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Building *Nunavut* Together
Nunavut liuqatigiingniq
Bâtir le *Nunavut* ensemble

Government of Nunavut

Annual Report: Division of Corrections, Department of Justice

2016-17



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Glossary of Terms and Acronyms

Baffin Correctional Centre (BCC) & Makigiarvik

– BCC was constructed in Iqaluit in 1986 as a minimum security facility, receiving upgrades in 1996 to include medium beds (42 minimum security and 24 medium security). BCC is the main intake facility for male inmates in the territory and holds minimum, medium, and maximum sentenced and remand inmates. Makigiarvik opened in 2015 and contains bed space for 48 minimum security inmates. This facility falls under BCC operations as they have the same organizational structure and share all mandated services.

Rankin Inlet Healing Facility (RIHF) – The only facility located in the Kivalliq region, RIHF was constructed in 2013 and holds minimum and medium security inmates. The 48 beds are split into two units – Bravo Unit which has 32 secure bed spaces and Inukshuk Unit which serves as an open custody living space for inmates before release.

Nunavut Women Correctional Centre (NWCC) – NWCC opened in Iqaluit in 2010 and is a medium security facility with 12 beds. As the only female facility in the territory, they are responsible for holding minimum, medium, and maximum sentenced and remand inmates.

Kugluktuk Ilavut Centre (KIC) – The only facility located in the Kitikmeot region, KIC opened in 2005 and serves as a minimum security that operates like a halfway house. With a capacity for 15 inmates, the focus of the facility is community integration and cultural programming.

Uttarvik Community Residential Centre (CRC)

– CRC was taken over by the Department of Justice in 2000 and operates as a 12 bed minimum security halfway house in Iqaluit. The goal of CRC is to assist residents to move forward towards achieving their goals of self-

reliance, rehabilitation, and reintegration within society.

Young Offenders Facility (YO) – Constructed in Iqaluit in 1989, YO houses both female and male youth who are serving closed and open custody sentences. The facility can house up to 12 sentenced or remand individuals.

Outpost Camps (OPC) – is an on the land program run by independent contractors employed by the Department of Justice. This is a voluntary program for minimum security inmates who are given the opportunity to receive traditional counsel and skills outside of an institutional setting. There are currently three operating camps in Nunavut.

Temporary Absences (TAs) – authorization granted by the facility for inmates to be temporarily released to the community. TAs are typically granted for work release, programming, community events, or early release.

Security Ratings – determines the inmate's security classification and placement within the facility. This rating can have an impact on the programming available to the inmate and is assessed throughout their stay. This rating is based on an assessment of the inmate's escape risk and risk to the safety of themselves and others.

Minimum Security – lowest risk inmates who have access to any programming available at the facility in which they are housed and within the community. These inmates can be housed in secure or open custody facilities.

Medium Security – medium risk inmates who have access to programming within the facility and limited access to programming outside of the facility. These inmates are typically housed

in secure facilities; however, there are opportunities for supervised programming in the community.

Maximum Security – maximum risk inmates who could have limited access to programming as they are unable to leave the facility. These inmates are housed in secure facilities.

Dangerous Contraband – is any item that could threaten the safety or security of the inmates or staff. This includes weapons, items to facilitate escape, and tattooing paraphernalia.

Intoxicant Contraband – is any type of intoxicating agent, such as alcohol, drugs (prescribed or illegal), or “homebrew”.

Nuisance Contraband – prohibited items that are not permitted in the facilities. This includes tobacco, excess items, and certain foods.

Administrative Segregation – is when an inmate is placed in an isolated unit for the safety and security of themselves or others. It can be utilised in response to behavioural issues or for protective custody and there are no reasonable alternatives.

Disciplinary Segregation – is when an inmate is placed in an isolated unit as a corrective response to internal charges under Section 18 of the *Corrections Act*.

Medical Segregation – is when an inmate is placed in an isolated unit in response to a medical injury or concern.

Intermittent Sentence – is a jail sentence that an offender will serve over separate periods of time instead of all at once. Most often these sentences occur on the weekends, thus allowing the offender to maintain a job throughout the week.

Introduction

In June 2015 the Standing Committee on Oversight of Government Operations and Public Accounts tabled a report on the Review of the Auditor General's 2015 Report to the Legislative Assembly on Corrections in Nunavut. This report focused on several issues brought forth by the Office of the Auditor General (OAG) and made key recommendations to help support addressing these deficiencies.

The first recommendation was for the Department of Justice to complete a comprehensive and detailed action plan to address the OAG's recommendations. Tabled in the fall of 2015, *The Action Plan for Corrections in Nunavut* is a wide-ranging strategy to improve correctional services in the territory. Within this plan, and as recommended by the Standing Committee, was the promise to table an annual report, the first of which was completed for 2015-16.

As committed to in our action plan and in our response to the Standing Committee, the 2016-17 Annual Report for the Corrections Division contains specific information relating to the Division's services, programming, and staffing for the fiscal year, including:

- The number of inmates in each facility, including a breakdown of the number of inmates at each security level (i.e. minimum, medium, maximum);
- The number of cell searches and contraband incidents at each facility and initiatives to analyse trends related to contraband within the facilities;
- The number of segregation placements, broken down by the types of segregation placement;
- The number of indeterminate, term and casual employees and vacant position in the corrections division, broken down by facility;
- Expenditures related to overtime and casual employees in the Corrections Division;
- The rehabilitative programming that is delivered to inmates, broken down by facility and type;
- Initiatives to integrate Inuit Societal Values into the Corrections Division; and
- The mental health services provided to inmates and individuals recently released from correctional facilities, broken down by facility.

Vision of Corrections

Corrections in Nunavut is a dedicated and respectful workforce 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.

Inmate Admissions

The below tables illustrate the number of admissions to correctional facilities in and out of Nunavut. Inmate counts reflect the individual just once per facility, however, that same inmate might have entered multiple facilities.

There was a noted decrease in the use of extraterritorial transfers from 2015-16 to 2016-17. In 2015-16 there were 154 extraterritorial admissions and in 2016-17 there were 106 – a decrease of 31%. This can most likely be attributed to the mass transfer of inmates during the mould remediation project in BCC in during the spring of 2015.

Individual Inmate Admissions (2016-17)			
BCC	MAKIGIARVIK	RIHF	NWCC
341	155	157	28
KIC	CRC	YO	TOTAL
30	43	27	781

Extraterritorial Inmate Admissions (2016-17)		
NWT	ONTARIO	BC
55	48	3

Outpost Camps Inmate Admissions (2016-17)
20

Security Ratings

Individual security ratings can change at any point as a result of inmate conduct or a change of status from remanded to sentenced. For this reason, the following tables are snapshots from the first day of each month and not monthly totals.

Inmate counts for Makigiarvik are included with Baffin Correctional Centre’s numbers as they fall within the same organizational structure and share all mandated services.

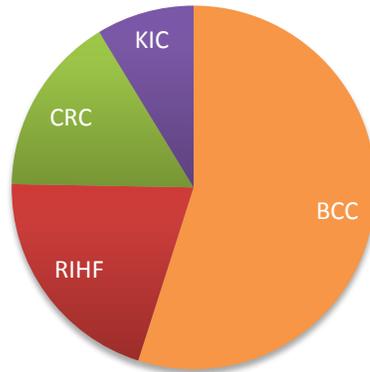
Minimum Security

Those who have been given a rating of minimum are the lowest risk inmates. These individuals have access to any institutional or community-based programming that is available. These inmates can be housed in secure or open custody facilities. Minimum security ratings are often given to inmates who have not committed violent offences and/or have few to no institutional incidents.

All facilities in the territory house minimum security inmates.

Number of Minimum Security Inmates per Facility						
	BCC	RIHF	CRC	KIC	NWCC	YO
APRIL	40	13	10	7	3	4
MAY	24	14	7	6	2	4
JUNE	36	18	7	7	3	3
JULY	35	13	12	5	5	2
AUGUST	30	13	10	5	3	4
SEPTEMBER	29	9	11	5	3	2
OCTOBER	36	16	10	6	2	3
NOVEMBER	35	16	9	5	3	1
DECEMBER	38	14	9	6	1	2
JANUARY	30	9	9	4	3	1
FEBRUARY	30	7	10	3	2	1
MARCH	32	4	11	3	3	2
AVERAGE	32.9	12.2	9.6	5.2	2.8	2.4

Where are adult male minimum security inmates being housed?



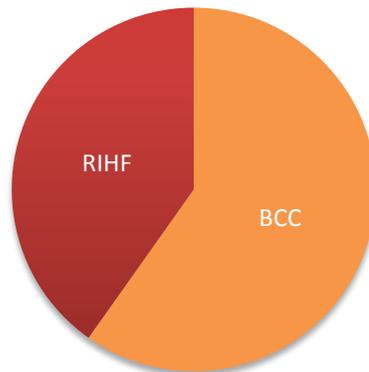
Medium Security

Those who have been given a rating of medium have access to any institutional programs, but are limited to select community-based programming. Any community-based programming would be supervised. The inmates are almost exclusively housed in secure facilities. Medium security ratings are often given to inmates who might not be consistently compliant with institutional rules. It might also be applicable to someone who has committed violent offences.

Baffin Correctional Centre and Rankin Inlet Healing Facility house the territory's adult male medium security inmates. Nunavut Women's Correctional Centre and Young Offenders house inmates of all security ratings.

Number of Medium Security Inmates per Facility						
	BCC	RIHF	CRC	KIC	NWCC	YO
APRIL	30	17	0	0	4	3
MAY	32	24	0	0	4	3
JUNE	43	20	0	0	4	3
JULY	31	24	0	0	3	4
AUGUST	30	25	0	0	3	3
SEPTEMBER	36	19	0	0	4	2
OCTOBER	32	18	0	0	3	3
NOVEMBER	31	24	0	0	3	3
DECEMBER	24	20	0	0	3	2
JANUARY	24	16	0	0	4	3
FEBRUARY	24	19	0	0	2	1
MARCH	32	22	0	0	2	1
AVERAGE	30.8	20.7	0.0	0.0	3.3	2.6

Where are adult male medium security inmates being housed?



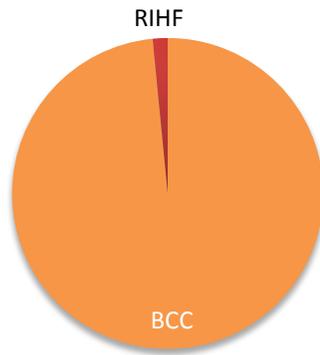
Maximum Security

Those who have been given a rating of maximum have limited access to programming as they are unable to leave the facility or participate in community-based programming. These inmates are only housed in secure facilities. Maximum security ratings are given to inmates who have a large number of institutional incidents, are a threat to public safety, or an escape risk.

Baffin Correctional Centre is the only facility in the territory that houses adult male maximum security inmates. Nunavut Women’s Correctional Centre and Young Offenders house inmates of all security ratings.

Number of Maximum Security Inmates per Facility						
	BCC	RIHF	CRC	KIC	NWCC	YO
APRIL	18	0	0	0	0	1
MAY	27	1	0	0	0	1
JUNE	20	1	0	0	0	1
JULY	21	1	0	0	0	1
AUGUST	20	0	0	0	0	1
SEPTEMBER	20	0	0	0	0	1
OCTOBER	21	1	0	0	0	1
NOVEMBER	16	0	0	0	0	1
DECEMBER	14	0	0	0	0	1
JANUARY	22	0	0	0	0	1
FEBRUARY	15	0	0	0	1	1
MARCH	15	0	0	0	2	1
AVERAGE	19.1	0.3	0.0	0.0	0.3	1.0

Where are adult male maximum security inmates being housed?



Recidivism in Corrections

Recidivism is often described as a relapse into criminal behaviour. Currently, Nunavut Corrections does not have a measurement for recidivism. Recidivism can be measured in different ways for different purposes. There is no single measure of recidivism that does not have a disadvantage.

Correctional management is working together to develop this measurement for territorial corrections. Regular management meetings will occur throughout 2017-18 and beyond to help develop this definition which will be based on evidence and interjurisdictional research.

Nunavut Corrections does have an electronic system that tracks all numbers related to recidivism rates. However, the Division will require a statistician to extract and interpret this data once a definition has been established.

Rehabilitative Programming

There are five types of rehabilitative programming offered by Nunavut Corrections. The Department of Justice does not have the capacity to measure the effectiveness of these programs. Nunavut Corrections does use feedback from participating inmates and program staff to understand if a particular program is having a positive or negative impact.

These categories are:

Correctional – programs that address factors which have been linked to criminal behaviour. Inmates who participate in these programs learn and apply the skills and strategies they need to keep them from committing future crimes. These skills and strategies help them to successfully reintegrate into the community when they are released.

Traditional – programs that contribute to the knowledge, sharing, understanding, and development of Inuit traditional skills. These programs are imbedded in Inuit Societal Values and ensure that Inuit inmates’ needs are met in terms of their traditions and identity.

Social – programs that give inmates the skills, knowledge and experiences they need for personal and social growth. These programs can take different forms. Sometimes they are information-based and structured. Other times they are unstructured and can include recreational and leisure activities.

Vocational – programs that help prepare inmates for a job in the community upon release.

Educational – programs that provide inmates with basic literacy, academic and personal development skills.

Programming at Baffin Correctional Centre and Makigiarvik	
Type	Program
Correctional	Alternative to Violence Grief and Loss Program Substance Abuse Program
Traditional	Elder Counselling Inuit Cultural Skills Program Carving Program
Social	Music Program Art Program Life Skills Inunnguiniq Parenting Program
Vocational	Town Crew
Educational	Education Program

Programming at Rankin Inlet Healing Facility

Type	Program
Correctional	RU Addictions Addictions Support Program Healthy Relationships & Anger Management Mental Health Counselling Men's Group
Traditional	Carving Program Land Program Elder Counselling Sewing Program Panna Making Iglu Building Cabin Building
Social	Carpentry Program Parks Program Bible Study
Vocational	Heavy Equipment Operator (HEO) and Air Brakes Driver's Education Trade Access Prep First Aid WHMIS
Educational	PASS Program Aztec Program

Programming at Nunavut Women Correctional Centre

Type	Program
Correctional	Alcoholics Anonymous Mental Health Counselling
Traditional	Elder Counselling Inuit Cultural Skills Program Sewing Program Elder Visits (Iqaluit Elders Home) Land Program My Mother's Voice
Social	Health Discussions Library Visits (Iqaluit Centennial Library) Art Program Life Skills

Vocational	Occupational Health and Safety Safe Food Handling Work Program
Educational	Academic Upgrading (Pre-GED)

Programming at Kugluktuk Ilavut Centre	
Type	Program
Correctional	Nunavut Healing and Learning Together (NUHALT)
Traditional	Land Program Carving Program Elder Counselling Traditional Skills Sewing Program Cooking Country Food Making and Repairing Hunting Equipment
Social	Health Discussions
Vocational	Work Program

Programming at Uttaqivik	
Type	Program
Correctional	Mental Health Counselling Alcoholics Anonymous Community Maintenance Program
Traditional	Elder Counselling Carving Program Inuit Cultural Skills Program
Social	"Did You Know?" Meetings Life Skills
Vocational	Work Program

Programming at Young Offenders	
Type	Program
Correctional	Nunavut Healing and Learning Together (NUHALT) Mood Management Violence Prevention Skills Cognitive Behaviour Program Conflict Resolution Anger Management

	Dealing with Aggression Dealing with Depression Victim Impact Abuse Treatment for Adolescents Healthy Relationships
Traditional	Land Program Inuit Cultural Skills Program Elder Education Program
Social	Art Therapy Life Skills Preparing Adolescents for Young Adulthood (PAYA)
Vocational	Carpentry Program
Educational	High School Programming

Inuit Societal Values in Corrections

Integrating Inuit Societal Values into correctional practices is a priority for the Division. Corrections incorporated these values into policies for staff and has an obligation to provide culturally relevant programming and guidance to inmates.

This section has been broken into three sections to highlight those differences: training for staff, traditional programs for inmates, and policies and practices.

Training for Staff

Training is a key function within the Corrections Division to help promote and teach Inuit Societal Values. Correctional training is rooted in *pilimmaksarniq/pjariuqsarniq* – the development of skills through observation, mentoring, practice, and effort.

The training of staff supports one of Corrections main objectives: to promote and encourage the hiring of Nunavut Inuit. In 2016-17 the Division continued to invest in and support training and mentorship for staff to prepare individuals to assume supervisor or management positions in the future. Much of the training offered is security/safety based to ensure that staff have the confidence and the capacity to perform their duties.

The following is a breakdown of training provided to all correctional staff (indeterminate, casual, and relief) with a focus on Nunavut-specific and cultural teachings.

NUHALT: Nunavut Healing and Learning Together (Modules 1 & 2)

Description	The first two levels of NUHALT focus on communication and collaborative interaction with inmates. Staff learn specialized skills such as interviewing, counselling, program facilitation and delivery, and applied case management techniques. Training is culturally sensitive as strategies of Perceptual Control Theory (PCT) are interwoven with Inuit Societal Values. This is to ensure that beneficiary staff and inmates will be able to easily identify and connect with the strategies being presented. Module 1 focuses on building respectful relationships and reducing conflict. Module 2 builds on the first module by providing tools and strategies for interacting with inmates who have cognitive and behavioural issues caused by substance abuse, FASD, or trauma.
How it Incorporates ISV	Staff develop communication and case management skills through mentoring and practice (pilimmaksarniq/pjariuqsarniq), staff train together to learn skills that will reduce conflict and stress in their jobs (piliriqatigiinniq/ikajuqatigiinniq), staff learn to build respectful relationships with inmates (inuuqatigiitsiarniq), staff spend four days together interacting and sharing (tunnganarniq).

Pilimmaksarniq Education Program (NUHALT Module 3)

Description	The third level of NUHALT is designed to train staff to teach the skills presented in modules one and two to inmates and clients. Staff become the trainers by showing inmates how to develop healthy relationships through effective communication and problem solving. New lessons are always being added (there are 25 as of 2016-17), and each one is centered around one of the eight Inuit Societal Values.
How it Incorporates ISV	Staff provide guidance to inmates about building positive and respectful relationships (inuuqatigiitsiarniq), staff and inmates are open about their experiences as it relates to ISV and the PEP lessons (tunnganarniq), staff teach the skills they've learned in NUHALT modules 1 and 2 to inmates (pilimmaksarniq/pijariuqsarniq), staff and inmates work together to help facilitate reintegration into the community (piliriqatigiinniik/ikajuqatigiinniik).

Mental Health First Aid for Northern Peoples

Description	A three day certification program, MHFA for Northern Peoples prepares staff to assist those who are experiencing a variety of mental health challenges and connect them with longterm resources. MHFA for Northern Peoples was jointly developed by Nunavut, the Northwest Territories, and Yukon and teaches skills using the context of the north. In addition to regular Mental Health First Aid, this course addresses challenges such as isolation, Seasonal Affective Disorder, traumatic impacts of forced relocations and residential schools.
How it Incorporates ISV	How to communicate respectfully and care for those under mental duress (inuuqatigiitsiarniq), providing mental health support to inmates and clients (pijitsirniik), teaches staff how to be resourceful by using the unique forms of support found in northern communities (qanuqtuurniq).

Inuit Cultural Orientation Training

Description	In 2016-17, the Division of Corrections continued to explore options for incorporating Inuit Societal Values into orientation for new hires, non-beneficiary staff, and interested beneficiary staff. The goal of cultural orientation training is to impart a sense of respect and understanding of Inuit traditions, culture, history, and language.
How it Incorporates ISV	Instilling a sense of respect and understanding of Inuit and their culture (inuuqatigiitsiarniq), encouraging non-beneficiary staff to participate and learn from beneficiary staff (tunnganarniq), learning about Inuit history, traditions, and language (pilimmaksarniq/pijariuqsarniq), beneficiary staff are given unique opportunities to show skills and knowledge outside a traditional classroom setting (qanuqtuurniq), staff learn respect and care for their environment through a land trip (avatittinnik kamatsiarniq).

Additional Training	
Basic Orientation (Staff Mentorship)	Mandatory ten day shadow shifts for all new frontline workers provides initial orientation of security operations and familiarization with facilities. (120 hours)
First Aid/CPR	Basic First Aid and CPR certification. (15 hours)
WHMIS	Basic WHMIS certification. (8 hours)
COMS Training	Training on use of the Corrections Offender Management System (COMS), including preparation of records and reports. (16 hours)
JIBC Module 1	The Justice Institute of British Columbia (JIBC) delivers this training which covers basic orientation to Corrections, legislation, and the directives. (30 hours)
JIBC Module 2	JIBC delivers this training which deals with basic correctional officer type functions including rounds, counts, and searches. (30 hours)
JIBC Module 3	JIBC delivers this training which continues from Module 2 to address emergencies, verbal de-escalation techniques, and the use of physical constraints. (30 hours)
Low Impact Control	Training on implementation and use of low impact control in different contexts/environments. (15 hours)
Correctional Supervisor Training	Introduces Correctional Supervisors to crisis management and frontline leadership through a “lead management” style. (30 hours)

Traditional Programs for Inmates

Elder Counselling	
Facility	All Facilities
Description	Elders from the community (either employed by the facility or through honoraria payments) provide individual and group counselling to inmates. Inmates can also use this opportunity to learn traditional skills, listen to Inuit legends, or discuss familial ties.
How it Incorporates ISV	Teaches inmates how to respect others and build and maintain relationships (innuqatigiitsiarniq), learn a variety of skills and knowledge through discussion and practice (pilimmaksarniq/pijariuqsarniq, avatittinnik kamatsiarniq).

Inuit Cultural Skills Program (ICSP)

Facility	BCC, Makigiarvik, NWCC, YO, CRC
Description	Corrections staff provide land based activities for inmates including: hunting, fishing, tending to animals, camping etc. As well, inmates spend time in the ICSP Garage learning how to fashion traditional tools and cultural teachings.
How it Incorporates ISV	Teaches inmates respect and care for the land and animals (avatittinnik kamatsiarniq), how to be innovative and resourceful on the land (qanuqtuurniq), learn land and traditional skills through observation and practice (pilimmaksarniq/pijariuqsarniq), ICSP crews learn over time how to work together and achieve goals by having open and inclusive discussions (tunnganarniq, aajiiqatigiinni, piliriqatigiinni/ikajuqatigiinni).

Carving Program

Facility	Makigiarvik, RIHF, KIC, CRC
Description	Inmates (with the assistance of elders or staff) teach and learn carving skills together. These skills are valuable to inmates who are given a source of income to assist with providing for their families and paying off court-ordered fines while still incarcerated. It also becomes a useful job skill for inmates without formal educations upon release.
How it Incorporates ISV	Inmates learn a variety of carving skills through observation, mentoring, and practice (pilimmaksarniq/pijariuqsarniq), provide for their families while incarcerated (pijitsirniq).

Sewing Program

Facility	NWCC
Description	Inmates work with a local elder from the community to design and create clothing for themselves and their families. The elder not only teaches sewing skills, but often counsels and provides emotional support to the women as they work on projects.

How it Incorporates ISV	Inmates learn traditional sewing skills from elder (pilimmaksarniq/pijariuqsarniq), provide emotional support to one another through open and inclusive discussions, (tunnganarniq) develop respect and care for one another (innuqatigiitsiarniq), prepare and provide clothing for their families (pjitsirniq).
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Land Program	
Facility	KIC, RIHF
Description	In the absence of the Inuit Cultural Skills Program, these two facilities outside of Iqaluit have implemented a land program. Working with staff, elders, and community hunters, this program involves hunting trips and other land-based activities.
How it Incorporates ISV	Teaches inmates respect and care for the land and animals (avatittinnik kamatsiarniq), how to be innovative and resourceful on the land (qanuqtuurniq), learn land and traditional skills through observation and practice (pilimmaksarniq/pijariuqsarniq).

Traditional Skills	
Facility	KIC, RIHF
Description	Both KIC and RIHF have various traditional skills programming that are offered seasonally and based on the types of residents. In RIHF, staff have developed programs relating to panna making, iglu building, and cabin construction. In KIC, staff and community elders provide programs relating to sewing, cooking country food, and making/repairing hunting equipment.
How it Incorporates ISV	Teaches inmates how to be innovative and resourceful using available supplies (qanuqtuurniq), learn various traditional skills through observations, practice, and effort (pilimmaksarniq/pijariuqsarniq), working with staff, elders, and other inmates to accomplish tasks and goals (piliriqatigiinni/ikajuqatigiinni, aajiiqatigiinni).

Policies and Practices

At this time correctional policies are limited in their inclusion of Inuit Societal Values. However, the Department of Justice will be tabling a new *Corrections Act* in 2017-18 which will include the necessary amendments to ensure that Inuit Societal Values are incorporated. Once these changes have been made, Corrections will go through the process of updating its Directives and Standing Orders so that all policies reflect these important improvements.

Nonetheless, individual correctional facilities are taking steps to incorporate Inuit Societal Values into their everyday practice. The following are examples of these practices:

Elder Visits	
Facility	NWCC, RIHF
What's Happening	At NWCC, female inmates visit the Elders Qammaq in Iqaluit to be of service and provide company to the elders who live there. Inmates sit and talk with residents, hearing traditional stories and legends or learning skills. Inmates will also assist the elders in small tasks around the facility. In Rankin, inmates on Town Crew will visit community elders who need assistance shovelling or making small repairs.
How it Incorporates ISV	Inmates build relationships with community elders that can remain even after incarceration (innuqatigiitsiarniq), inmates give their time and service to community elders (pijitsirniq).

Morning Circles	
Facility	Makigiarvik, YO, KIC
What's Happening	Staff and inmates get together each morning to discuss the goals and schedules for the day. Decisions and requests are made through discussion and consensus.
How it Incorporates ISV	Inmates are encouraged to give opinions and participate in discussions (tunnganarniq), decisions about requests are made in consultation with both staff and inmates (aajiiqatigiinni), both staff and inmates achieve a more stable and productive living environment by working together (piliriqatigiinni/ikajuqatigiinni).

Community and/or Elder Feasts	
Facility	BCC, Makigiavik, RIHF, NWCC, KIC
What's Happening	Meat from ICSP or Land Program hunts are used for community and/or elder feasts in the facilities. Elders or community members are invited to come for food and to share stories.
How it Incorporates ISV	Inmates provide food and meat for elders and community members (pijitsirniq), correctional facilities become gathering places by including elders and community members (tunnganarniq), inmates are taught respect and care for animals by learning traditional carving skills (avatittinnik kamatsiarniq).

Continuous Care	
Facility	All Facilities
What's Happening	Often upon release inmates return to communities where emotional and mental supports can be limited. This can be a difficult transition after the structure and care provided in an institutional setting. Former inmates are encouraged to contact a facility whenever they are struggling as staff are on duty 24/7.
How it Incorporates ISV	Building and maintaining respectful and caring relationships with inmates (innuqatigiitsiarniq), being open and welcoming with former inmates who need support (tunnganarniq), staff must work with former inmates and members of their communities to ensure they are receiving proper care (piliriqatigiinniq/ikajuqatigiinniq).

Mental Health Services in Corrections

Fulltime PYs Providing Mental Health Services (2016-17)	
Baffin Correctional Centre and Makigiarvik	Psychologist
	Elder Counsellor
Rankin Inlet Healing Facility	Program Counsellor (x2)
Young Offenders	Clinician
Nunavut Women Correctional Centre	N/A
Kugluktuk Ilavut Centre	N/A
Uttaqivik	N/A
<i>All facilities are supported through elders in their communities who are reimbursed with honoraria or through casual contracts.</i>	

Partnership between the Departments of Justice and Health

Beginning in 2014, the Department of Justice, Corrections Division and the Department of Health, Mental Health Division began a partnership to assist in providing support to inmates with mental health needs. Over this period of time, the Divisions have explored overlapping needs and services within the institutional setting.

Limited resourced and capacity at Mental Health have impacted the consistency of care which is provided to correctional facilities. Despite this, the Divisions continue to work together on initiatives related to trauma and gender-informed care as well as addictions treatment.

Baffin Correctional Centre and Makigiarvik

In July of 2015, the organizational structure of psychological services within Baffin Correctional Centre was reviewed. In order to support oversight measures, psychological services now reports directly to the Warden. This change supports a team approach and enhances the administration of mental health services within the facility.

Through the assistance of the Department of Health and the Nunavut Suicide Prevention Strategy, funding was allocated to base a registered mental health nurse in Makigiarvik for one year. This individual assisted with realizing the facility’s original intentions of providing support to inmates with mental health issues and highlighted the need for a dedicated mental health PY for this facility. Funding for this position is no longer available.

Rankin Inlet Healing Facility

Rankin Inlet Healing Facility does not have access to mental health services in the community. Inmates can only access local mental health services on an emergency basis. The Rankin Inlet Healing Facility does employ a Program Counsellor who has a background in mental health counselling and elders from the community are used for individual counselling at the inmate’s request. The facility screens

individuals prior to entry to assess whether the inmate has serious mental issues prior to accepting them from the RCMP. Inmates that are identified as having serious mental issues are transferred to BCC where more community mental health support is available.

Nunavut Women Correctional Centre

The Nunavut Women Correctional Centre does not have any counsellor or psychological staffing positions. At this, female inmates are reliant on support from outside of Corrections. Currently there is a counselor from the Division of Mental Health's Grinnell Place who comes for weekly group counselling sessions. In addition, elder counsellors attend the facility to provide one-on-one support.

Kugluktuk Ilavut Centre

Kugluktuk Ilavut Centre has a more traditional and intimate approach to mental health due to their small numbers and location. Mental health counselling (done in partnership with the local Mental Health Nurse from the Department of Health) is generally only provided upon intake for assessment or as needed. Instead the Ilavut Centre focuses on elder and staff involvement to support the Centre's residents. Weekly group counselling sessions are facilitated by a community elder. Staff at the Ilavut Centre have been trained in three levels of Nunavut Healing and Learning Together (NUHALT), a program specifically designed for Corrections staff in Nunavut. This program focuses on respectful communication, effective problem solving, self-discipline, and responsible decision making. Inuit Societal Values are imbedded in this program, as well as the psychological perceptual control theory.

Uttaqivik

Uttaqivik's small staffing complement means they are reliant on individuals outside of the centre to provide mental health services. Mental health counselling is provided to residents through the Division of Mental Health and the Tukisigiavik Society and traditional counselling is provided through community elders. Residents can partake in either or both depending on their preference.

Young Offenders

In the previous decade, staff at Isumaq Young Offenders have noted an increase in youth with serious mental health illness. The facility employs a fulltime onsite Clinician to assist in the treatment and management of residents with mental illness. This position is vital to Young Offenders as the Clinician can not only provide counselling to residents, he also offers guidance to staff on how to appropriately assist those with mental illness or behavioural disorders. Medical Services facilitates referrals to community psych nurses as well as psychologists to ensure appropriate medication regimes and proper aftercare.

The Department of Health has provided support to Young Offenders through their Grinnell Place and Akausisarvik facilities. Case management teams at the facility will refer residents to the mental health counsellors at Grinnell Place, as well as the youth specific counsellors at Akausisarvik. In addition to these supports, the facility often works in tandem with Nunavut's Representative for Children and Youth to ensure that youth with mental illness who are in conflict with the law receive fair treatment navigating the justice system.

Community Corrections

Community Corrections is integral for supporting an inmate's reintegration into the community – particularly if that individual has mental health needs. An inmate can request mental health or elder counselling in any of the facilities in Nunavut, however, once they've returned to the community it can be challenging to find these resources.

Community Corrections Officers assist their clients in a number of different ways in relation to mental health. They will submit referrals on behalf of the client if they need to adhere to any court orders. Needs assessments are conducted with the clients to determine if counselling would be beneficial. In some cases, the client will express the need for counselling. Community Corrections Officers will facilitate counselling in any these scenarios, either with an elder or mental health specialist depending on the client's preference.

Contraband and Cell Searches

Contraband is any unauthorized substance or property found within a correctional facility or a person within a correctional facility. Any contraband that is found is seized by correctional staff, no matter the owner.

Contraband is categorized in three different ways: dangerous, intoxicant, or nuisance. Definitions of these types of contraband can be found in the glossary on page 3. Depending on the type of contraband, inmates could be charged internally through the *Corrections Act* or externally through the *Criminal Code of Canada*.

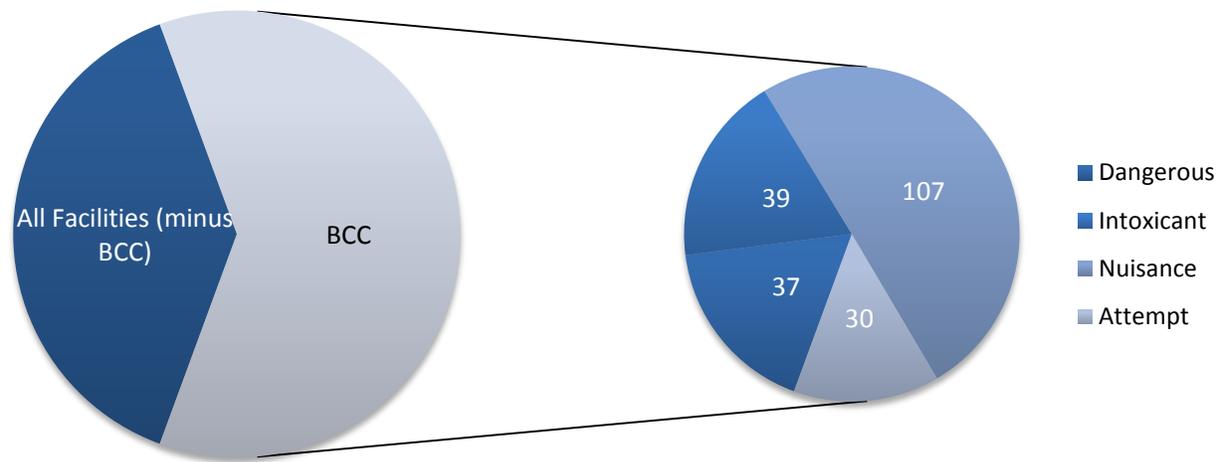
In Baffin Correctional Centre, rates of contraband are much higher as a result of inadequate physical infrastructure housing higher security inmates. In correctional halfway houses, intoxicants are the most prevalent form of contraband located due to regular drug screenings.

Incidents of Contraband in All Facilities (2016-17)					
Facility/Type of Contraband	Dangerous	Intoxicant	Nuisance	Attempt	TOTAL
Baffin Correctional Centre	37	39	107	30	213
Rankin Inlet Healing Facility	0	19	50	0	69
Makigiarvik	0	6	33	0	39
Uttaqivik	0	10	0	0	10
Nunavut Women Correctional Centre	0	1	6	0	7
Kugluktuk Ilavut Centre	0	4	1	0	5
Young Offenders	3	0	2	0	5
TOTAL	40	79	199	30	348

Overall contraband rates increased from 2015-16 to 2016-17 at a rate of 14%. With the exception of Baffin Correctional Centre, all facilities saw an increase of contraband incidents.

Baffin Correctional Centre saw a decreased contraband rate of 3.2% which includes 30 attempted contraband incidents. Attempts are incidents where staff intercepted before contraband could be accessed by inmates – contraband interceptions at Baffin Correctional Centre increased by 114% (from 16 to 30).

Despite these positive changes, Baffin Correctional Centre still has more contraband incidents than all other facilities combined. Aside from nuisance contraband, intoxicants were the most common contraband found followed by dangerous.



Initiatives to Analyse Trends Related to Contraband

Currently contraband activity is tracked through COMS (Correction Offender Management System), an electronic program available to all correctional staff members. In 2015, Corrections developed a new search and seizure record form uniquely tailored to each facility to better record contraband, including information on how it enters a facility. All incidents related to contraband are fully documented along the suggested parameters and entered into COMS through reports.

The information for this report was extracted from this database and analysed manually. At this time, analysing trends is not possible through COMS due to the limited ability to properly store and extract information.

Corrections is working with Niche, the developer of COMS, to create a new version of the database that will allow for not only the documentation, but the tracking and trending of contraband in facilities. This version of COMS was still undergoing testing in 2016-17.

Initiatives to Control and Reduce Contraband

There have been ongoing initiatives to control and reduce the entry of contraband into correctional facilities. Visiting policies have been amended at Baffin Correctional Centre to assist in the reduction of contraband. Closed visits – where glass or screens separate an inmate and visitor – are used for inmates with higher security ratings who pose the greatest risk. As well, visitors are scanned with electronic scanning devices to ensure that dangerous contraband does not enter the premises.

In 2016-17 Corrections began the design phase of the Qikiqtani Correctional Healing Centre. The design of this new facility will remediate some of the current deficiencies of the Baffin Correctional Centre that lead to contraband entry. This includes the placement of fresh air spaces, materials used in construction, and the location and separation of units.

Cell searches remain one of the most effective methods of controlling contraband in a correctional facility. All areas of a correctional facility are searched regularly to ensure the safety and security of inmates, staff, and the public. The below table illustrates the number of cell searches conducted in 2016-17.

Number of Individual Cells Searched in 2016-17						
	BCC	Makigiarvik	RIHF	KIC	CRC	YO
APRIL	110	36	24	4	5	8
MAY	134	61	28	7	5	8
JUNE	116	71	24	7	5	8
JULY	92	38	24	4	5	8
AUGUST	134	55	28	3	5	8
SEPTEMBER	66	43	24	5	5	8
OCTOBER	59	17	28	2	5	8
NOVEMBER	96	19	21	9	5	8
DECEMBER	90	11	31	6	5	8
JANUARY	95	16	26	5	5	8
FEBRUARY	134	11	30	6	5	8
MARCH	157	17	27	5	5	8
TOTAL	1283	395	315	63	60	96

Segregation Placements

Segregation placements occur in four of the seven correctional facilities in Nunavut: Baffin Correctional Centre, Nunavut Women Correctional Centre, Rankin Inlet Healing Facility, and Young Offenders. In the other three facilities, Makigiarvik, Uttaqivik, and Kugluktuk Ilavut Centre, inmates whose behaviour warrants disciplinary segregation are removed from the facility and returned to BCC.

Due to the limitations of Corrections’ physical infrastructure, Baffin Correctional Centre will utilise segregation cells to manage high numbers of maximum security inmates. Administrative segregation is used as a last alternative in these situations and is only done to ensure the safety of inmates, staff, and the public.

In 2016-17 Corrections tracked and separated the number of administrative segregation stays that were a result of intermittent sentences. In most southern jurisdictions, there are special intermittent units to manage these types of inmates. The lack of these units in Nunavut occasionally results in intermittent inmates serving their weekend sentences in segregation.

Segregation Placements 2016-17				
	Administrative	Disciplinary	Medical	Intermittent
BCC	171	62	11	8
RIHF	33	44	2	0
NWCC	30	1	2	1
YO	8	5	0	0

Reviewing Segregation Placements in Baffin Correctional Centre

Over the course of 2016, Corrections undertook an internal file review. This review looked at physical and electronic files from correctional facilities across the territory to ensure they were compliant with legislation and policies. Part of this review relied on quantitative and qualitative measures to examine segregation practices.

The review looked at both administrative and disciplinary segregation. Records and reviews should be kept when an inmate has been placed in segregation. Proper documentation of the inmate’s entry and exit into segregation, their behaviour and mental state, and recreation time or counselling were noted in the review.

Periodic audits such as these provide reasonable assurance that controls in place are still working. Since this review, Baffin Correctional Centre has established an electronic disciplinary hearing record to ensure that all disciplinary procedures are properly recorded and abide by legislation. It is also notable that there was a 30% decrease in the use of administrative segregation between 2015-16 and 2016-17.

Corrections Workforce

At the end of fiscal year 2016, there were a large number of vacant positions impacting casual/relief expenditures. A year later, vacancies have decreased by 4 PYs from 50 to 46 (an 8% decrease).

Vacant indeterminate and casual positions continue to be on par (46:45) as a result of casuals filling these positions during the hiring process. Relief workers provide backfill when staff are on leave or completing training.

The Division is working in partnership with the Department of Justice's Human Resources Division and the Department of Finance to ensure that vacant positions are filled in a timely manner.

Corrections Employee Counts as of March 31, 2017				
	Indeterminate	Vacant Indeterminate	Casual	Relief
BCC & Makigiarvik*	85	18	18	36
RIHF	45	10	2	27
NWCC	9	2	8	19
YO	19	3	5	14
CRC	7	1	5	17
KIC	12	1	0	3
Community Corrections	27	9	4	2
Headquarters	12	2	3	1
TOTAL	216	46	45	119

* BCC and Makigiarvik fall within the same organizational structure and share all mandated services.

Total Workforce as of March 31, 2017	
Indeterminate	170
Casuals	45
Relief	119
Total	334

Overtime and Casual Staff Expenditures

As the Office of the Auditor General (OAG) outlined in their report, insufficiently funded positions and a lack of a management framework has contributed to the exceptional use of overtime, sick leave, and leave without pay (LWOP). This has resulted in consistent budgetary shortfalls for Corrections.

The nature of Corrections requires a full staffing complement within facilities 365 days of the year. With high vacancies and increasing levels of leave (annual, sick, special, LWOP, and rest days), shifts must be covered with overtime or casual and relief staff. Staff absences without notice mean workers must stay on after their 12-hour shift is complete.

Vacancies, staff transfer assignments, and inadequate staffing positions are also primary factors that contribute to high levels of overtime.

Training days for permanent, casual, and relief staff must be covered (ideally each officer will receive 400 hours of training total – the equivalent of 33 12-hour shifts.). This core training is a necessary result of lowering education requirements to remove systemic barriers in Corrections hiring practices.

Total Expenditures	2013-14	2014-15	2015-16	2016-17
Overtime Expenditures	2,799,756	2,715,828	2,717,674	2,095,589
Casual Expenditures	4,922,223	5,673,398	6,649,249	7,227,366
Permanent Expenditures	12,416,416	11,649,260	12,394,966	13,320,326