



Written Question

Asked by: John Main, MLA (Arviat North-Whale Cove)

Asked of: Hon. George Hickes, Minister of Health

Number: 45-5(2)

Date: June 6, 2019

Subject: Health Staffing Status in Arviat and Whale Cove

Question 1: Expressing the information in a comparable format to what was provided in Return to Written Question 6 – 5(2), what was the status of the Department of Health’s staffing in communities of Arviat and Whale Cove as of June 1, 2019?

Example of format:

By position in the Department of Health, which positions are currently filled by:

- a) Indeterminate employees;
- b) Term employees;
- c) Casual employees;
- d) Individuals on contract; and
- e) Internal transfers from other positions and/or departments?

Response:

All information provided is accurate as of June 1, 2019.

Indeterminate positions are permanently funded positions. Term positions have varying timelines, for example, Vote 4 positions. Casual employees are temporary positions, typically renewed every 4 months. Casual positions are used to staff vacant permanent positions while the position is put through the staffing process (recruitment and hiring), or the permanent budget is allocated for the position and employee number is secured.

Arviat Staffing Summary	
Position Type	Number of Positions
Indeterminate	20
Indeterminate (Part-Time)	2
Term (Vote 4)	1
Casual (filling indeterminate positions)	15
Contract	0
Relief	3
Internal Transfer	0

Whale Cove Staffing Summary	
Position Type	Number of Positions
Indeterminate	3
Indeterminate (Part-Time)	2
Term (Vote 4)	1
Casual (filling indeterminate positions)	6
Contract	0
Relief	3
Internal Transfer	0

See the chart below for details by community.

Position Title	Community	Status
Community Health Nurse	Arviat	Indeterminate
Community Health Representative	Arviat	Indeterminate
Child & Youth Outreach Worker	Arviat	Indeterminate
Community Health Nurse	Arviat	Indeterminate
Mental Health Consultant/Psychiatric Nurse	Arviat	Indeterminate
Dental Therapist	Arviat	Indeterminate
Clerk Interpreter	Arviat	Indeterminate
Psychiatric Nurse	Arviat	Indeterminate
Supervisor Home & Community Care	Arviat	Term (Vote 4)
HCCW I	Arviat	Indeterminate (Part-Time)
Maternity Care Worker	Arviat	Indeterminate
Housekeeper	Arviat	Indeterminate
Clerk Interpreter	Arviat	Indeterminate
Clerk Interpreter	Arviat	Indeterminate
Clerk Interpreter	Arviat	Indeterminate
HCCW I	Arviat	Indeterminate (Part-Time)
Community Health Development Coordinator	Arviat	Indeterminate
Caretaker	Arviat	Indeterminate
Supervisor Community Public Health	Arviat	Indeterminate
Community Health Nurse	Arviat	Indeterminate
Supervisor Health Programs	Arviat	Indeterminate

Position Title	Community	Status
Community Health Representative	Arviat	Indeterminate
Public Health Nurse	Arviat	Indeterminate
Supervisor Health Programs	Whale Cove	Indeterminate
Community Health Nurse	Whale Cove	Indeterminate
Home and Community Care Worker II	Whale Cove	Indeterminate (Vote 4/Part-Time)
Caretaker	Whale Cove	Indeterminate (Part-Time)
Home and Community Care Worker II	Whale Cove	Term (Vote 4)
Psychiatric Nurse	What Cove	Indeterminate

Question 2:

As of June 1, 2019, which departmental positions in Arviat and Whale Cove were vacant?

Response:

As of June 1, 2019, 9 positions in Arviat, and 6 positions in Whale Cove were vacant; however, the majority of these positions are filled by casual employees while positions go through the staffing process (recruitment and hiring).

See the chart below for details by position title/community.

Position Title	Community	Status
Community Health Nurse	Arviat	Vacant – Filled by casual Position has been posted
Community Health Nurse	Arviat	Vacant – Filled by casual Position has been posted
Community Health Nurse	Arviat	Vacant – Filled by casual Position has been posted
Home and Community Care Worker II	Arviat	Vacant (Vote 4) – In staffing process
Home and Community Care Worker I	Arviat	Vacant – Filled by 3 casuals – In staffing process
Registered Midwife	Arviat	Vacant – Filled by casual
Housekeeper	Arviat	Vacant – Filled by casual
Nurse Practitioner	Arviat	Vacant – Filled by casual
Psychiatric Nurse	Arviat	Vacant – Filled by casual Staffing ongoing
Community Health Representative	Whale Cove	Vacant – In staffing process
Clerk Interpreter	Whale Cove	Vacant – In staffing process
Mental Health Outreach Worker	Whale Cove	Vacant – Filled by casual – In staffing process
Clerk Interpreter	Whale Cove	Vacant – Filled by casual – In staffing process
Housekeeper	Whale Cove	Vacant – Filled by casual – In staffing process
Clerk Interpreter	Whale Cove	Vacant – Filled by casual – In staffing process

Additionally, there are a number of “unfunded casuals”, which are employees that are not linked to an existing position number. These positions are used to cover leaves, transfers, acting, or are in response to workload pressures.

Position Title	Community	Status
TB Nurse	Arviat	Unfunded Casual (filled)
TB Nurse	Arviat	Unfunded Casual (filled)
TB Nurse	Arviat	Unfunded Casual (filled)
TB Direct Observed Therapy Worker	Arviat	Unfunded Casual (filled)
TB Direct Observed Therapy Worker	Arviat	Unfunded Casual (filled)
TB/Public Health Nurse	Whale Cove	Unfunded Casual (filled)
TB Direct Observed Therapy Worker	Whale Cove	Unfunded Casual (filled)

Question 3:

Over the period from June 1, 2017 to June 1, 2019, to what extent has staffing issues (staff turnover and vacancies) had an effect on the provision of health care services in Arviat and Whale Cove.

Response:

At times health centres may have reduced services due to staffing and capacity challenges, which can last from a couple days to a few weeks. When a health centre has a reduction in services, this means that the facility is open during normal operating hours; however, there is a reduction in the number of appointments and clinics available. During these periods, health centre staff continue to respond to emergencies to support the health and safety of Nunavummiut.

The Arviat Health Centre had been on reduced services on the following dates due to staffing shortages:

- August 1-30, 2018;
- December 15-22, 2018;
- April 24, 2019; and
- June 18-July 4, 2019.

As of July 5, 2019, Arviat has returned to full operations.