Nunavut in the following locations, with all other communities supported remotely by these offices:

- South Baffin District – Iqaluit, Kinngait, Pangnirtung, Kimmirut
- North Baffin District – Pond Inlet, Igloolik, Arctic Bay, Clyde River
- Kitikmeot District – Cambridge Bay, Taloyoak, Gjoa Haven, Kugluktuk
- Kivalliq District – Rankin Inlet, Arviat, Baker Lake, Sanikiluaq

Of note in 2024-25: Several of the Community Corrections office buildings require updating or replacement due to fire damage or deficiencies. The Sanikiluaq office was renovated and is operational as of late summer 2025. Construction of the Gjoa Haven office is ongoing, with tentative occupancy scheduled for October 2025. RFPs are in process for new builds or renovations in Rankin Inlet and Baker Lake. Renovations to the Pond Inlet office have been put on hold due to cost concerns. The offices in Kimmirut and Pangnirtung are currently under assessment due to health and safety concerns, including the need for

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CCTV systems and panic buttons, frozen pipe issues, sewage leaks, and non-functioning washrooms.

Headquarters (HQ) – Iqaluit

The Nunavut Corrections Headquarters is responsible for the overall administration, planning and guidance for Nunavut Corrections. In addition, it provides the following functions: staff training, client health services, Inuit Cultural Skills Program (ICSP), systems, and sentence administration. The staff Training Centre is located in a purpose-designed facility in Iqaluit. ICSP is located at a purpose-built garage attached to the Aaqqigiarvik Correctional Healing Facility.

Inuit Societal Values Committee

The Department of Justice is in the process of establishing an Inuit Societal Values (ISV) Committee, as required by the new *Corrections Act*. The Committee will consist of 7-9 Nunavut residents and Elders, with the requirement to seek nominations from Nunavut Tunngavik Incorporated and the three regional Inuit Organizations for four of the members.

The mandate of the Committee will be:

- to receive and make suggestions concerning the incorporation of Inuit perspectives, societal values, and traditional knowledge into Nunavut's correctional system, especially as it relates to the programming offered to correctional clients; and
- to recommend policies and practices to better incorporate Inuit perspectives, Inuit societal values and Inuit traditional knowledge into the corrections system.

Planning for the establishment of the ISV Committee was ongoing in 2024-25, with the expectation of it being fully in place in 2025-26. Until such time as the Committee is fully established, Corrections has been reaching out to the Inuit Qaujimajatuqangit Katimajit (IQK Committee) for advice and assistance relating to Inuit perspectives within the Nunavut correctional system, which has proven to be very helpful.

Strategic Planning

Strategic Action Plan

In early 2023, Nunavut Corrections developed a Strategic Action Plan to provide a blueprint for moving the organization forward. The Plan continues to be updated twice a year. The document sets the strategic direction through an action plan structured under the following areas:

- Employee Wellness
- Organizational Renewal
- Policy Renewal
- Partnerships
- Systems
- Correctional Facilities (Custody)
- Community Corrections (Supervision)
- Management Services & Support

Priorities

Nunavut Corrections is one of the seven core programs within the Department of Justice. The Department of Justice identified six business priorities for Nunavut Corrections for 2024-25. Progress on these business priorities is reported to the Deputy Minister of Justice twice yearly. The six priorities are:

- Continue compliance audit of the Corrections Division to ensure divisional compliance with the *Corrections Act* and regulations.
- Conduct a review of Gladue Informed practices in custody facilities and Community Corrections.
- Continue to develop and expand internal capacity for the delivery of Inuit Cultural Skills in all custody facilities.
- Develop a workplace environment at all Corrections sites that emphasizes employee wellness, in partnership with Justice and other departments.
- Continue work on Corrections organizational renewal through functional reviews, a comprehensive HR Plan, along with an effective communications strategy to staff.
- Begin planning for the replacement of the legacy Corrections information system (COMS) with an appropriate, secure, and robust system.

Human Resources

Organization Structure

The *Director, Corrections* has the following eight positions reporting to it:

- *Deputy Director, Corrections*
- *Manager, Community Corrections*
- *Manager, Health Services*
- *Systems Manager*
- *Initiatives and Implementation Coordinator*
- *Administrative Assistant*
- *Warden, Aaqqigiarvik Correctional Healing Facility (ACHF)*
- *Warden, Rankin Inlet Healing Facility (RIHF)*

The *Deputy Director, Corrections* has six direct reports as follows:

- *Manager, Corrections Training and Development*
- *Manager, Alternative Homes and Camps (ICSP & Outpost Camps)*
- *Warden, Nunavut Women's Correctional Centre (NWCC)*
- *Warden, Uttaqivik Community Residential Centre (CRC)*
- *Warden, Kugluktuk Ilavut Centre (KIC)*
- *Manager, Isumaqsunnigittukkuvik Young Offenders Facility (YO)*

The *Manager, Community Corrections* position has 4 *Regional Supervisors* reporting to it, along with a *Community Youth Reintegration Officer* and an *Administrative Assistant*. Each *Regional Supervisor* has 4-6 *Community Corrections Officers* reporting to them.

The *Manager, Health Services* position has 8 healthcare professionals reporting to it (nurses and counsellors), along with a *Medical Records Clerk*.

The *Systems Manager* position has a *Systems Coordinator* and 2 *Sentence Administrators* reporting to it.

The *Manager, Corrections Training and Development* position has 3 *Correctional Training Officers* reporting to it.

The *Manager, Alternative Homes and Camps* position has 4 *Land Program Officers* reporting to it.

The larger custody facilities (ACHF and RIHF) have separate *Deputy Warden Operations* and *Deputy Warden Programs* reporting to the *Warden*, with managers, supervisors and staff reporting to them.

The other custody facilities (NWCC, CRC and KIC) each have a combined *Deputy Warden Operations and Programs* reporting to the *Warden*, with supervisors and/or staff reporting to them.

YO has a unique organization structure, with a *Case Program Officer* and 4 *Senior Youth Officers* reporting to the *Manager*. All five of the senior positions have staff reporting to them.

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Staffing

Corrections Employee Statistics (as of March 31, 2025)

Location	Approved Positions	Indeterminate Staff	% Indeterminate
Corrections HQ (includes Training Centre, ICSP & Health Services)	27	22	81%
Community Corrections	27	17	63%
Aaqqigiarvik Correctional Healing Facility (ACHF)	122	58	48%
Rankin Inlet Healing Facility (RIHF)	43	32	74%
Nunavut Women's Correctional Centre (NWCC)	9	3	33%
Isumaqsunngittukkuvik Young Offenders Facility (YO)	16	8	50%
Uttaqivik Community Residential Centre (CRC)	10	5	50%
Kugluktuk Ilavut Centre (KIC)	12	7	58%
	266	152	57%

Inuit Employment

Corrections Inuit Employment Statistics (as of March 31, 2025)

Location	Indeterminate Staff	Indeterminate Inuit	Inuit Employment % of Total Indeterminate
Corrections HQ	22	5	22%
Community Corrections	17	9	53%
ACHF	58	9	16%
RIHF	32	25	78%
NWCC	3	2	67%
YO	8	5	63%
CRC	5	2	40%
KIC	7	5	71%
	152	62	41%

Staff Training and Development

The focal point for correctional and community operations training is the Corrections Training Centre facility, located in Iqaluit. The Training Centre provides in-class and on-the-job training for all new Correctional Caseworker recruits via its Corrections Qaujimalaaqtut Training Program

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(CQTP). It also provides refresher training for current Corrections staff. In addition, the Centre provides training for Community Corrections Officers via specific applicable courses.

For caseworker recruits enrolled in CQTP, seven modules are delivered to each cohort: Introduction to the Criminal Justice System; Facility Safety and Security; Force Response Options; Basic Communications (specific to the Nunavut context); First Aid/CPR; Mental Health First Aid; and instruction on how to use the electronic Correctional Offender Management System.

This formal recruit training program began in September 2021 and has been successfully delivered 17 times since then. During this period, 156 recruits have been trained with a retention rate of over 72%. Of the 156 recruits, 39 are Nunavut Inuit. In 2024-25, three training cohorts were completed, as well as numerous refresher courses delivered to staff at all Nunavut facilities.

In 2024-25, 4 days of the CQTP program's 8-week duration were dedicated to learning and practicing effective communication in a case management setting. Topics included body language, asking effective questions, active listening, rapport building, and communication strategies. There are plans to revisit the course content to add elements such as tactical communications.

In early 2025, a lesson was added specifically focused on disciplinary matters, complaints, grievances, client rights, and the use of calm units. This lesson emphasises the appropriate directives, the client code of conduct, and best practices for managing client behaviours. Additionally, the course has incorporated one extra day of case management training as well as one day of Inuit Skills and Cultural Training to deepen the understanding of Inuit culture, which began with the first cohort of 2025.

Looking ahead, the training team will begin holding monthly meetings with facility managers to identify gaps, monitor emerging trends, and ensure training remains aligned with staff and operational needs. The emphasis will be on improving dynamic security and client engagement by piloting new training approaches such as allowing Training Officers to take a more active role during on-site training (shadow shifts). The goal would be for Training Officers to model classroom lessons directly on the unit.

In addition to the correctional operations training and development detailed above, Nunavut Corrections has developed and implemented training for the Corrections Emergency Response Teams (CERT), food safety training, as well as a strategy for talent management and succession planning.

Workplace Wellness

Starting in January 2023, Nunavut Corrections has placed an increased emphasis on employee wellness when it became one of the eight priority focus areas of the Strategic Action Plan.

A Corrections-specific contracted counselling service has been in place with Northern Counselling & Therapeutic Services (NCTS) for the past several years. This service provides unlimited one-on-one confidential support to any staff member, free of charge and available

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remotely by phone or video, as well as in-person periodically when NCTS counsellors are on site. Small group debriefs are also available through NCTS following critical incidents. As well, the service provides holistic wellness resources such as twice monthly mental health tips, monthly webinars, and other presentations.

In early 2024, wellness committees were formalized within all Nunavut Corrections facilities/divisions, each headed by a wellness champion and a committee lead. In addition to organizing social events for staff, the local wellness committees can undertake resolution of staff concerns. A Wellness Oversight Committee was also established that consists of representatives from Headquarters and each of the local committees.

In order to identify and address specific workplace concerns, workplace assessments have taken place at the following Nunavut Corrections locations, beginning in early 2023: NWCC, RIHF, ACHF, Community Corrections and KIC. The remainder of the locations (CRC, Training Centre, Headquarters and merged NWCC/YO) will be assessed in 2025-26.

Client Management

Admissions to Custody Facilities

The following table indicates the total number of clients admitted into each closed-custody facility for the past four years.

Note: There was a significant increase in the number of clients at ACHF in 2022. At that time, the aging and lower capacity Baffin Correctional Centre (BCC) was replaced with the new and larger ACHF. This allowed for Inuit clients/inmates to return to custody in Nunavut from correctional facilities in jurisdictions outside of the territory.

Closed-Custody Facility	Number of Clients Admitted			
	2024	2023	2022	2021
ACHF/BCC	352	329	360	124
RIHF	50	54	46	69
NWCC	31	40	27	25
YO	7	5	5	7
	440	428	438	225

The following table indicates the number of clients transferred from a closed-custody facility into each open-custody (halfway house and outpost camp) facility for the past four years.

Open-Custody Facility	Number of Clients Transferred			
	2024	2023	2022	2021
CRC	21	27	22	20
KIC	9	10	13	18
Baker Lake Outpost Camp	8	8	2	3
	38	45	37	41

Custody Metrics

This table indicates the average number of clients in custody in each facility, broken down by whether they were sentenced clients (**Sen.**) or on remand (**Rem.**).

Note: The remand to sentenced ratio for 2024 was 71%, which is consistent with other Canadian jurisdictions.

Custody Facility	Average Number of Clients in Custody							
	2024		2023		2022		2021	
	Sen.	Rem.	Sen.	Rem.	Sen.	Rem.	Sen.	Rem.
ACHF	19	71	16	68	15	79	12	65
RIHF	7	11	8	11	5	18	9	23
NWCC	1	3	1	3	1	3	1	4
YO	0	1	1	1	0	2	1	1
CRC	4	0	8	0	7	0	4	0
KIC	4	0	4	0	4	0	3	0
	35	86	38	83	32	102	30	93
	121		121		134		123	

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Recidivism Metrics

Recidivism is the commission of offences by someone who has previously been sentenced by a court. The recidivism statistic most commonly reported across jurisdictions worldwide is based on reconviction rates within two years of release – which is what is used by Nunavut Corrections. Remand clients that receive a time-served conviction and are immediately released are included.

Two-year recidivism rates from 2022 to 2024:

- Male adult – 51%
- Male youth – 0%
- Female adult – 53%

Note: Low numbers will skew the results. An example of this is that no youth received a sentence in 2022, giving a rate of 0%.

Probation Metrics

The following table indicates the average number of clients (adult and youth) on probation for the previous four years, by community.

Note: The number of clients on probation has decreased significantly over the past several years – from an average of 725 in 2021 to 480 in 2024. The reasons for this decrease are currently being explored. The number of youth clients on probation has remained consistent since 2021, averaging 22 per year.

Community	Average Number of Clients on Probation			
	2024	2023	2022	2021
Arctic Bay	13	16	17	15
Arviat	12	19	24	37
Baker Lake	21	28	34	40
Cambridge Bay	26	24	38	39
Chesterfield Inlet	2	2	5	6
Clyde River	11	6	9	12
Coral Harbour	12	14	16	11
Gjoa Haven	6	12	9	17
Grise Fiord	1	4	5	5
Igloolik	26	20	30	38
Iqaluit	78	81	94	105
Kimmirut	21	11	9	14
Kinngait	48	41	63	83
Kugaaruk	1	4	7	7
Kugluktuk	28	31	47	37
Nauyasat	5	5	4	10
Pangnirtung	22	19	28	36
Pond Inlet	49	36	40	53
Qikiqtarjuaq	2	4	7	6
Rankin Inlet	42	33	47	58
Resolute Bay	4	3	4	3
Sanikiluaq	14	14	22	30
Sanirajak	7	9	10	18
Southern (Courtesy Supervision)	7	6	7	8
Taloyoak	17	22	22	28
Whale Cove	5	6	7	9
Total Average for Year	480	470	605	725

Case Management

Upon admission to custody, Nunavut Corrections staff work closely with clients to develop a comprehensive case plan. Case plans are individually tailored to each client and address specific areas of want, need, and improvement.

Case planning starts with the Clients Needs Assessment when caseworkers interview clients and ask questions to determine areas of strength, areas in need of change, and to assess what types of programming would benefit the client. Progress against the Case Plan is tracked on a monthly basis.

Case planning is a key component of rehabilitation as it lays out a path for the client from admission to release, with a focus on improving and developing skills and positive habits, as well as correcting negative aspects of behaviour. The aim is for clients to return to their home communities equipped with new tools and an improved perspective on life.

Nunavut Corrections is performing a comprehensive review of case management practices across all facilities to ensure consistency and improve effectiveness. This includes identifying the best practices of each of the open-custody/halfway house facilities (CRC, KIC and RIHF Inuksuk Unit), and to propagate those best practices across all three sites as applicable – in advance of KIC and RIHF Inuksuk Unit reopening in 2025-26. As well, case management forms that have been successfully implemented at ACHF and RIHF are being modified for rollout to all custody facilities.

Programming

Over the years, Nunavut Corrections has progressively shifted from a mindset of being “jailers” to that of being “caseworkers” and “support workers”. Although custody staff are still responsible for enforcing rules and ensuring the safety and security of the facilities and the communities where they are located, they also have the mandate of assisting clients with their rehabilitation and their successful return to their home communities. This is done through a mixture of traditional and modern programming offered to clients, focussing on Inuit societal values and culture, life skills, education, wellness, and substance abuse/addictions counselling. All Nunavut correctional facilities create and implement programs that are compatible with the background and cultural heritage of Inuit clients. Elders and cultural advisors are engaged to identify needs and to assist with the development and delivery of programs with a goal of ensuring the commitment and understanding of the client participants. Although many programs are offered only in English, where sufficient demand exists facility staff will deliver programs in Inuktitut. In 2024-25, these Inuktitut programs included the Inuit Cultural Skills Program (ICSP), Baker Lake Outpost Camp, Elder counselling, Town Crew, Maintenance Crew, Bannock making, Carving and Arts.

ICSP is a one-of-a-kind program that has been widely admired by Indigenous programming managers from correctional facilities across Canada. Iqaluit’s ICSP staff work with male and female clients, including young offenders, to teach and improve traditional skills. This includes tool making skills such as qamutiik, uluit, harpoons, and snow knives; sewing skills; survival

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skills such as building an igloo and snow shelter, modern and traditional navigation, harvesting animals, and using animal skins; and life skills, from kinship to raising a child.

ICSP is available at all custody facilities. For Iqaluit facilities, the program includes in-house classroom instruction, as well as land trips by snowmobile and by boat.

RIHF and KIC offer their own versions of ICSP, but do not currently conduct classroom instruction. Their programs rely on Elders from the community to facilitate traditional skills and sewing programs.

In 2024, the Baker Lake Outpost Camp received 8 clients from ACHF and RIHF that had served 1/6 of their total sentence. The Outpost Camp operators provide counselling and a variety of programming including land skills, survival skills, caribou skin preparation, meat preservation, carving, and small engine repair on camp transportation equipment.

The following is a list of the programs offered to clients by each facility in 2024-25:

Aaqqigiarvik Correctional Healing Facility (ACHF)

In 2024-25, 254 programming opportunities were offered for ACHF clients. A total of 1694 clients participated, which equates to 6.6 clients participating each time a program was offered. An average of 23 programs were offered per month, with an average monthly participation of 152 clients. There is some duplication as clients are not limited in the number of programs they participate in. However, it's a good indicator of the amount of programming that is offered and the uptake amongst the clientele.

Following the last Chief Investigations Officer visit in January 2025, ACHF has increased efforts to refine client social history and client needs analysis documents. ACHF is also focusing its training efforts on increasing staff's understanding of the monthly progress reports, and their use in the overall programming process.

Programs offered in 2024-25:

- Inuit Cultural Skills Program (ICSP)
- Basic life skills (e.g. cooking, cleaning, financial literacy, anger management, social skills, parenting, etc.)
- Counselling from Inuit cultural advisors and/or community Elders
- United for Literacy (basic school education, literacy tutoring, trades and mentoring)
- Sewing, beading, Bannock-making
- Mental health counselling, including suicide prevention workshops
- Carving and traditional art programs
- Carpentry (e.g. building garbage boxes)
- Basic school education
- Alcoholics and Narcotics Anonymous, and other substance abuse recovery programs
- Town Crew – City of Iqaluit
- Maintenance Crew – assist with building maintenance throughout the facility
- Healing by Talking (one-on-one mental health counselling)

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- Pilimmaqsarnik Educational Program (offered to clients with an emphasis on the introductory topics of the eight Inuit Qaujimajatuqangit principles)
- Thinking Outside the Box (Inside Out/SMART Recovery program, but with added emphasis on Inuit Qaujimajatuqangit principles)
- Alpha for Prisons (introducing clients to Christianity through open and safe dialogue)
- Art mural project in both the mental health and minimum-security units to add visual cultural significance to the facility
- Anglican Church service offered throughout the facility – rotating units weekly – Church service delivered in Inuktitut
- Cultural advisors speaking and teaching Inuktitut
- Establishment of full library and mobile library services
- Financial literacy, including how to open bank accounts, how to get help doing taxes
- Recreational programming (intramural sports with an emphasis on traditional games)
- Reformer’s Unanimous (faith-based addictions program)
- Men’s Healing Group
- Career Exploration (guide for clients to start their career path while in custody)
- Pathway to Adult Secondary School Secondary School Education (PASS Program)
- Mental Health First Aid
- Partnership with Teaching Nunavut to allow clients to gain professional experience in a kitchen setting through the Basic Cooking Skills Program

Nunavut Women’s Correctional Centre (NWCC)

NWCC does not currently have a program coordination function, but the upcoming merger of management and staff of NWCC with YO will see two positions created for the merged facilities – Program/Case Management Coordinators. These positions will enhance the ability of both facilities to deliver pertinent programming for clients.

Programs offered in 2024-25:

- Inuit Cultural Skills Program (ICSP)
- Mental Health Counselling from in-house clinician
- In-house and/or on-line/Zoom tutoring with United for Literacy
- Town Crew
- Alcoholics/Narcotics
- Pilimmagsarnik Educational Program
- Library Program
- Sewing Program
- Kitchen Program
- Church Program
- Gym program at ACHF
- Work release (for sentenced clients)
- Healing through Cultural Skills and Inuit Qaujimajatuqannit Principles Program

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Isumaqsungittukkuvik Young Offenders Facility (YO)

Programs offered in 2024-25:

- Inuit Cultural Skills Program (ICSP)
- Education (Nunavut curriculum)
- Therapeutic and psychiatric counselling
- Elder counselling
- Sewing program
- Cooking program
- Community programs, including Pinnguaq Makerspace, Qajuqturviq (food skills project) and Nunavut Parks “Learn-To” initiatives
- Social skills program with the Youth Wellness Team from Iqaluit Mental Health
- Physical activities in the community, including at the Aquatic Centre, the high school gym, hockey arena, and turf

Uttaqivik Community Residential Centre (CRC)

Programs offered in 2024-25:

- Inuit Culture Skills Program (ICSP)
- Life skills programming (including resume building and financial responsibility)
- Mental health counseling with Iqaluit Mental Health
- Elder counselling with Tukisigiavik Society (available in Inuktitut or English)
- Tutoring and educational upgrading through United for Literacy (apprenticeships and high school diploma tutoring)
- Community-based Alcoholics Anonymous group
- Healing by Talking program
- “Did You Know?”, a bi-weekly information session to start discussions and to learn about topics largely centred around life skills programming

Rankin Inlet Healing Facility (RIHF)

Programs offered in 2024-25:

- Inuit Cultural Skills Program (ICSP)
- Traditional skills/toolmaking
- PASS Program (Pathway to Adult Secondary School Graduation)
- Pillimaksarniq Education Program (PEP)
- Workplace Math and Literacy
- Elder visitation and counselling
- First Aid/CPR
- WHIMIS 2015
- Managing Food Safety
- Healing By Talking (one-on-one)
- Ice gathering for the community
- Cod fishing derby (in May)

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- Town Crew with Rankin Inlet Housing Association
- Sewing program
- Parenting program
- Parks Crew – during summer months
- Assisting clients with obtaining class 7 and 5, and drivers licenses
- Assisting clients with completing the class 3 with air brakes endorsement drivers' course through Nunavut Arctic College

The following RIHF programs that are normally offered could not be provided to clients in 2024-2025: Spousal abuse/anger management; Spiritual services and bible study (non-profit org); Carpentry; Itivia and Johnston Cove Community Cleanup; Soapstone carving, Small Engine Repair and Maintenance, and Men's Group.

Kugluktuk Ilavut Centre (KIC)

Programs offered in 2024-25:

- Inuit Cultural Skills Program (ICSP)
- Life skills program
- Cooking program
- Work release
- Town Crew
- Mental health counselling
- Healing by Talking counselling
- Traditional Elder counselling
- Social/weekend passes with sponsors
- Sewing and Arts programs
- Community volunteering opportunities
- Carving program

The following KIC programs that are normally offered could not be provided to clients in 2024-2025: Men's group at Brighter Futures; Drug and alcohol counselling offered in the Hamlet (AA/NA); Pilimmaksarniq Education Program; Nunavut Arctic College continuing education program, Town Crew, and Community Volunteering.

Community (Probation)

Community Corrections Officers work closely with collateral community agencies to ensure clients receive the appropriate support, services, and programming – promoting rehabilitation and successful reintegration into the community.

Programs offered in 2024-25:

- United for Literacy, a national organization, to empower clients and improve their literacy skills, confidence, and to reduce recidivism
- Inuit Integrated Correctional Program, with a focus on the sex offender-specific stream, for clients on probation – maintenance component (planning stage)

Disciplinary Process and Chief Investigations Officer Recommendations

The following table provides the summary data required by the *Corrections Act* relating to client disciplinary matters for 2024-25.

Note that there were no formal recommendations made by the Chief Investigations Officer (CIO) to the Director under the Act in 2024-25. There were, however, many recommendations made by the CIO directly to the Wardens in order to resolve complaints and issues of immediate concern.

Since 2024-25 was the Chief Investigations Officer’s first full year of operation, along with the first submission of a CIO annual report, there are no recommendations stemming from previously identified systemic operational issues. There are 32 recommendations in the CIO’s 2024-25 Annual Report that will be reflected in the Nunavut Corrections Annual Report for 2025-26.

	ACHF	RIHF	NWCC	CRC	KIC
Number of disciplinary hearings (no disciplinary appeals in 2024-25)	119	15	1	5	3
Number of Corrective Measures by Category (* see descriptions below):					
(a)	19	1	0	0	3
(b)	1	12	1	5	1
(c)	58	1	0	3	2
(d)	0	0	0	0	0
(e) (i)	10	0	0	0	0
(e) (ii)	0	0	0	0	1
(f)	19	1	0	0	1
Number of decisions reviewed by CIO	0	0	0	0	1
Number of decisions confirmed by CIO	0	0	0	0	0
Number of decisions varied by CIO	0	0	0	0	0
Number of decisions quashed by CIO	0	0	0	0	1
Number of recommendations made by CIO to the Director under the Act	0	0	0	0	1
Number of those recommendations accepted by Director	0	0	0	0	1
Number of those recommendations not accepted by Director	0	0	0	0	0

*** Corrective Measures Categories:**

- (a) warn or reprimand the client
- (b) impose a temporary or permanent loss of the right to participate in activities or programs, other than communications and visitations
- (c) assign additional duties to the client to be done during up to four leisure hours
- (d) order the client to be segregated from other clients for a period of up to 15 days
- (e) impose a forfeiture of
 - (i) money earned for any work done in the correctional centre, to a maximum of 30 days earnings
 - (ii) all or part of the remission that stands to the credit of the inmate
- (f) suspend a corrective measure referred to in (b) to (e) above

Health Services for Clients

Healthcare

The Corrections Health Services division is an interdisciplinary team consisting of five Registered Nurses, a Registered Psychiatric Nurse, a Mental Health Wellness Clinician, and two Mental Health and Addictions Counsellors. The team is led by the Manager of Health Services and supported by a medical records clerk. There is a pool of four nurses in Iqaluit, servicing ACHF, NWCC and YO 7 days a week, 12 hours a day. Since November 2024, one nurse has been on site at RIHF, Monday to Friday, 8 hours a day. When the nurse at RIHF is unavailable, a secure video link is established to allow for a nurse in Iqaluit to conduct initial assessments and other medical services. When physical health intervention is required and no RIHF nurse is available, the client is escorted to the local health unit. KIC and CRC utilize their local community health centres for client needs.

Each client admitted to a correctional facility undergoes a comprehensive health assessment to identify their physical and mental health care needs. The assessment includes their immunization status, screening for infectious diseases and for other chronic conditions (such as hypertension and diabetes), as well as for their mental health. The assessment informs a care plan that is consistent with community health care standards.

Working collaboratively with the correctional operations team, Health Services delivers essential primary care to incarcerated clients, focusing on:

- chronic disease identification and management;
- infectious disease prevention and control;
- substance use and treatment programs;
- mental health interventions, including suicide prevention;
- addictions counselling; and
- discharge care planning.

Mental Health

The mental health team works collaboratively to review the client's initial assessment and to then ensure that the most appropriate clinician(s) is/are assigned to provide mental health care and/or addictions counselling.

The Registered Psychiatric Nurse works with ACHF, NWCC and YO clients diagnosed with mental health conditions or mental illness. The Mental Health Wellness Clinician provides counselling to youth and female clients. The Mental Health and Addictions Counsellors (added in January 2025) are located at ACHF with a focus on the provision of individual and group care/counselling to address the issues faced by a large percentage of the custody clients who struggle with mental health and addictions issues.

Major Initiatives

Merging of the Women’s and Youth Facilities

In 2023, a functional review was conducted of the operations of the Nunavut Women’s Correctional Centre (NWCC) and the Isumaqsunngittukuvik Young Offenders Facility (YO). The average number of clients at both facilities has decreased over the past several years. In 2024, the average number of clients at NWCC was 2, and was less than one at YO. Given the very low number of clients at these facilities, several options were explored. After careful consideration, it was determined that the most appropriate solution was to merge the management teams and pool the staff of NWCC and YO.

Justice and Corrections Information System (JaCin)

In recognition of the aging information systems technologies currently in operation within both Corrections and Court Services, the Corrections Offender Management System (COMS), and the standalone Courts Information System (CIS Criminal), will be replaced with a modern and robust integrated Courts-Corrections system. The Department of Justice has initiated a fully funded multi-year project to bring this about. Although much planning has already occurred over the past several years, the systems implementation project will officially begin in fiscal year 2025-26, with an estimated duration of three years. The working name for the project is the “Justice and Corrections Information System” (JaCin).

Contraband Control

In March 2025, the development of a comprehensive contraband control strategy began at ACHF. Since that time, a committee has been formed at the facility and a detailed list of vulnerabilities and potential responses to address those vulnerabilities has been developed. Fortunately, there have not been any serious drug-related incidents at ACHF to date (e.g. overdoses), but it is anticipated that synthetic opioids such as fentanyl will soon become prevalent within the community and subsequently may enter ACHF. It is important that ACHF be prepared for this. The committee is currently developing an action plan to address the contraband issues at ACHF.

Federally Sentenced Inuit in Nunavut Facilities

An Exchange of Services Agreement (ESA) is currently in place between the Federal Government (Department of Public Safety and Emergency Preparedness) and the Government of Nunavut (Department of Justice). One of the key provisions of this ESA is to allow for the transfer of any Inuit federal offenders (i.e. those sentenced to a federal correctional facility) to a correctional facility in Nunavut to serve all or part of their sentence within their home territory. In 2024-25, Nunavut Corrections took in two federal offenders as clients of ACHF.

Imminit Makigiavik Program – Community Corrections

In July 2025, Community Corrections launched a two-year pilot mental health program in partnership with a private sector counselling and therapeutic services company, with financial contributions from Community Justice and the federal government. Grounded in Inuit Qaujimagatuqangit (IQ), this first-of-its-kind initiative within Community Corrections provides therapeutic support to clients on probation and serving conditional sentences. Support can be provided to the client individually or with their family, if appropriate, and may extend beyond the term of their court order. The program is designed to support Community Corrections Officers to develop client care plans and offer in-depth case management assistance. By promoting healing, strengthening family and community connections, and addressing mental health needs, the program supports clients to successfully reintegrate into their communities in a culturally informed and holistic manner.

Implementation of Automated Shift Scheduling System

Nunavut Corrections has been rolling out an electronic system for the scheduling of shift workers for the past few years. It is now in use at all custody facilities.

The key benefits of this system are:

- reduced overtime costs due to the system's ability to offer shifts to relief workers ahead of offering them to casual and indeterminate employees;
- overtime is distributed to staff in a fair and impartial manner;
- staff can view their shift schedule and receive instant notifications via the an app on their mobile phones.

Nunavut Corrections continues to update the software to ensure consistency across the division, and to align the system with the Nunavut Employees Union collective agreement and Government of Nunavut (GN) policies. The system will continue to be utilized until such time as the GN's enterprise finance and human resources system is able to support shift worker schedules.