

Government of Nunavut

Annual Report: Division of
Corrections, Department of Justice

2017-18



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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 opened 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 has 16 beds 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.

Uttaqivik (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, humanitarian reasons 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 the response to 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 in our response to the Standing Committee, the 2017-18 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;
- Initiatives to assess the effectiveness of rehabilitative programs in reducing the rate at which offenders reoffend;
- 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 trend continued in 2017-18 as the extraterritorial admissions once again decreased from 106 to 82 (22% decrease).

The percentages listed below mark the individual decreases/increases for each facility from the previous year. For example, BCC admissions increased to 358 from 341 in 2016-17 – an increase of 5%.

Individual Inmate Admissions (2017-18)			
BCC	MAKIGIARVIK	RIHF	NWCC
358 (+5.0%)	198 (+27.7%)	152 (-3.2%)	36 (+28.6%)
KIC	CRC	YO	TOTAL
23 (-23.3%)	36 (-16.3%)	14 (-48.1%)	817

Extraterritorial Inmate Admissions (2017-18)		
NWT	ONTARIO	BC
49 (-10.9%)	32 (-33.3%)	1 (-66.6%)

Outpost Camps Inmate Admissions (2017-18)
21 (+5.0%)

Security Ratings

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

Inmate counts for Makigiavik are included with Baffin Correctional Centre's numbers.

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	33	10	9	2	3	0
MAY	34	12	8	2	1	0
JUNE	33	9	10	3	2	0
JULY	41	10	8	2	4	2
AUGUST	39	11	8	9	5	0
SEPTEMBER	36	10	10	7	6	0
OCTOBER	41	8	11	6	7	0
NOVEMBER	39	10	12	6	5	0
DECEMBER	46	12	12	5	4	0
JANUARY	36	17	11	5	5	1
FEBRUARY	45	11	12	5	3	0
MARCH	39	13	11	4	2	0
AVERAGE	38.5	11.1	10.2	4.7	3.9	0.3

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	26	19	0	0	4	0
MAY	19	18	0	0	3	0
JUNE	31	29	0	0	3	0
JULY	30	26	0	0	3	0
AUGUST	37	24	0	0	2	0
SEPTEMBER	29	22	0	0	6	0
OCTOBER	29	19	0	0	5	0
NOVEMBER	28	24	0	0	4	0
DECEMBER	34	29	0	0	5	0
JANUARY	32	26	0	0	6	0
FEBRUARY	31	25	0	0	6	0
MARCH	24	23	0	0	5	0
AVERAGE	29.2	23.7	0	0	4.3	0

Maximum Security

Those who have been given a rating of maximum have limited access to programming as they are unable to leave the facility. Those who have been given a rating of maximum have limited access to institutional programs and are unable to 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	12	0	0	0	4	4
MAY	18	0	0	0	2	3
JUNE	21	0	0	0	3	3
JULY	20	0	0	0	1	1
AUGUST	17	0	0	0	2	3
SEPTEMBER	23	0	0	0	1	3

OCTOBER	18	0	0	0	2	3
NOVEMBER	22	0	0	0	1	3
DECEMBER	18	0	0	0	0	3
JANUARY	24	0	0	0	0	2
FEBRUARY	18	0	0	0	0	1
MARCH	25	0	0	0	1	1
AVERAGE	19.7	0	0	0	1.4	2.5

Recidivism in Corrections

Recidivism is often described as a relapse into criminal behaviour. In 2017-18 Corrections developed a measurement for recidivism for territorial corrections:

Recidivism will be defined as a return to territorial correctional supervision on a new conviction within two years of completing:

- *a probation or conditional sentence of six months or more; or*
- *a territorial jail sentence of six months or more.*

Corrections does have an electronic system that tracks all numbers related to recidivism rates. However, the Division requires a statistician to extract and interpret this data. In 2018-19 the Division will engage appropriate resources to undertake a project related to recidivism in the territory.

This project will look at the period between 2005 and 2016 and gather recidivism rates for each fiscal year based on this newly identified measurement. Following this mass data analysis, the Division will update recidivism rates annually beginning April 1, 2019. Recidivism rates will be included in the 2018-19 Annual report.

Rehabilitative Programming and Evaluation

There are five types of rehabilitative programming offered by Nunavut Corrections. 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.

Evaluation of Programming

Nunavut Corrections evaluates programming based on each individual inmate's need and not on a systematic basis. Each inmate responds to, and participates in programming differently and can benefit to different degrees from the various programs offered by corrections. Programming staff track all inmates participating in their individual running records, which are used to review the inmate's participation and engagement with the material and to plan for the inmate's eventual release. Community Corrections is currently working on a client needs assessment tool to further plan for the inmate's needs once they return to their home community and to arrange for the appropriate programming and supervision. Options are being looked at to review programming on a more systematic basis, but this will require additional research, data collection and capacity to carry out. The recidivism project mentioned above will be able to inform this systematic review once both projects are at a later stage of development.

Rehabilitative Programming in Nunavut Corrections (2017-18)			
Baffin Correctional Centre & Makigiarvik		Uttarvik	
Type	Program	Type	Program
Correctional	Alternative to Violence anger management program Inside Out Addictions Program Substance Abuse Program	Correctional	Mental Health Counselling Alcoholics Anonymous Community Maintenance Program ¹ Nunavut Healing and Learning Together (NUHALT)
Traditional	Elder Counselling Inuit Cultural Skills Program Carving Program	Traditional	Elder Counselling Carving Program Inuit Cultural Skills Program
Social	Music Program Art Program Life Skills Inunnguiniq Parenting Program	Social	"Did You Know?" Meetings Life Skills Pilimmaksarniq Education Program (PEP) ² Carving Program
Vocational	Town Crew ³ Pre-Trade Tutoring	Vocational	Work Program
Educational	Education Program	Educational	Kisarvik Program ⁴ Academic Upgrading (Pre-GED)
Nunavut Women's Correctional Centre		Kugluktuk Ilavut Centre	
Type	Program	Type	Program
Correctional	Mental Health Counselling Self-Management and Recovery Training Alternative to Violence Healthy Relationships	Correctional	Nunavut Healing and Learning Together (NUHALT)
Traditional	Elder Counselling Inuit Cultural Skills Program Sewing Program Land Program	Traditional	Land Program Carving Program Elder Counselling Traditional Skills Sewing Program Cooking Country Food Making and Repairing Hunting Equipment
Social	Health Discussions Library Visits (Iqaluit Centennial Library) Pilimmaksarniq Education Program (PEP)	Social	Health Discussions
Vocational	Pre-Trade Tutoring Work Program	Vocational	Work Program
Educational	Academic Upgrading (Pre-GED)	Young Offenders	
Rankin Inlet Healing Facility		Type	Program
Correctional	RU Addictions Alcoholics Anonymous (AA) Healthy Relationships & Anger Management Mental Health Counselling Men's Group	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	Carving Program Land Program Elder Counselling		

¹ Community Maintenance Program: This program consists of seventeen sessions targeting dynamic factors relating to criminal behaviour and four additional sessions specific to sexual offending.

²Pilimmaksarniq Education Program (PEP): Developing healthy relationships through effective communication and problem solving.

³Town Crew: In exchange for access to City of Iqaluit facilities, male adult inmates are directly involved with the cities Beautification Project repairing roads, road signage and additional public works projects.

⁴ Kisarvik Program: Delivered by the Nunavut Fisheries and Marine Training Consortium, this twelve week program assists individuals to gain employability and life skills to enter the workforce.

Ranking Inlet Healing Facility (Continued)		Young Offenders (Continued)	
	Sewing Program	Traditional	Land Program
Social	Parks Program ⁵ Bible Study Pilimmaksarniq Education Program (PEP)		Inuit Cultural Skills Program Elder Education Program
Vocational	Driver's Education First Aid Workplace Hazardous Materials Information System training	Social	Art Therapy Life Skills Prepare Adolescents for Young Adulthood (PAYA)
		Vocational	Carpentry Program
Educational	Pathway to Adult Secondary School Program Aztec reading and writing program	Educational	High School Programming

⁵ Parks Program: a summer work program whereby medium security inmates clean and repair parks in their community.

Inuit Societal Values in Corrections

Integrating Inuit Societal Values into correctional practices is a priority for the Division. Corrections supports and works towards training and policies for staff that are imbedded in Inuit Societal Values. It also has an obligation to provide culturally relevant programming and guidance to inmates.

This section has been broken into four segments to highlight those differences including training for staff, traditional programs for inmates, and policies and practices.

The first segment is a new addition that began in 2017-18 highlighting the work of Corrections' recently formed elders' committee Tassiujarjuaqmi Mamisarviksamik Qanurturtiit.

Tassiujarjuaqmi Mamisarviksamik Qanurturtiit

In 2017-18 Corrections formed an elders' committee formally named Tassiujarjuaqmi Mamisarviksamik Qanurturtiit. This committee was initially formed to review designs of the Qikiqtani Correctional Healing Centre (QCHC). The inclusion of the elders in this project ensures that the building maintains its core value as a "healing facility". The committee ensures that designs are culturally appropriate and rehabilitative; providing cultural context for Nunavut Corrections.

Over time the committee has taken an active role in reviewing and developing programming, training, and policies for the Division of Corrections. A main focus of Tassiujarjuaqmi Mamisarviksamik Qanurturtiit has been the staffing of existing and future correctional facilities. Part of this work has been exploring the development of a cultural orientation for correctional workers.

The committee is comprised of six elders who currently reside in the Qikiqtaaluk region. Each elder has experience volunteering or working in the territory's correctional facilities. These individuals are advocates for current and former inmates, recognizing them as one of the most vulnerable populations in Nunavut.

Representatives from Tassiujarjuaqmi Mamisarviksamik Qanurturtiit visited the Rankin Inlet Healing Facility (RIHF) from June 12-14, 2017. The committee met with facility staff, community members, and elders to discuss the types of initiatives that have taken place at the healing facility.

In the short time since its opening, Rankin Inlet Healing Facility has fostered strong community partnerships and has imbedded itself into the community's identity. The discussions centered on the successes and struggles of a new healing facility. The main perspectives identified as important to review were: infrastructure, staffing, policies, and programs.

More information about this meeting can be found in the 2017 report *Tassiujarjuaqmi Mamisarviksamik Qanurturtiit – Visit to RIHF*.



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/pijariuqsarniq* – 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 2017-18 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/pijariuqsarniq), 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 and each one is centered on 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 (piliriqatigiinniq/ikajuqatigiinniq).
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 long-term 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 (pijitsirniq), 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 (inuqatigiitsiarniq), 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)
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).
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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, RIHF
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 (pijitsirniq).

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 (piliriqatigiinniq/ikajuqatigiinniq, aajiiqatigiinniq).
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Policies and Practices

At this time correctional policies are limited in their inclusion of Inuit Societal Values. However, if passed, the new *Corrections Act* in 2018-19 includes 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 it upon themselves 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).
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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 hunting 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 (piliriqatigiinni/ikajuqatigiinni).

Mental Health Services in Corrections

Fulltime PYs Providing Mental Health Services (2017-18)	
Baffin Correctional Centre and Makigiavik	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. Since then, the Divisions have explored overlapping needs and services within the institutional setting.

In 2017-18 Corrections staff represented the Department of Justice on two Department of Health led projects. The first was the Division of Mental Health's Gender and Trauma-Informed Group which has been working to develop culturally relevant trauma support material with support from the Canadian Institute of Health Research. The second was the Quality of Life Secretariat's feasibility study for Addictions and Trauma Treatment in Nunavut.

Baffin Correctional Centre and Makigiavik

In 2017-18 the psychologist position at Baffin Correctional Centre remained vacant. In the interim, the fulltime Clinician from the Young Offenders facility provided counselling to adult inmates who require ongoing mental health support. Inmates continue to be assessed by visiting psych teams that are arranged by the Department of Health.

Facility management continues to work towards staffing a fulltime mental health position at Baffin Correctional Centre. In addition, management hopes to secure funding for a fulltime dedicated mental health position at Makigiavik following the successful placement of a registered mental health nurse that was provided to the facility for one year under the Nunavut Suicide Prevention Strategy.

Rankin Inlet Healing Facility

Inmates can only access local mental health services on an emergency basis. Although there is currently limited access to mental health services in Rankin Inlet, Corrections is continually working with the Department of Health to address these concerns and identify mental health services in the community.

The Rankin Inlet Healing Facility does employ two counsellors who have 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.

Nunavut Women Correctional Centre

The Nunavut Women Correctional Centre does not have any counsellor or psychological staffing positions. Mental health programming is offered through Community Mental Health and Addictions with the Department of Health. As well, the fulltime Clinician from the Young Offenders facility has provided counselling to adult inmates.

Kugluktuk Ilavut Centre

The Kugluktuk Ilavut Centre has a more traditional and intimate approach to mental health due to the small facility size 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 by the Department of 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 recent years Clinicians, Youth Workers, and Case Management staff have noted an increase in mental health issues amongst incarcerated youth. The facility employs a full time on-site Clinician to assist in the treatment, management, and reintegration plans for residents living with mental health issues. This position is vital to Young Offenders as the Clinician not only provides counselling and treatment goals to our residents, they also provide valuable insight and guidance to Youth Workers on how to

appropriately assist youth with mental health and behavioural disorders. The Department of Health assists with referrals to community psychiatry nurses and psychologists to ensure appropriate medication regimes continue during reintegration to their home community.

The Department of Health also provides support to incarcerated youth through services at Grinnell Place and Youth Mental Health workers at Akausisarvik. A nurse on relief contract with the facility also arranges assessments and treatment plans with visiting psych team. Young Offenders' staff also work closely with The Office of the Representative of Child and Youth to ensure youth with mental illnesses who are in conflict with the law receive fair treatment throughout the entire judicial process.

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.

Due to minimal community mental health resources, Community Correction developed the Client Needs Risk Assessment. This assessment focuses on the emotional wellbeing of clientele through eight lessons administered over the course of a probation sentence. Community Corrections Officers are trained to deliver each lesson and provide ongoing guidance and mentorship from Regional Community Corrections Supervisors. The Client Needs Risk Assessment also focuses on Inuit Societal Values which have been woven into each lesson.

This program was initiated in April 2018 with support from NUHALT trainers and through working groups that provided feedback from frontline workers. Since then two additional working group sessions have been held (encompassing each region of Nunavut). The final working group is scheduled to be held in September 2018 where the Client Needs Risk Assessment can finalize and resources can be printed.

Incidents of Contraband

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.

Currently contraband activity is tracked through the Correction Offender Management System (COMS), an electronic program available to all correctional staff members. All incidents related to contraband are fully documented and entered into COMS through reports. The information for this annual report was extracted from this database and analysed manually.

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 4. Depending on the type of contraband, inmates could be charged internally through the *Corrections Act* or externally through the *Criminal Code of Canada*.

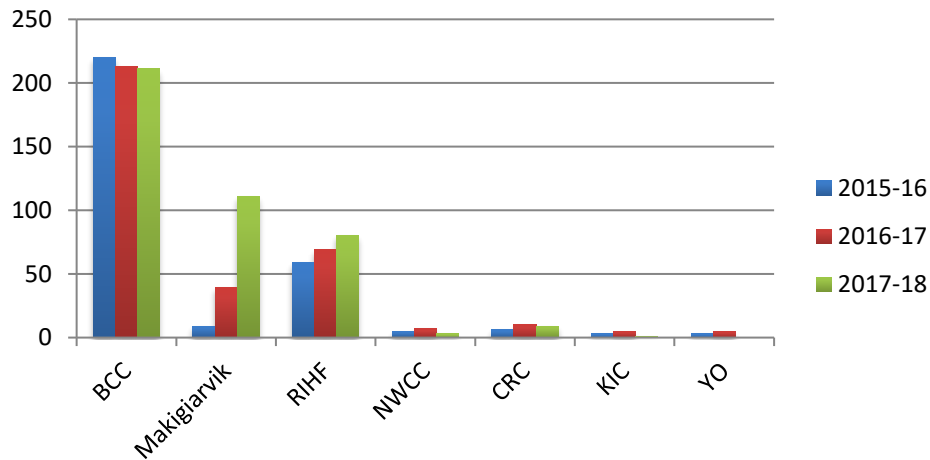
In Baffin Correctional Centre, rates of contraband are much higher as a result of inadequate physical infrastructure housing higher security inmates. In correctional halfway houses, intoxicants are the most prevalent form of contraband located due to regular drug screenings.

Incidents of Contraband in All Facilities (2017-18)					
Facility/Type of Contraband	Dangerous	Intoxicant	Nuisance	Interceptions	TOTAL
Baffin Correctional Centre	30	33	109	39	211
Rankin Inlet Healing Facility	2	21	57	0	80
Makigiarvik	2	16	93	0	111
Uttaqivik	0	9	0	0	9
Nunavut Women Correctional Centre	0	0	3	0	3
Kugluktuk Ilavut Centre	0	1	0	0	1
Young Offenders	0	0	0	0	0
TOTAL	34	80	262	39	415

Analysing Contraband Trends

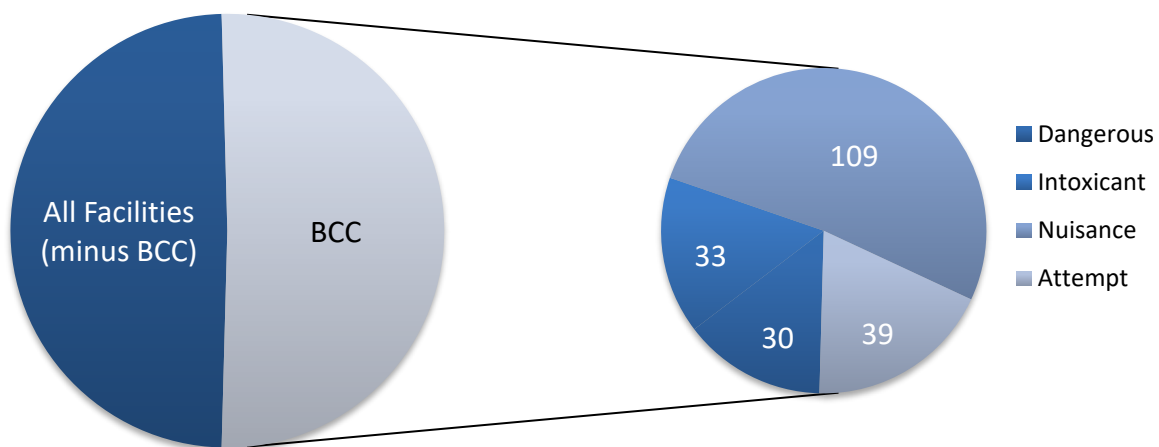
Overall contraband rates increased from 2015-16 to 2016-17 at a rate of 14% (from 305 to 348) and again from 2016-17 to 2017-18 at a rate of 19% (from 348 to 415). In 2017-18 all facilities saw a reduction in contraband except Makigiarvik and Rankin Inlet Healing Facility.

Total Contraband Incidents



In FY 2017-18, Baffin Correctional Centre saw a significant increase in contraband interceptions. Contraband interceptions at Baffin Correctional Centre increased by 144% (from 16 to 39), in comparison to the previous two fiscal years. 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.

While there has been a fairly significant increase in contraband incidents at Makigiarvik, this is likely due to the inflated inmate capacity at the facility. As the number of inmates being housed at Makigiarvik increased by 27.7% between 2016-17 and 2017-18, all documented behaviours have also increased. To combat this, Makigiarvik has introduced the InsideOut Program. This program addresses addiction and offers insight on prosocial decision making. As more inmates are exposed to this program, Corrections is hopeful that it will curb some of the negative behaviours seen within its facilities.



Initiatives to Control and Reduce Contraband

There have been ongoing initiatives to control and reduce the entry of contraband into correctional facilities. Visitation 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 2017-18.

Number of Individual Cells Searched in 2017-18							
	BCC	Makigiarvik	RIHF	NWCC	KIC	CRC	YO
APRIL	338	242	9	8	12	4	16
MAY	234	374	10	8	12	4	12
JUNE	305	409	10	8	12	4	12
JULY	316	391	12	8	12	4	12
AUGUST	364	368	14	8	12	4	12
SEPTEMBER	288	391	16	8	12	4	12
OCTOBER	293	253	19	8	12	4	12
NOVEMBER	319	414	15	8	12	4	12
DECEMBER	311	253	1	8	12	4	8
JANUARY	257	368	17	8	12	4	12
FEBRUARY	436	322	21	8	12	4	4
MARCH	437	282	15	8	12	4	4
TOTAL	3898	4067	159	96	144	48	128

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 warrant disciplinary segregation are removed from the facility and returned to BCC.

Baffin Correctional Centre has a large maximum security population and will sometimes use segregation cells for these inmates. Due to the limitations of Corrections' physical infrastructure for high-risk inmates, administrative segregation is used as a last alternative in these situations to ensure the safety of inmates, staff, and the public. In 2017/18, there were 187 instances where inmates at the Baffin Correctional Centre were placed in administrative segregation, of which 39 exceeded 15 days:

- voluntary placement (18);
- inmate threatened safety and security of facility (13);
- protective custody (4); and
- medical observation (4).

In 2017-18 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 2017-18				
	Administrative	Disciplinary	Medical	Intermittent
BCC	187	89	14	3
RIHF	32	13	2	0
NWCC	32	0	1	5
YO	3	0	0	0

Corrections Workforce

Vacant position counts have remained consistently around 50 PYs (50 in 2015-16, 46 in 2016-17, and 51 in 2017-18) which has had an impact on casual and relief expenditures.

Vacant indeterminate and casual positions continue to be on par (51:49) 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 staff and the Department of Finance to ensure that vacant positions are filled in a timely manner.

Corrections Employee Counts as of March 31, 2018				
	Indeterminate	Vacant Indeterminate	Casual	Relief
BCC & Makigiarvik*	85	24	29	34
RIHF	45	4	2	22
NWCC	9	3	5	20
YO	19	5	2	13
CRC	7	1	5	13
KIC	12	0	0	4
Community Corrections	27	10	5	2
Headquarters	12	4	1	1
TOTAL	216	51	49	109
* BCC and Makigiarvik fall within the same organizational structure and share all mandated services.				

Total Workforce as of March 31, 2018	
Indeterminate	165
Casuals	49
Relief	109
Total	323

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/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	2014-15	2015-16	2016-17	2017-18
Overtime Expenditures	2,715,828	2,717,674	2,095,589	1,897,464
Casual Expenditures	5,673,398	6,649,249	7,227,366	8,082,774
Permanent Expenditures	11,649,260	12,394,966	13,320,326	13,182,342