



Nunavut Maligaliurvia

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Legislative Assembly of Nunavut
Assemblée législative du Nunavut

RETURN TO WRITTEN QUESTION

Asked by: Adam Lightstone, MLA for Iqaluit-Manirajak
Asked of: Hon. George Hickes, Minister of Finance
Number: WQ 018-5(2)
Date: February 20, 2019
Subject: Report on Education Leave Utilization for Fiscal Year 2018-19 (as of January 30, 2019)

Questions:

1. As of January 30, 2019, broken down by employing entity (department, Crown agency, and territorial corporation), category of position (executive, senior management, middle management, professional, paraprofessional, administrative support), how many employees are currently participating in the Government of Nunavut's education leave policy?

Response: See Appendix 1: Tables 1-5

2. How many of the individuals referred to each entity and category of position in question 1 were Nunavut Inuit?

Response: See Appendix 1: Tables 1-5

3. How many of the individuals referred to each entity and category of position in question 1 were [not] Nunavut Inuit?

Response: See Appendix 1: Tables 1-5

4. How many of the individuals referred to in each entity and category of position in question 1 were granted education leave without financial assistance, and if so why?

Response: Employees who receive education leave without financial assistance, either choose not to pursue financial assistance, or did not meet the requirements as stipulated in the Human Resources Manual (HRM) Directive 309 Education Leave.

The Office of the Legislative Assembly

Only one employee did not receive financial assistance because they did not request financial assistance, they are on leave without pay (LWOP).

The Department of Education

Five employees did not receive financial assistance because of one of two potential reasons:

1) The Department did not have a dedicated budget set aside for these type of programs and therefore did not approve files to move forward.

Or

2) Employees did not request for assistance.

To alleviate the budgeting exercises for regional offices, the Department of Education has established the Sivummuakpaallirutiksatsat program. This new program contains a committed funding amount of \$420K to provide support in regards to tuition, books, travel and other school expenditures in addition to salary for school based NEU employees. The Department of Education is working on transitioning as many current employees into the Sivummuakpaallirutiksatsat program. The Department has currently transitioned 5 employees into the program to date.

Department of Environment

Only one employee did not receive financial assistance because they did not request financial assistance, they are on leave without pay (LWOP).

Department of Family Services

Only two employees did not receive financial assistance because they did not meet the three years' continuous service as required by HRM 309, Paragraph 3. The employees are on leave without pay (LWOP).

5. How many of the individuals referred to in each entity and category of position in question 1 were granted education leave with financial assistance and received basic assistance?

Response: 19 Individuals.

6. Provide a breakdown of each entity referred to in question 1, how much is each entity providing educational leave basic assistance by:
 - a. *Tuition
 - b. *One-time travel return expenses
 - c. Removal of personal effects
 - d. *Books and other materials
 - e. Laboratory fees
 - f. Registration fees
 - g. Other expenses

Response: See Appendix 2: Tables 1-5

*Please note that travel, tuition, textbook and other expenses are provided through department's O&M budgets and are not centrally tracked. Information on these expenses was compiled from individual departments.

7. How many of the individual referred to each entity and category of position in question 1 were granted education leave with financial assistance and received partial allowance in lieu of salary at 50%, 60%, 70%, and 80% respectively?

Response: See Appendix 3: Tables 1-5

8. How many of the individuals referred to each entity and category of position in question 1 were granted education leave with financial assistance and received full allowance in lieu of salary, and why?

Response: The Department of Health has one individual that received full allowance; this individual did not request to go on education leave, but was instructed to by the Assistant Deputy Minister.

9. Provide a breakdown of each entity referred to in question 1, how much is each entity providing in education leave allowance in lieu of salary?

Response: See Appendix 3: Tables 1-5

10. How many of the individuals referred in questions 1 were enrolled in a certificate program?

Response: See Appendix 1: Tables 1-5

11. How many of the individuals referred in question 1 were enrolled in a diploma program?

Response: See Appendix 1: Tables 1-5

12. How many of the individuals referred in question 1 were enrolled in a undergraduate degree program?

Response: See Appendix 1: Tables 1-5

13. How many of the individuals referred in question 1 were enrolled in a graduate degree program?

Response: See Appendix 1: Tables 1-5

14. How many of the individuals referred in question 1 were enrolled in a doctorate degree program?

Response: See Appendix 1: Tables 1-5

15. How many of the individuals referred to in question 1 will complete?

Response: The Department of Finance can produce historic completion rates but does not gather data on anticipated completion rates.

16. Provide a breakdown of the individuals referred in question 1 as to what year of study they are currently in, and how many years are in the program?

Response: See Appendix 4: Table 1

Appendix 1: Number of Employees on Education Leave

NI = Nunavut Inuit

Non = non-Nunavut Inuit

Table 1: Administrative Support (Employment Category)

Dept.	Total	Administrative Support														
		Certificate			Diploma			Undergraduate's degree			Graduate's Degree			Doctoral Degree		
		Total	NI	Non	Total	NI	Non	Total	NI	Non	Total	NI	Non	Total	NI	Non
OLA	0															
EA	0															
Fin.	0															
Jus.	0															
CH	0															
Edu.	5							5	5							
Hea.	2	1	1					1		1						
NHC	0															
Env.	0															
CGS	1				1	1										
EDT	0															
FS	1				1	1										
NAC	0															
Total	9	1	1		2	2		6	5	1						

Table 2: Paraprofessional (Employment Category)

Dept.	Total	Paraprofessional														
		Certificate			Diploma			Undergraduate's degree			Graduate's Degree			Doctoral Degree		
		Total	NI	Non	Total	NI	Non	Total	NI	Non	Total	NI	Non	Total	NI	Non
OLA	0															
EA	0															
Fin.	3							3	3							
Jus.	1							1		1						
CH	0															
Edu.	1							1	1							
Hea.	1							1		1						
NHC	2	1		1				1		1						
Env.	0															
CGS	1							1	1							
EDT	0															
FS	0															
NAC	0															
Total	9	1		1				8	5	3						

Table 3: Professional (Employment Category)

Dept.	Total	Professional														
		Certificate			Diploma			Undergraduate's degree			Graduate's Degree			Doctoral Degree		
		Total	NI	Non	Total	NI	Non	Total	NI	Non	Total	NI	Non	Total	NI	Non
OLA	1							1	1							
EA	0															
Fin.	0															
Jus.	0															
CH	0															
Edu.	1							1	1							
Hea.	0															
NHC	0															
Env.	2										2		2			
OGS	3							3		3						
EDT	0															
FS	2							1		1	1		1			
NAC	0															
Total	9							6	2	4	3		3			

Table 4: Middle Management (Employment Category)

Dept.	Total	Middle Management														
		Certificate			Diploma			Undergraduate's degree			Graduate's Degree			Doctoral Degree		
		Total	NI	Non	Total	NI	Non	Total	NI	Non	Total	NI	Non	Total	NI	Non
OLA	0															
EA	1							1	1							
Fin.	0															
Jus.	0															
CH	0															
Edu.	0															
Hea.	0															
NHC	0															
Env.	0															
OGS	0															
EDT	0															
FS	0															
NAC	0															
Total	1							1	1							

Table 5: Senior Management (Employment Category)

Dept.	Total	Senior Management														
		Certificate			Diploma			Undergraduate's degree			Graduate's Degree			Doctoral Degree		
		Total	NI	Non	Total	NI	Non	Total	NI	Non	Total	NI	Non	Total	NI	Non
OLA	1							1		1						
EIA	0															
Fin.	1							1	1							
Jus.	0															
CH	0															
Edu.	0															
Hea.	2							1	1		1	1				
NHC	0															
Env.	0															
OGS	0															
EDT	1										1	1				
FS	0															
NAC	0															
Total	5							3	2	1	2	2				

Appendix 3: Education Leave Allowance (in lieu of salary)

Table 1

Dept.	Total	Administrative Support						Total Amount of Allowances in Lieu of Salary
		Percentage of Salary						
		50%	60%	70%	80%	90%	100%	
								\$
OLA	0							
EIA	0							
Fin.	0							
Jus.	0							
CH	0							
Edu.	0							
Hea.	2	1			1			\$88,338.21
NHC	0							
Env.	0							
CGS	1				1			\$346,169.60
EDT	0							
FS	0							
NAC	0							
Total	3	1	0	0	2	0	0	\$434,507.81

Table 2

Dept.	Total	Paraprofessional						Total Amount of Allowances in Lieu of Salary
		Percentage of Salary						
		50%	60%	70%	80%	90%	100%	
OLA	0							
EIA	0							
Fin.	2				2			\$505,704.00
Jus.	1				1			\$101,786.88
CH	0							
Edu.	0							
Hea.	1				1			\$186,752.00
NHC	2				2			\$238,455.68
Env.	0							
CGS	1				1			\$335,068.10
EDT	0							
FS	0							
NAC	0							
Total	7	0	0	0	7	0	0	\$1,367,766.66

Table 3

Dept.	Total	Professional							Total Amount of Allowances in Lieu of Salary
		Percentage of Salary						\$	
		50%	60%	70%	80%	90%	100%		
OLA	0								
EIA	0								
Fin.	0								
Jus.	0								
CH	0								
Edu.	0								
Hea.	0								
NHC	0								
Env.	1			1				\$23,190.84	
CGS	2				2			\$735,141.00	
EDT	0								
FS	1		1					\$67,895.40	
NAC	0								
Total	4	0	1	1	2	0	0	\$826,227.24	

Table 4

Dept.	Total	Middle Management						Total Amount of Allowances in Lieu of Salary
		Percentage of Salary						
		50%	60%	70%	80%	90%	100%	\$
OLA	0							
EIA	1				1			\$156,499.20
Fin.	0							
Jus.	0							
CH	0							
Edu.	0							
Hea.	0							
NHC	0							
Env.	0							
CGS	0							
EDT	0							
FS	0							
NAC	0							
Total	1	0	0	0	1	0	0	\$156,499.20

Table 5

Dept.	Total	Senior Management							Total Amount of Allowances in Lieu of Salary
		Percentage of Salary						\$	
		50%	60%	70%	80%	90%	100%		
OLA	1				1			\$176,057.90	
EIA	0								
Fin.	1				1			\$184,093.60	
Jus.	0								
CH	0								
Edu.	0								
Hea.	1						1	\$56,445.00	
NHC	0								
Env.	0								
CGS	0								
EDT	1				1			\$104,555.52	
FS	0								
NAC	0								
Total	4	0	0	0	3	0	1	\$521,152.02	

Appendix 4: Length of Study and Current Year in Program for Employees on Education Leave

Table 1

Departments	# of EEs	Length of Program	Current Year in Program
GN	Grand Total = 36		
OLA	Total = 2		
	Employee 1	4 yrs	Year 2
	Employee 2	1 yrs	Year 1
EIA	Total = 1		
	Employee 1	4 yrs	Year 2
FIN	Total = 3		
	Employee 1	4 yrs	Year 1
	Employee 2	4 yrs	Year 1
	Employee 3	4 yrs	Year 2
Justice	Total = 1		
	Employee 1	4 yrs	Year 2
C&H	Total = 0	N/A	N/A
Education	Total = 12		
	Employee 1	4 yrs	Year 4
	Employee 2	4 yrs	Year 4
	Employee 3	4 yrs	Year 4
	Employee 4	4 yrs	Year 4
	Employee 5	2 yrs	Year 1
	Employee 6	3 yrs	Year 1
	Employee 7	1 yrs	Year 1
	Employee 8	3 yrs	Year 1
	Employee 9	2 yrs	Year 1
	Employee 10	1 yrs	Year 1
	Employee 11	4 yrs	Year 1
	Employee 12	4 yrs	Year 1
Health	Total = 5		
	Employee 1	4 yrs	Year 3
	Employee 2	1 yrs	Year 1
	Employee 3	3 yrs	Year 1
	Employee 4	3 yrs	Year 1
	Employee 5	4 yrs	Year 1
NHC	Total = 2		
	Employee 1	1 yrs	Year 1
	Employee 2	2 yrs	Year 1
Env.	Total = 2		
	Employee 1	2 yrs	Year 2
	Employee 2	3 mths	In current phase
CGS	Total = 4		
	Employee 1	4 yrs	Year 2
	Employee 2	4 yrs	Year 2
	Employee 3	4 yrs	Year 2
	Employee 4	4 yrs	Year 2
EDT	Total = 1		
	Employee 1	1 yrs	Year 1
FS	Total = 3		
	Employee 1	4 yrs	Year 2
	Employee 2	2 yrs	Year 1
	Employee 3	1 yrs	Year 1
NAC	Total = 0	N/A	N/A