



Return to Written Question

Asked by: *MLA from Arviat-South, Joe Savikataaq*

Asked of: *Hon. Minister, Margaret Nakashuk*

Number: Written Question 2-6(2)

Date: March 14, 2023

Subject: Remote Work

Question:

1. What is the Government of Nunavut's current policy regarding remote work?

Response:

The Government of Nunavut does not have a remote work policy.

To support any needs to hire remotely for highly critical positions, the Department of Human Resources is developing a Human Resource Manual Directive to establish a process for departments/public bodies to request Cabinet approval.

The Department of Executive and Intergovernmental Affairs, with support from the Department of Human Resources, will lead a decentralization review in the 2023-24 fiscal year. The need for remote work in the South for "hard-to-fill", critically-needed positions – such as health care workers, social workers, and engineers, to name a few – should remain a consideration in completing the decentralization review as it will impact our ratios with communities and will have an impact on Inuit employment.

The Department of Human Resources is also developing a flexible workplace policy that would support the government's decentralization efforts and provide employees with more flexibility to work from anywhere in the territory inside a Government of Nunavut office. This policy would allow qualified Nunavummiut to remain in the community of their choice while filling a vacant role otherwise assigned to another community.

2. Under what circumstances may an indeterminate, term, or casual employee of a Government of Nunavut department, public agency, or territorial corporation whose position is located in Nunavut be eligible to work remotely outside of the territory?

Response:

Requests to work remotely from outside of the territory are considered in critical and exceptional circumstances and for limited periods of time.

3. What is the approval process for such requests?

Response:

Until a formal policy is in place, the Government of Nunavut continues to follow the process developed in response to the COVID-19 pandemic.

During COVID-19, employees who requested to work outside of their home community or outside of the territory were required to complete an application form (attached) and submit it to their supervisor. The Deputy Head of the employing department was to forward the request to the Deputy Minister of Human Resources for consideration. The final decision to approve or deny these requests was made by the Deputy Minister of Human Resources. Employees who travelled outside of their home community or outside of the territory without approval were considered absent without leave (AWOL).

To maintain operational requirements, Deputy Heads consider such requests only in critical and exceptional circumstances and for limited periods of time.

4. In circumstances where an indeterminate, term, or casual employee of a Government of Nunavut department, public agency, or territorial corporation whose position is located in Nunavut receives approval to work remotely outside of the territory for a period of time exceeding thirty (30) consecutive days, what is their eligibility for the following allowances and benefits:
- a. Nunavut Northern Allowance (within the meaning of Article 39 of the *Collective Agreement between the Nunavut Employees Union and the Minister responsible for the Public Service Act*);

Response:

They were not eligible for Nunavut Northern Allowance.

- b. Nunavut Household Allowance (within the meaning of the *Nunavut Household Allowance Policy*); and

Response:

If a Nunavut Household Allowance (NHA) recipient is on approved remote work from their employing department and in receipt of regular pay, they will continue to receive the NHA as long as they continue to meet the eligibility for the NHA. For example, their home remains their principal residence and is not leased or rented out during the period of remote work.

- c. Staff Housing (within the meaning of the Government of Nunavut *Staff Housing Policy*)?

Response:

If the employee is granted a short-term remote work arrangement, and they continue to pay rent, they will keep their staff housing.

For Questions 5 to 9, please refer to the enclosed information worksheets for each department/public body.

Written Question 2-6(2) – Nunavut Arctic College

For Questions 5 and 6:

Using the table below, list the number of employees who applied for Remote Work outside of Nunavut between April 1, 2020, and March 13, 2023, and the number of employees approved. Also, please specify Nunavut Agreement enrollment status.

Nunavut Arctic College				
Employment Category	# of Remote Work Applications Received		# of Remote Work Applications Approved	
	Nunavut Inuit	Non-Inuit	Nunavut Inuit	Non-Inuit
Executive				
Senior Management				
Middle Management				
Professional		5		1
Paraprofessional				
Admin Support				
Total		5		1

For Question 7:

Please use the table below to list all current positions within your department/corporation located outside of Nunavut. Also, indicate the position's location and precisely how they are filled (indeterminate, term, casual or by an external consultant/contractor?) or if they are vacant.

Nunavut Arctic College		
List all department/corporation positions located outside Nunavut.	Location	Vacant or Filled (please specify Indeterminate, term, casual or by external contract (non-public servant))?
70-13986 Online Course Designer/Developer	Kitchener, Ontario	Filled on term employee
70-14670 Instructor, NTEP	Pangnirtung*	Vacant
70-14396 Instructor, NTEP	Arviat*	Vacant
70-14184 Instructor, NTEP	Gjoa Haven*	Vacant
70-12192 Instructor, Office Administration Program	Rankin Inlet*	Vacant

70-01539 Instructor, Management Studies	Rankin Inlet*	Vacant
70-01538 Instructor, Management Studies	Rankin Inlet*	Vacant

* These positions were approved by cabinet to be posted as remote work opportunities with no assigned location. Only one was filled on term.

For Question 8:

Page 3 of the September 30, 2022, TRPS report refers to the total filled positions across the GN. Using your department/corporation's current data, list all positions currently filled by an employee who has been working remotely outside of Nunavut for (30) or more consecutive days?

Nunavut Arctic College		
List all departmental/Corporation positions that have been working remotely outside of Nunavut for (30) consecutive days or more.	Please specify - Nunavut Resident or Non-resident	Please specify Indeterminate, term, casual or contract (non-public servant).
70-13986 Online Course Designer/Developer	Non-Resident	Filled on term employee until June 2025
70-13441 – Pathway to Adult Secondary School (PASS Instructor)	London, Ontario	Term until June 2023

For Question 9:

Page 3 of the September 30, 2022, TRPS report refers to the total vacancies across the Nunavut Public Service. Please list all current vacant positions in your department or corporation currently filled on a contracted basis by external consultants (non-public servants) residing within Nunavut or outside.

Nunavut Arctic College	
List all departmental/Corporation positions currently filled on a contract basis.	Nunavut Resident (non-public servant) or non-Nunavut resident.
Instructor, Inuit Language and Culture	Nunavut Inuk, Non-Nunavut Resident – 4 Month term

Written Question 2-6(2) – Department/Corporation - Community and Government Services

For Questions 5 and 6:

Using the table below, list the number of employees who applied for Remote Work outside of Nunavut between April 1, 2020, and March 13, 2023, and the number of employees approved. Also, please specify Nunavut Agreement enrollment status.

Community and Government Services				
Employment Category	# of Remote Work Applications Received		# of Remote Work Applications Approved	
	Nunavut Inuit	Non-Inuit	Nunavut Inuit	Non-Inuit
Executive	-	-	-	-
Senior Management	-	9	-	9
Middle Management	1	19	1	18
Professional	3	40	3	38
Paraprofessional	-	15	-	15
Admin Support	-	-	-	-
Total	4	83	4	80

*This information was collected up to Sept 2021.

**CGS/GN doesn't have a policy on tracking this information.

***There are no mechanisms in place to report outside of January 2020 to Sept 2021.

For Question 7:

Please use the table below to list all current positions within your department/corporation located outside of Nunavut. Also, indicate the position's location and precisely how they are filled (indeterminate, term, casual or by an external consultant/contractor?) or if they are vacant.

Community and Government Services		
List all department/corporation positions located outside Nunavut.	Location	Vacant or Filled (please specify Indeterminate, term, casual or by external contract (non-public servant))?
N/A	N/A	N/A

*CGS HR is not aware of any CGS positions located outside of Nunavut

For Question 8:

Page 3 of the September 30, 2022, TRPS report refers to the total filled positions across the GN. Using your department/corporation’s current data, list all positions currently filled by an employee who has been working remotely outside of Nunavut for (30) or more consecutive days?

Community and Government Services		
List all departmental/Corporation positions that have been working remotely outside of Nunavut for (30) consecutive days or more.	Please specify - Nunavut Resident or Non-resident	Please specify Indeterminate, term, casual or contract (non-public servant).
Municipal Planning Engineer	Non-resident	Indeterminate
Community Training Officer	Resident	Casual
Contract Administration Specialist	Resident	Indeterminate
Contract Administration Specialist	Resident	Indeterminate

*CGS HR does not have a means of determine if an employee is or isn’t working outside of Nunavut.
 **CGS HR is not aware of a GN Policy that requires tracking/reporting of this information.

For Question 9:

Page 3 of the September 30, 2022, TRPS report refers to the total vacancies across the Nunavut Public Service. Please list all current vacant positions in your department or corporation currently filled on a contracted basis by external consultants (non-public servants) residing within Nunavut or outside.

Community and Government Services	
List all departmental/Corporation positions currently filled on a contract basis.	Nunavut Resident (non-public servant) or non-Nunavut resident.
N/A	N/A

*CGS HR does not have a means/policy regarding reporting on positions filled on a contract basis by external consultants. To the best of CGS HR knowledge there are currently, 2023-04-13, no contractors in a departmental position fulfilling a complete Job Description.

Written Question 2-6(2) – CULTURE AND HERITAGE

For Questions 5 and 6:

Using the table below, list the number of employees who applied for Remote Work outside of Nunavut between April 1, 2020, and March 13, 2023, and the number of employees approved. Also, please specify Nunavut Agreement enrollment status.

CULTURE AND HERITAGE				
Employment Category	# of Remote Work Applications Received		# of Remote Work Applications Approved	
	Nunavut Inuit	Non-Inuit	Nunavut Inuit	Non-Inuit
Executive	0	0	0	0
Senior Management	0	0	0	0
Middle Management	0	0	0	0
Professional	0	0	0	0
Paraprofessional	0	0	0	0
Admin Support	0	0	0	0
Total	0	0	0	0

For Question 7:

Please use the table below to list all current positions within your department/corporation located outside of Nunavut. Also, indicate the position's location and precisely how they are filled (indeterminate, term, casual or by an external consultant/contractor?) or if they are vacant.

CULTURE AND HERITAGE		
List all department/corporation positions located outside Nunavut.	Location	Vacant or Filled (please specify Indeterminate, term, casual or by external contract (non-public servant))?
08-14623 - Manager, Heritage Collections	Gatineau, Quebec	Term
08-15064 - Conservation & Museum Technician	Gatineau, Quebec	Possibly indeterminate as of Jan 1, 2023 or Apr 1, 2023, or vacant as of Dec 31, 2022. Pending decision from Dept. of HR.
08-14624 - Registrar/Assistant Curator	Gatineau, Quebec	Term
08-15212 - Conservator	Gatineau, Quebec	Casual
08-15089 - Curator, Heritage Collections	Gatineau, Quebec	Term (Vacant as of Apr 1, 2023)
Archivist	Gatineau, Quebec	No PY - Relief Employee

For Question 8:

Page 3 of the September 30, 2022, TRPS report refers to the total filled positions across the GN. Using your department/corporation's current data, list all positions currently filled by an employee who has been working remotely outside of Nunavut for (30) or more consecutive days?

CULTURE AND HERITAGE		
List all departmental/Corporation positions that have been working remotely outside of Nunavut for (30) consecutive days or more.	Please specify - Nunavut Resident or Non-resident	Please specify Indeterminate, term, casual or contract (non-public servant).
None		

For Question 9:

Page 3 of the September 30, 2022, TRPS report refers to the total vacancies across the Nunavut Public Service. Please list all current vacant positions in your department or corporation currently filled on a contracted basis by external consultants (non-public servants) residing within Nunavut or outside.

CULTURE AND HERITAGE	
List all departmental/Corporation positions currently filled on a contract basis.	Nunavut Resident (non-public servant) or non-Nunavut resident.
08-10716 - Geographic Information System Officer (only filling 30% of position, maintaining/entering the database system.)	Non-Nunavut resident
None	

Written Question 2-6(2) – Department of Education

For Questions 5 and 6:

Using the table below, list the number of employees who applied for Remote Work outside of Nunavut between April 1, 2020, and March 13, 2023, and the number of employees approved. Also, please specify Nunavut Agreement enrollment status.

Education				
Employment Category	# of Remote Work Applications Received		# of Remote Work Applications Approved	
	Nunavut Inuit	Non-Inuit	Nunavut Inuit	Non-Inuit
Executive	-	-	-	-
Senior Management	-	-	-	-
Middle Management	-	-	-	-
Professional*	-	1	-	-
Paraprofessional	-	-	-	-
Admin Support	-	-	-	-
Total	-	1	-	-

** The Department does have an employee who is permanently working from home (within Nunavut) as the agreement established by the Department of HR as a “Last Change Agreement” would not allow him to be in any office. EDU tried finding other local offices for this individual by working with the hamlet with no success. This was before the timeline above and therefore not included in the figures above. This individual came over as part of the FANS transition back to the Department of Education from Family Services.

For Question 7:

Please use the table below to list all current positions within your department/corporation located outside of Nunavut. Also, indicate the position's location and precisely how they are filled (indeterminate, term, casual or by an external consultant/contractor?) or if they are vacant.

Education		
List all department/corporation positions located outside Nunavut.	Location	Vacant or Filled (please specify Indeterminate, term, casual or by external contract (non-public servant))?
Nil	Nil	Nil

For Question 8:

Page 3 of the September 30, 2022, TRPS report refers to the total filled positions across the GN. Using your department/corporation's current data, list all positions currently filled by an employee who has been working remotely outside of Nunavut for (30) or more consecutive days?

Education		
List all departmental/Corporation positions that have been working remotely outside of Nunavut for (30) consecutive days or more.	Please specify - Nunavut Resident or Non-resident	Please specify Indeterminate, term, casual or contract (non-public servant).
Nil	Nil	Nil

For Question 9:

Page 3 of the September 30, 2022, TRPS report refers to the total vacancies across the Nunavut Public Service. Please list all current vacant positions in your department or corporation currently filled on a contracted basis by external consultants (non-public servants) residing within Nunavut or outside.

Education	
List all departmental/Corporation positions currently filled on a contract basis.	Nunavut Resident (non-public servant) or non-Nunavut resident.
Territorial Manager Health and Safety	Non-Nunavut Resident
Manager of Communication	Non-Nunavut Resident
Specialist, Education Technology Database	Non-Nunavut Resident

Written Question 2-6(2) – Department/Corporation - Executive and Intergovernmental Affairs (EIA)

For Questions 5 and 6:

Using the table below, list the number of employees who applied for Remote Work outside of Nunavut between April 1, 2020, and March 13, 2023, and the number of employees approved. Also, please specify Nunavut Agreement enrollment status.

Executive and Intergovernmental Affairs				
Employment Category	# of Remote Work Applications Received		# of Remote Work Applications Approved	
	Nunavut Inuit	Non-Inuit	Nunavut Inuit	Non-Inuit
Executive				
Senior Management		1		1
Middle Management				
Professional	1	1	1	1
Paraprofessional				
Admin Support				
Total	1	2	1	2

For Question 7:

Please use the table below to list all current positions within your department/corporation located outside of Nunavut. Also, indicate the position's location and precisely how they are filled (indeterminate, term, casual or by an external consultant/contractor?) or if they are vacant.

Executive and Intergovernmental Affairs		
List all department/corporation positions located outside Nunavut.	Location	Vacant or Filled (please specify Indeterminate, term, casual or by external contract (non-public servant))?
Executive Services Coordinator	Ottawa	Vacant (incumbent retired in Jan)
Indigenous Affairs Advisor	Ottawa	Filled, Indeterminate
Senior Advisor Negotiations	Ottawa	Filled, Indeterminate

Written Question 2-6(2) – Department of Environment (ENV)

For Questions 5 and 6:

Using the table below, list the number of employees who applied for Remote Work outside of Nunavut between April 1, 2020, and March 13, 2023, and the number of employees approved. Also, please specify Nunavut Agreement enrollment status.

Department of Environment				
Employment Category	# of Remote Work Applications Received		# of Remote Work Applications Approved	
	Nunavut Inuit	Non-Inuit	Nunavut Inuit	Non-Inuit
Executive				
Senior Management				
Middle Management		1 informally		
Professional		1 as per Extract# 05-21-584(7872) 5 informally		1 as per Extract# 05-21-584(7872)
Paraprofessional				
Admin Support				
Total	0	7	0	1

For Question 7:

Please use the table below to list all current positions within your department/corporation located outside of Nunavut. Also, indicate the position's location and precisely how they are filled (indeterminate, term, casual or by an external consultant/contractor?) or if they are vacant.

Department of Environment		
List all department/corporation positions located outside Nunavut.	Location	Vacant or Filled (please specify Indeterminate, term, casual or by external contract (non-public servant))?
13-03424 Wildlife Biologist II Polar Bears	Igloolik	Term until 2023-October 31
NOTE: ENV received Cabinet approval for this position to be working remotely for a period of 1 year.		

For Question 8:

Page 3 of the September 30, 2022, TRPS report refers to the total filled positions across the GN. Using your department/corporation's current data, list all positions currently filled by an employee who has been working remotely outside of Nunavut for (30) or more consecutive days?

Department of Environment		
List all departmental/Corporation positions that have been working remotely outside of Nunavut for (30) consecutive days or more.	Please specify - Nunavut Resident or Non-resident	Please specify Indeterminate, term, casual or contract (non-public servant).
13-03424 Wildlife Biologist II Polar Bears	Non-resident Located in AB	Term until 2023-October 31
NOTE: ENV received Cabinet approval for this position to be working remotely for a period of 1 year.		

For Question 9:

Page 3 of the September 30, 2022, TRPS report refers to the total vacancies across the Nunavut Public Service. Please list all current vacant positions in your department or corporation currently filled on a contracted basis by external consultants (non-public servants) residing within Nunavut or outside.

Department of Environment	
List all departmental/Corporation positions currently filled on a contract basis.	Nunavut Resident (non-public servant) or non-Nunavut resident.
13-10425 Project Manager Land Use Planning	Non Nunavut resident

Written Question 2-6(2) – Department/Corporation – Family Services

For Questions 5 and 6:

Using the table below, list the number of employees who applied for Remote Work outside of Nunavut between April 1, 2020, and March 13, 2023, and the number of employees approved. Also, please specify Nunavut Agreement enrollment status.

Family Services				
Employment Category	# of Remote Work Applications Received		# of Remote Work Applications Approved	
	Nunavut Inuit	Non-Inuit	Nunavut Inuit	Non-Inuit
Executive				
Senior Management		2		1 less than 2 mos
Middle Management	1			
Professional		2		1 less than 2 mos
Paraprofessional				
Admin Support	1			
Total	2	4		2 less than 2 mos

For Question 7:

Please use the table below to list all current positions within your department/corporation located outside of Nunavut. Also, indicate the position’s location and precisely how they are filled (indeterminate, term, casual or by an external consultant/contractor?) or if they are vacant.

Family Services		
List all department/corporation positions located outside Nunavut.	Location	Vacant or Filled (please specify Indeterminate, term, casual or by external contract (non-public servant))?
Client Liaison Officer	Ottawa	Indeterminate
Client Liaison Officer	Ottawa	Indeterminate
Client Liaison Officer	Winnipeg	CSA
Client Liaison Officer	Edmonton	Indeterminate
Client Liaison Officer	Edmonton	CSA

Written Question 2-6(2) – Department of Human Resources

For Questions 5 and 6:

Using the table below, list the number of employees who applied for Remote Work outside of Nunavut between April 1, 2020, and March 13, 2023, and the number of employees approved. Also, please specify Nunavut Agreement enrollment status.

Department of Human Resources				
Employment Category	# of Remote Work Applications Received		# of Remote Work Applications Approved	
	Nunavut Inuit	Non-Inuit	Nunavut Inuit	Non-Inuit
Executive	0	0	0	0
Senior Management	0	0	0	0
Middle Management	0	0	0	0
Professional	0	0	1	0
Paraprofessional	0	0	0	0
Admin Support	0	0	0	0
Total	0	0	1	0

- A new hire with a LOO start date with approved housing in Iqaluit. Due to water crisis, the candidate could not move from P Inlet and thus remote work was approved until housing was available.

For Question 7:

Please use the table below to list all current positions within your department/corporation located outside of Nunavut. Also, indicate the position’s location and precisely how they are filled (indeterminate, term, casual or by an external consultant/contractor?) or if they are vacant.

Department of Human Resources		
List all department/corporation positions located outside Nunavut.	Location	Vacant or Filled (please specify Indeterminate, term, casual or by external contract (non-public servant))?
N/A		

Written Question 2-6(2) – Department/Corporation: JUSTICE

For Questions 5 and 6:

Using the table below, list the number of employees who applied for Remote Work outside of Nunavut between April 1, 2020, and March 13, 2023, and the number of employees approved. Also, please specify Nunavut Agreement enrollment status.

JUSTICE				
Employment Category	# of Remote Work Applications Received		# of Remote Work Applications Approved	
	Nunavut Inuit	Non-Inuit	Nunavut Inuit	Non-Inuit
Executive	0	0	0	0
Senior Management	0	0	0	0
Middle Management	0	0	0	0
Professional	0	1	0	0
Paraprofessional	0	0	0	0
Admin Support	0	0	0	0
Total	0	1	0	0

Based on the guidance provided that remote work is at least 3 months or more working outside the office, the Department of Justice has not approved any applications for remote work outside Nunavut. We have on occasion permitted southern based work for a few weeks for urgent family or medical reasons but nothing approaching 3 months or longer. In 2022 we did receive a request for long term remote work outside the Territory which was not approved.

For Question 7:

Please use the table below to list all current positions within your department/corporation located outside of Nunavut. Also, indicate the position’s location and precisely how they are filled (indeterminate, term, casual or by an external consultant/contractor?) or if they are vacant.

JUSTICE		
List all department/corporation positions located outside Nunavut.	Location	Vacant or Filled (please specify Indeterminate, term, casual or by external contract (non-public servant))?
05-13467 – Inuit Liaison Officer	Ottawa	Filled indeterminate, full time, Nunavut Inuit employee.

The Inuit Liaison Officer is a Nunavut Corrections position based in Ottawa who works with inmates in southern facilities and assists with any southern transfers.

For Question 8:

Page 3 of the September 30, 2022, TRPS report refers to the total filled positions across the GN. Using your department/corporation’s current data, list all positions currently filled by an employee who has been working remotely outside of Nunavut for (30) or more consecutive days?

JUSTICE		
List all departmental/Corporation positions that have been working remotely outside of Nunavut for (30) consecutive days or more.	Please specify - Nunavut Resident or Non-resident	Please specify Indeterminate, term, casual or contract (non-public servant).
0		0

The Department of Justice has no staff who have been working remotely outside of Nunavut for (30) or more consecutive days.

For Question 9:

Page 3 of the September 30, 2022, TRPS report refers to the total vacancies across the Nunavut Public Service. Please list all current vacant positions in your department or corporation currently filled on a contracted basis by external consultants (non-public servants) residing within Nunavut or outside.

JUSTICE	
List all departmental/Corporation positions currently filled on a contract basis.	Nunavut Resident (non-public servant) or non-Nunavut resident.
0	0

While the Department does on occasion hire consultants and legal contractors to undertake specific work, we are not filling any PYs with non resident contractors.

The *Corrections Act* creates the position of “Chief Correctional Investigator”. This is an arms length, as and when needed, position to independently review incidents at Nunavut Corrections. In January 2023, after an RFP process, the Department hired a British Columbia based legal contractor to serve for five years as Nunavut’s Correctional Investigator. The Investigator is not a Departmental PY and is not a position in our Org Chart but it would be the closest we have to a permanent southern based contractor.

Written Question 2-6(2) – Nunavut Housing Corporation (NHC)

For Questions 5 and 6:

Using the table below, list the number of employees who applied for Remote Work outside of Nunavut between April 1, 2020, and March 13, 2023, and the number of employees approved. Also, please specify Nunavut Agreement enrollment status.

Nunavut Housing Corporation				
Employment Category	# of Remote Work Applications Received		# of Remote Work Applications Approved	
	Nunavut Inuit	Non-Inuit	Nunavut Inuit	Non-Inuit
Executive				
Senior Management				
Middle Management				
Professional				
Paraprofessional				1 (Relief worker - IT Analyst ended March 2023)
Admin Support				
Total	0	0	0	1

For Question 7:

Please use the table below to list all current positions within your department/corporation located outside of Nunavut. Also, indicate the position’s location and precisely how they are filled (indeterminate, term, casual or by an external consultant/contractor?) or if they are vacant.

Nunavut Housing Corporation		
List all department/corporation positions located outside Nunavut.	Location	Vacant or Filled (please specify Indeterminate, term, casual or by external contract (non-public servant))?
n/a	n/a	n/a

For Question 8:

Page 3 of the September 30, 2022, TRPS report refers to the total filled positions across the GN. Using your department/corporation’s current data, list all positions currently filled by an employee who has been working remotely outside of Nunavut for (30) or more consecutive days?

Nunavut Housing Corporation		
List all departmental/Corporation positions that have been working remotely outside of Nunavut for (30) consecutive days or more.	Please specify - Nunavut Resident or Non-resident	Please specify Indeterminate, term, casual or contract (non-public servant).
n/a	n/a	n/a

For Question 9:

Page 3 of the September 30, 2022, TRPS report refers to the total vacancies across the Nunavut Public Service. Please list all current vacant positions in your department or corporation currently filled on a contracted basis by external consultants (non-public servants) residing within Nunavut or outside.

Nunavut Housing Corporation	
List all departmental/Corporation positions currently filled on a contract basis.	Nunavut Resident (non-public servant) or non-Nunavut resident.
<ol style="list-style-type: none"> 1. CDO Technical, Kivalliq (being staffed, contract ends 30/4/23) 2. District Comptroller, Kitikmeot (ends August 2023, new hire May 2023) 3. CDO, Maintenance, Kitikmeot (end April 2023) 4. District Director, Qikiqtaaluk (2nd repost closes 7/4/23) 5. Occupational Health & Safety, Kivalliq (unable to fill) 6. Legal Counsel, IQ 7. VP/CFO, IQ (to be staffed following NHC re-align 27/4/23) 8. Manager, HR & OD, IQ (poster closes 21/4/23) 9. Sr. Communications Analyst, IQ (being staffed) 10. IT Analyst, Rankin Inlet (unable to staff) 	<ul style="list-style-type: none"> - non resident - partial resident - partial resident - partial resident - partial resident - non resident - partial resident - partial resident - non resident - non resident

Written Question 2-6(2) – Department/Corporation - Qulliq Energy Corporation

For Questions 5 and 6:

Using the table below, list the number of employees who applied for Remote Work outside of Nunavut between April 1, 2020, and March 13, 2023, and the number of employees approved. Also, please specify Nunavut Agreement enrollment status.

Qulliq Energy Corporation				
Employment Category	# of Remote Work Applications Received		# of Remote Work Applications Approved	
	Nunavut Inuit	Non-Inuit	Nunavut Inuit	Non-Inuit
Executive	n/a	n/a	n/a	n/a
Senior Management	n/a	n/a	n/a	n/a
Middle Management	n/a	1	n/a	1
Professional	n/a	3	n/a	3
Paraprofessional	n/a	1	n/a	1
Admin Support	n/a	n/a	n/a	n/a
Total		5		5

For Question 7:

Please use the table below to list all current positions within your department/corporation located outside of Nunavut. Also, indicate the position’s location and precisely how they are filled (indeterminate, term, casual or by an external consultant/contractor?) or if they are vacant.

Qulliq Energy Corporation		
List all department/corporation positions located outside Nunavut.	Location	Vacant or Filled (please specify Indeterminate, term, casual or by external contract (non-public servant))?
No positions are currently permanently located outside of Nunavut. Personal/unique circumstances have led QEC to seek approval for a few employees to work outside of territory. Approval was sought from the GN. Approval is provided for three (3) month periods, after which a review occurs and a further three (3) months is provided should circumstances warrant.		

For Question 8:

Page 3 of the September 30, 2022, TRPS report refers to the total filled positions across the GN. Using your department/corporation's current data, list all positions currently filled by an employee who has been working remotely outside of Nunavut for (30) or more consecutive days?

Qulliq Energy Corporation		
List all departmental/Corporation positions that have been working remotely outside of Nunavut for (30) consecutive days or more.	Please specify - Nunavut Resident or Non-resident	Please specify Indeterminate, term, casual or contract (non-public servant).
Information Technology Manager	Resident	Indeterminate
General Rate Application Specialist	Resident	Term
Procurement Coordinator	Non-resident	Casual
Senior Accountant	Non-resident	Indeterminate
Payroll Specialist	Non-resident	Casual

For Question 9:

Page 3 of the September 30, 2022, TRPS report refers to the total vacancies across the Nunavut Public Service. Please list all current vacant positions in your department or corporation currently filled on a contracted basis by external consultants (non-public servants) residing within Nunavut or outside.

Qulliq Energy Corporation	
List all departmental/Corporation positions currently filled on a contract basis.	Nunavut Resident (non-public servant) or non-Nunavut resident.
n/a	

Sheila

From: Kolola, Sheila

Sent: April 19, 2020 12:54 PM

To: Audia, Terry <TAudia@GOV.NU.CA>; Awa, Simon <SAwa@GOV.NU.CA>; Brown, Ruby <RBrown@GOV.NU.CA>; Chown, Jeff <JChown@GOV.NU.CA>; Hourie, Constance <CHourie@GOV.NU.CA>; Hughes, Teresa <THughes@GOV.NU.CA>; Kolola, Sheila <SKolola@GOV.NU.CA>; Macisaac, Bernie <BMaclsaac@GOV.NU.CA>; MacKay, William <WMacKay@GOV.NU.CA>; Masson, Kimberly <KMasson@GOV.NU.CA>; Niego, Yvonne <YNiego@GOV.NU.CA>; Noble Jr., Jimmy <JNobleJr@GOV.NU.CA>; Okpik, Kathy <KOkpik@GOV.NU.CA>; Onalik, Jimi <JOnalik@GOV.NU.CA>; Silk, Adrienne <ASilk@GOV.NU.CA>; Suvega, Pauloosie <PSuvega@GOV.NU.CA>; 'Bruno Pereira' <BPereira@QEC.NU.CA>
Cc: Petru, Angela <APetru@GOV.NU.CA>; McMichael, Grant <GMcMichael@GOV.NU.CA>; Wolff, Hanna <HWolff@GOV.NU.CA>; Beauchamp, Richard <RBeauchamp@GOV.NU.CA>; Hickey, Les <LHickey@GOV.NU.CA>
Subject: ACTION: Request to Work Remotely Application

Ullukkut,

Further to my email on April 15 on behalf of the OM HR Committee, we've come up with a form to fill out in case any of your employees are requesting to work remotely after that date. Please see the memo below and the form attached.

Employee Requests to Work Outside of Home Community during COVID-19

Under the GN's work from home model, all GN employees are expected to be either working in their regular workplace, working from home in their home community, or on another form of approved leave.

Requests to work remotely from outside of an employee's home community or outside of the territory will only be considered in exceptional circumstances. Employees who wish to request to work outside of their home community or outside of the territory during COVID-19 must complete the attached form and submit it to their supervisor. The Deputy Head of the employing department will forward the request to the Deputy Minister of Human Resources for consideration.

The final decision to approve or deny these requests will be made by the Deputy Minister of Human Resources. Employees who travel to work outside of their home community or outside of the territory without approval will be considered absent without leave (AWOL).

The Government of Nunavut recognizes and appreciates employees' ongoing efforts to deliver government services to Nunavummiut during this unprecedented period. Qujannamiik,

Sheila Koluola

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www.nist.gov

Request to Work Outside of Home Community during COVID-19

Instructions:

- *All sections must be completed.*
- *All requests must go to Deputy Minister of Human Resources for final decision.*
- *This form can be forwarded via email in place of signatures.*

Employee Information

Employee Name:	
Job Title:	
Department/Corporation:	
Home Community:	
Work Email:	
Phone Number:	

Request to Work Outside of Home Community during COVID-19

Requested Start Date:	
Requested End Date:	

Reason for Request

Please provide the reason for this request, including specific details about why this is an exceptional circumstance.

--

Supervisor Information and Recommendation

Supervisor Name:	
Job Title:	
Recommendation:	Approve or Deny
Reason for Recommendation:	

Deputy Head Information and Recommendation

Deputy Head Name:	
Recommendation:	Approve or Deny
Reason for Recommendation:	

Final Decision by Deputy Minister of Human Resources

Decision:	Approve or Deny
Date of Final Decision:	

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