



## Legislative Assembly of Nunavut

### *Speaker*

**Hon. Tony Akoak**

(Gjoa Haven)

**Hon. David Akeagok**

(Quttiktuq)

*Minister of Economic Development and Transportation; Minister of Justice; Minister responsible for Labour*

**Hon. P.J. Akeagok**

(Iqaluit-Niaqunnguut)

*Premier; Minister of Executive and Intergovernmental Affairs; Minister responsible for Immigration; Minister responsible for Indigenous Affairs*

**Bobby Anavilok**

(Kugluktuk)

**Janet Brewster**

(Iqaluit-Sinaa)

**Hon. Pamela Gross**

(Cambridge Bay)

*Deputy Premier; Minister of Culture and Heritage; Minister of Education; Minister of Languages; Minister responsible for Seniors*

**George Hickes**

(Iqaluit-Tasiluk)

*Deputy Speaker and Chair of the Committee of the Whole*

**Hon. David Joanasic**

(South Baffin)

*Government House Leader; Minister of Community and Government Services; Minister responsible for the Utility Rates Review Council*

**Joelie Kaerner**

(Amittuq)

**Mary Killiktee**

(Uqqummiut)

**Hon. Lorne Kusugak**

(Rankin Inlet South)

*Minister of Finance, Chair of the Financial Management Board; Minister responsible for the Nunavut Housing Corporation*

**Adam Lightstone**

(Iqaluit-Manirajak)

**Hon. John Main**

(Arviat North-Whale Cove)

*Minister of Health; Minister responsible for the Qulliq Energy Corporation; Minister responsible for Suicide Prevention*

**Solomon Malliki**

(Aivilik)

*Deputy Chair, Committee of the Whole*

**Hon. Margaret Nakashuk**

(Pangnirtung)

*Minister of Family Services; Minister responsible for Homelessness; Minister of Human Resources; Minister responsible for the Status of Women; Minister responsible for the Workers' Safety and Compensation Commission*

**Hon. Karen Nutarak**

(Tununiq)

**Hon. Daniel Qavvik**

(Hudson Bay)

*Minister of Environment; Minister of Energy; Minister responsible for Nunavut Arctic College*

**Joanna Quassa**

(Aggu)

**Inagayuk Quqqiaq**

(Netsilik)

**Alexander Sammurtok**

(Rankin Inlet North-Chesterfield Inlet)

**Joe Savikataaq**

(Arviat South)

*Deputy Chair, Committee of the Whole*

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(Baker Lake)

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**Iqaluit, Nunavut**  
**Monday, March 11, 2024**

**Members Present:**

Hon. David Akeeagok, Hon. P.J. Akeeagok, Hon. Tony Akoak, Mr. Bobby Anavilok, Ms. Janet Brewster, Hon. Pamela Gross, Mr. George Hickes, Ms. Mary Killiktee, Hon. Lorne Kusugak, Mr. Adam Lightstone, Hon. John Main, Hon. Margaret Nakashuk, Hon. Karen Nutarak, Hon. Daniel Qavvik, Ms. Joanna Quassa, Mr. Inagayuk Quqqiaq, Mr. Joe Savikataaq, Mr. Craig Simailak.

>>*House commenced at 10:00*

**Item 1: Opening Prayer**

**Speaker** (Hon. Tony Akoak)(interpretation): Good morning. Before we proceed, can you say the opening prayer, please, Mr. David Akeeagok.

>>*Prayer*

**Speaker** (interpretation): Good morning, my colleagues. I hope you had a good rest.

Inuit who are watching the televised proceeding and listening to the radio broadcast, I say “good morning” to you.

(interpretation ends) I recognize the Member for Iqaluit-Tasiluk, Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Speaker. I seek unanimous consent to proceed directly to Item 19 on the order paper. Thank you, Mr. Speaker.

**Speaker:** The member is seeking unanimous consent to proceed directly to Item 19 on the order paper. Are there any nays? There are none. Item 19. Consideration in Committee of the Whole of Bills and Other Matters. Bills 37, 38, 39, and 40 with Mr. Hickes in the Chair.

In accordance to the authority provided to me by Motion 29 – 6(2), the committee will remain in session until it reports itself out.

I ask that all members remain at their desks so that we can proceed immediately to the Committee of the Whole.

Sergeant-at-Arms.

**Item 19: Consideration in Committee of the Whole of Bills and Other Matters**

**Chairman** (Mr. Hickes): Good morning, everyone. I would like to call the committee meeting to order. In Committee of the Whole, we have the following items to deal with: Bills 37, 38, 39, and 40. What is the wish of the committee? Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. We wish to commence with the review of the 2024-25 Main Estimates for Nunavut Arctic College, followed by the departments of Human Resources, Culture and Heritage, Environment, Executive and Intergovernmental Affairs, and the Office of the Legislative Assembly. Thank you, Mr. Chairman.

**Chairman:** Thank you, Mr. Savikataaq. Are we in agreement that we first deal with Bill 37?

**Some Members:** Agreed.

**Bill 37 – Appropriation (Operations & Maintenance) Act, 2024-2025 – Nunavut Arctic College – Consideration in Committee**

**Chairman:** Thank you. Minister Qavvik, do you have any officials that you would like to appear before the committee? Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Yes, I do. Thank you.

**Chairman:** Thank you. Does the committee agree to allow the witnesses to appear before the committee?

**Some Members:** Agreed.

**Chairman:** Thank you. Sergeant-at-Arms, please escort the witnesses in.

When you're ready, minister, you can introduce your officials and proceed into your opening comments. Thank you.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. To my left, to your right is Vice-president/Acting President Jackie Price, and to my right, to your left is Naya Reynders, Acting Director of Policy and Planning.

Thank you, Mr. Chairman and fellow members. I am pleased to present to you today Nunavut Arctic College's 2024-25 main estimates and business plan for 2024-26.

Nunavut Arctic College maintains the operations laid out in the business plan based on its proposed budget. The college's budget is comprised of a base contribution from the Government of Nunavut and third party funding. For the upcoming fiscal year, the college is seeking approval for \$42,446,000 from the Government of Nunavut. This amount represents an increase of \$2,128,000 from the previous fiscal year. The three areas that will be supported with this proposed increase are:

- Software licensing
- Compensation and benefits
- Program design and delivery for social work programming.

Mr. Chairman, Nunavut Arctic College has its own information technology division which supports college-specific operations, namely, program delivery, student email accounts, and Internet access. As information technology continues to be a significant support for in-person, remote or blended program delivery, the college is proposing an increase of \$622,000 to its operating budget. This funding will ensure the college can maintain college-specific perpetual licensing for critical software.

In fall 2022 the collective agreement with the Nunavut Employees Union was ratified. For the upcoming fiscal year, \$683,000 will be used to cover the employee rates of pay committed in that agreement.

And finally, while the 2024-25 budget for the college's health and wellness budget, specifically the social service program's budget, decreased from the previous fiscal year by \$325,000 due to the completion of the second cohort of the Bachelor of Social Work program, the college is proposing that the college's health and wellness division be approved to receive an increase of \$1,148,000 for two fiscal years, starting in the 2024-25 fiscal year.

Mr. Chairman, with this new funding, the college will be able to offer two more cohorts of the Bachelor of Social Work program with our university partner, Memorial University of Newfoundland and Labrador. As members will recall, the first cohort of this bachelor program graduated in spring 2022 and the second cohort is set to conclude this fall.

Experience has shown the college that success at the bachelor's degree level is supported by having a solid pool of graduates from its corresponding diploma program. To support the delivery of the Bachelor of Social Work, the college is also proposing funds to enhance its Social Service Worker Program. If approved, additional funding will allow the college to begin work to design and develop land-based courses for its Social Service Worker Program and expand its online class options for this program. Efforts in its diploma program will not only result in a greater pool of possible candidates for its degree program, but it also adds to the pool of individuals who have the necessary qualifications to work in the social work and advocacy fields.

Mr. Chairman, I appreciate this appearance is to approve the activities related to funding from the Government of Nunavut. I would be remiss if I did not acknowledge the college's third party funding, which is projected to be \$19,109,000 for the 2024-25 fiscal year. The amount is lower than the previous fiscal year as the college is still working on finalizing other contribution agreements. Currently confirmed third party funding, along with the proposed base funding from the Government of Nunavut, means the college's total operational budget for the upcoming fiscal year will be \$69,018,000.

Members, these opening comments are intended to provide you with an overview of key themes as they relate to the college's 2024-25 main estimates and the 2024-26 business plan. I am pleased to take your questions. Thank you, Mr. Chairman.

**Chairman:** Thank you. Just before I go to the next component, I would just like to ask the minister; a couple of members have been curious as to why your president is not here. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. President Mearns had other obligations outside the territory and she sends her regrets. Thank you.

**Chairman:** Thank you. Does the chair of the standing committee have opening comments to provide? Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. As the Chair of the Standing Committee on Community and Economic Development, I am pleased to make opening comments on the government's proposed 2024-25 budget allocation for Nunavut Arctic College.

Mr. Chairman, the government's proposed contribution to Nunavut Arctic College is \$42.4 million for 2024-25. This amount will be combined with approximately \$25 million in third party funding and revenue from tuition fees and other sources for the college's total operating budget of close to \$70 million.

The standing committee recognizes that many program delivery opportunities rely on third party funding as well as requiring personnel and facilities in which to deliver instruction. The committee fully supports the college in its ongoing efforts to work with its partners to develop and provide learning options at both the community and regional campus levels. Many members fully support all initiatives to provide on-the-job trade skills training.

Mr. Chairman, the training and certification programs offered by Nunavut Arctic College at its regional campuses and at its community learning centres are critical to enabling Nunavummiut to access employment opportunities across the territory. In addition, such programs as the pre-health program, the social work program and the Nunavut Teacher Education Program are essential to support the Government of Nunavut in achieving its mandate, while ensuring the delivery of culturally and linguistically appropriate services to the residents of Nunavut in the fields of health, mental wellness, and education.

During his appearance before the committee, the minister noted that the college is enhancing its focus with respect to the delivery of its Inuit studies, language and cultural programming. Members appreciate the college's efforts to integrate more linguistic and cultural components into other programming areas. These include on-the-land healing within its social work program, medical terminology units within its health programs, Inuit child-rearing knowledge in its early childhood programs, and support for emergent language learners in its teacher education programs to improve their Inuit language abilities.

While Nunavut Arctic College currently offers degree programs in the areas of education, nursing, and social work, the committee recognizes that the college's adoption of a laddering approach to program delivery in these fields enables more students to enter the



programs and to achieve certifications at the diploma level as well as the degree level. This approach has the potential to increase the number of individuals ready to access employment opportunities or to be better prepared to continue with their studies to obtain a degree. The committee fully supports the college's efforts in this area and looks forward to updates on the number of graduates at each level of these programs. Members further encourage the college to collect information with respect to how many graduates successfully gain employment in their field of study after graduation.

Mr. Chairman, community learning centres play an important role in providing access to courses and programs at the local level. Members continue to have concerns regarding the assessment process which determines what course options are delivered at the community level. Members support the proposed investments for the college's information technology division as it is anticipated that this will increase possibilities for remote and blended program delivery, enabling community-based learners to undertake more of their studies in their home communities.

At the same time, the committee appreciates the level of student services that are provided at the college's regional campuses, including elder advisors, counselling services, and other supports for students and their families who are pursuing their studies far away from home.

Nunavut Arctic College is halfway through its ten-year partnership with Memorial University of Newfoundland and Labrador. Members look forward to updates respecting any specific successes brought about through this partnership as well as information on any new initiatives that are being considered for the next five years.

Mr. Chairman, that concludes my opening remarks. I am confident that my fellow members will have additional comments and questions. Thank you, Mr. Chairman.

**Chairman:** Thank you. Just before I go to general comments to the opening comments, I'm just going to make a statement to the minister.

It's very abnormal to allow a deputy minister or president of an organization to travel when there is a scheduled appearance to be here in the Assembly. I would hope that in future appearances, and it's absolutely no disrespect to the witnesses that the minister brought with you today, but I will note that we expect the president or the deputy ministers to be here. This is a priority. I know that the minister said that there are other priorities out of the territory, but this is the first priority to get a budget approved.

Any general comments to the opening comments? Seeing none, Nunavut Arctic College is a one-page budget item, so the members can open the floodgates on topics. Nunavut Arctic College on page M-I-3. Total Operations and Maintenance, to be Voted. \$42,446,000. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. Good morning, minister and your officials.

The minister did indicate in his opening comments that the college is seeking \$42 million from the Legislative Assembly, but in addition to the four funds that you will be receiving and other sources of revenue, such as tuition, the total budget for the year for the college is going to be closer to \$69 million. For the \$69 million budget, how many first year intakes is the college able to fund with this budget? Thank you, Mr. Chairman.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. My apologies. Good morning, member.

That's a very good question. With Nunavut Arctic College's proposed \$69 million budget for the upcoming fiscal year, we're able to base fundings within community learning centres across our communities in Nunavut and provide other programs with third party funding with approval with contribution agreements from other sources. Thank you, Mr. Chairman.

**Chairman:** Thank you. Just before I go to Mr. Lightstone, where are you getting the \$69 million from? From what I understand, it's about \$42.5 million, and then \$19 million in third party, which is about \$61 million. I'm a little unclear, Mr. Lightstone, are you getting the numbers? Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. As I indicated, it was taken directly in the minister's opening comments on the last page. Thank you for the response, minister.

I would just like to follow-up on my question. Just to re-phrase it, with this total \$69 million budget, how many first-year intakes is the college able to fund with this budget, and in addition, just to expand on that, what is the total enrolment capacity for the entire college? Thank you, Mr. Chairman.

**Chairman:** Thank you. My apologies, Mr. Lightstone. I missed the tuition and fees part of the budget. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. If you'll allow, I would like to request the Acting President Price to answer that question to you. Thank you.

**Chairman:** Ms. Price.

**Ms. Price:** Thank you, Mr. Chairman. Thank you, member, for the question. Based on this funding amount from the college, the college has the ability to offer base-funded programs within specific communities. We don't focus on the number of students we're able to take in, we focus on the delivery of programs within communities.

So based on this funding amount, including third-party funding, we anticipate that the same number of programs as we currently have this year.

In terms of the number of students for enrolment, a number of factors determine that. One of the biggest determinants for program enrolment, of course, right now is student housing. Availability of student housing really determines whether or not a student will make the decision to move to another community to pursue specific training. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. Thank you, Ms. Price. My last question, just a further supplement of the question, what is the total seat count or enrolment capacity for the college, assuming that every position, every program was 100 percent utilized? Just out of curiosity, what are the current enrollment capacity for this year and the projected enrollment capacity for the proposed budget? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Thank you, member, for that question. Mr. Chairman, the enrolment numbers across any program requires instructors within Nunavut Arctic College facilities, or buildings. It really depends on the number of instructors that are able to offer programs to students.

With that being said, we can certainly look into how we can provide more statistical information to the members. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. For my last question, I would like to ask if the college, through the budget development process, has determined an estimated cost per seat for programs. For performance indicators, has the college determined the cost per grad? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Qavvik.

**Mr. Qavvik:** Thank you, Mr. Chairman. Thank you, member, for that question. For the key performance indicators, we have been happy for your continuance advocating for the information to be provided through our annual reports, public and our website. That is something the college is on. We can assure that that the request of the statistical data will be included into the next annual report. Hold on.

My apologies. Thank you, Mr. Chairman. There are some factors that Nunavut Arctic College must play out. I thank the member for that question. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) For the committee here, the member did ask how much per student and how much per graduate. I believe the simplest way is you get the total cost of the program and divide it by the number of students who entered, and then for the graduation, the number of students who graduated with the total

cost of the program. If you can provide that to the committee at a later date, Mr. Qavvik, will you commit to providing that? Mr. Qavvik.

**Mr. Qavvik:** Thank you, Mr. Chairman. We certainly are committed to providing more statistical information as we learn to provide more context, more robust management systems within Nunavut Arctic College. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Following the names on my list, Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I would like to start off with following up with some questions that I had asked the Minister of Education during her appearance.

When we are looking at Nunavut Teacher Education graduates, there was one component that I was asking about that they weren't able to provide any information on. How many grads on a percentage or number basis are working in their field of study from the Nunavut Teacher Education Program? Thank you, Mr. Chairman

**Chairman** (interpretation): Thank you. Mr. Qavvik.

**Mr. Qavvik:** Thank you, Mr. Chairman. Thank you, member, for the question. I would like to take this opportunity to provide information that I provided during question period with the Member from Iqaluit-Tasiluk. During our exchange period I provided the total number of Nunavut Teacher Education Program at 157, where in fact it was 147. So as of January 2024, our current Nunavut Teacher Education Program sits at 137, to provide that clarity to the member, the House, and the public.

In terms of the member's question, I'd like to defer the question to the acting president, Ms. Price through you. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Price.

**Ms. Price:** Thank you, Mr. Chairman, and thank you to the member for this question. I appreciate that within this House there have been a number of discussions around statistics for the college.

In terms of NTEP graduates, from 2020 to 2023, we've had 37 graduates for the NTEP program. We are anticipating a good number for 2024, but those numbers won't be confirmed until late summer.

Regarding the question about how many graduates are entering into their field of studies, I appreciate this House is interested in, especially, how many graduates are going into the K to 12 system. We don't have that data at this point but as mentioned by the minister in other forum, we are working to develop our alumni engagement and really getting a sense of where students go, if they're comfortable, and why they've made choices for employment. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. While I appreciate the response, this is a topic that's come almost every year, for a number of years. I think one of the first times I brought it up was probably about eight or nine years ago, with the Environmental Technology Program. I remember hearing a commercial that it has been around for 30 years, so I asked a question how many grads, and the minister of day wasn't able to answer.

I know subsequently, over the years, there have been numerous questions on statistics to understand the value of a program, and to see where some of the challenges are working in their field of study is an extremely important aspect of evaluation of programs. The vice president mentioned 37 grads in the last few years.

When we're looking at trying to put a dent in our teacher population, for sure, that speaks the language, having that information available is, I think, a very important aspect part of the evaluation process that we're here to do from a budget analysis.

Again, I'm just going to put one more plug in for the college to really take a serious look at how their getting stats. I know the alumni, was, I believe it was a year, maybe even two years ago, that that topic was brought up, to follow-up with alumni. It sounds like there hasn't been a lot of action in that end, up to date. I'll leave that at that right now.

Sticking with the Nunavut Teacher Education Program, another question I had asked the Minister of Education, sorry, I'm going to take a step back. In the minister's preamble, he had mentioned there were 147 grads from the 157 mentioned, but then I also thought I heard 137 in there, so if the minister could maybe just clarify that, before I go on. Thank you.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Currently, the enrolment for the Nunavut Teacher Education Program is at 147. When they began in the fall of 2023, it was at 147. There are ten students that left the program for various reasons. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, minister for clarifying that. Again, going back to some of the questions that I had asked the Minister of Education regarding the Nunavut Teacher Education Program grads working in the schools, one of the couple of issues that came up, more anecdotally, but was the commitment level of the work experience portion of it, some of the students were not attending all the obligations or were working with the teacher in the classroom during their work experience portion.

I had asked the Minister of Education what type of follow-up was done from the teachers. There is a reporting aspect of the engagement of the students. Are students graded in that portion? Or is it just something that they have to go through to experience, or kind of, tick a box in their qualification? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. During final studies of the Nunavut Teacher Education Program, the students do a practicum where they are training, learning, teaching students in our Nunavut Schools through the manager instructor with their Nunavut Teacher Education Program and for the member's question, they are evaluated. Yes, they get an evaluation done based on their performance and attendance with their practicum. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you. Is there a minimum requirement of scoring during that practicum portion of the evaluation? Are they able to graduate if they don't finish or participate or don't pass that section of their education? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. That's a very good question. I would to defer the question to the vice president, Acting President Ms. Price. Thank you.

**Chairman** (interpretation): Thank you. Ms. Price.

**Ms. Price:** Thank you, Mr. Chairman. Thank you, member for the question. Yes, the practicum portion of the Nunavut Teacher Education Program is a very important indicator for both the student and instructors. Following from what the minister said, students first take a course about practicum, I believe it starts in their year 3, and for the 3 years that the students are in the Bachelor of Education portion, they have a number of practicum opportunities, and the college tries to build it so that they get some exposure, and they keep expanding that exposure.

The pinnacle of the practicum experience is their field work, which happens in their final year, year 5. I believe that's for 6 weeks, and students must pass that practicum in order to complete the degree. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I thank the vice president for that response. Sticking again still with the Nunavut Teacher Education Program, we're in dire straits of needing more Inuktitut language speaking teachers across the territory, but at the same time we have to make sure that those teachers are prepared to teach in the classroom.

Again, just going back to some of the line of questioning that I had for the Minister of Education, again, it's more anecdotal and the college themselves aren't tracking it, so we don't know actual turnover numbers of Nunavut Teacher Education Program graduates working in the classroom of how long they stay in the field or how many are even in the field. Anecdotally, it has been mentioned to me on a number of occasions that there is at least a perceived high turnover in the classroom of Nunavut Teacher Education Program graduates.

Does the college have any awareness on what some of the issues are that's leading to this turnover, and does the college feel that these graduates are prepared for the workplace upon graduation? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. There are some factors for personal matters that play a role in the challenges for the students, and in terms of the question around whether they are prepared for employment within Nunavut education, we are certainly assured that they are prepared through the employment process after their graduation. The college's main goal is to help the students to prepare for exams or practicums before they enter employment in the field. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. Are grads of the Nunavut Teacher Education Program licensable anywhere in Canada to teach? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Thank you, member for that excellent question. The Bachelor of Education through Memorial University of Newfoundland is a recognized degree, so they have that ability to seek other opportunities outside of Nunavut. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. Again, to stay on the Nunavut Teacher Education Program, can the minister maybe just outline a little bit of some of the academic components of the bachelor of education? Pedagogical teaching strategies and student learning styles are examples that would go into a Bachelor of Education.

Can the minister just give a little bit more of a broader basis of what some of the courses and study components are? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. That's a very good question. The Nunavut Teacher Education Program has several exit points. There's a certificate program, diploma program that can lead to students up to the Bachelor of Education degree.

In terms of what courses are provided through the Nunavut Teacher Education Program, I'd like to defer that question to the vice president Acting President Ms. Price, through you. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Price.

**Ms. Price:** Thank you, Mr. Chairman. Thank you to the member for the question. The Bachelor of Education is a dynamic course intended to prepare students to teach in the classroom. The first two years of the degree program focus on Inuit language and culture as has been discussed in this House many times.

Generally, when students have completed the diploma, they've transitioned into the bachelor of education. Courses in the bachelor of education include preparation for teaching math, English, science, and social studies. They do explore classroom management, they have courses that explore learning with music or learning through drama, so they do focus on various mechanisms to make the classroom an engaging place while having some understanding of the core course requirements in schools. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I believe it was the last appearance or last session I brought this topic of the degree programs that are available through Nunavut Arctic College, previous law programs, current teacher programs, nursing, social work, but one of the, again, it's more anecdotal, but there are limited opportunities to get a degree and they're all specialized degrees or professional designations.

Where I brought up the topic of the value of just having a Bachelor of Arts degree program available so that more Inuit or more Nunavummiut, for that matter, would be able to qualify for higher level positions and have the prerequisite qualifications for moving up the ladder, it would take a lot of the high levels of funding that the government has been putting forward when we look at degree programs that are specialized like social work, teaching, nursing, and then we have graduates from those programs that are heavily subsidized by specific departments looking for outcomes of increasing their own employment levels.

We have people leaving those fields of study are not leaving the field of study but leaving field to take a job that's not in their field but they qualify because they have a degree. Those to me would be and an incredible value of having a Bachelor of Arts program so we can actually get Nunavummiut qualified for these higher levels positions so that they can gain experience in the work force and start contributing bringing not only our Inuit



employment numbers overall but of the most needed category of executive or management in professional or para-professional levels.

So, I'd like to just ask the minister for type of progress has been made of exploring that an option of a program delivery at the college? Thank you.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. I thank the member and I appreciate having an opportunity to discuss this during our last session. As of today, the Bachelor of Arts program is something that I also being very useful for other departments within the Government of Nunavut.

Example of I saw a job ad through culture and heritage which a librarian required a Bachelor of Arts degree and that's something an example that Bachelor of Arts that can be provided through the college. I think it comes from that; I have discussed this recommendation with the senior staff at the college level.

We appreciated the suggestion in the corresponding rationale that you initially asked during the previous fall sitting. It will take the college to plan out to provide the Bachelor of Arts program through funding, classroom spaces and instructors and anything that ties in with the development of a new program. That's something we have looked into.

Generally, the Bachelor of Arts degree requires certain levels credits made up from specific programs within students' field of study and outside of it, there's full potential to provide this program where there's economics and policy and planning and so forth.

We'll continue to raise the board pf governors and to senior management staff. I can commit to further discussions with the member during this House and outside of this House. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. Sounds like the minister has background in culture and heritage, I'm sure across the board pretty much every department in the Government would be able to utilize Bachelor of Arts graduates.

I will just encourage the minister to really grab on to this file. I think its something that if spearheaded properly and delivered widely across the territory as much as possible to have an incredible impact on Inuit employment and in the right categories of actually the professional level or the higher positions, not just the introductory introduction type positions where you can move up the ladder but you hit that ceiling. You could have 10 years of experience but if you don't have that degree, it could exclude you from some opportunities.

I think it's a real opportunity that I think the college, in partnership with number of different departments, could make a difference for Nunavummiut moving forward. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. I thank the member for continuing to advocate for this very important Bachelor of Arts program that can be developed in the future. I will continue to have discussion with senior staff to look at ways to get this Bachelor of Arts into Nunavut Arctic College. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Hickee.

**Mr. Hickee:** Thank you, Mr. Chairman. I would be remiss if I wouldn't bring up the Registered Education Savings Plan that I have raised couple of times as well while in the House and have had correspondence from the minister.

Most recently I asked a question, what is some of the criteria that the college needs to meet for their students to be able to utilize Registered Education Savings Plan, money that are saved and invested and I realize there is already available through the degree grant and partnerships that the college has.

Maybe if the minister would be able to get me the opportunity to be able to get some information what criteria the college needs to meet for Revenue Canada to be able to access for the students to access these funds? Thank you.

**Chairman:** Thank you, Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. I thank the member for bringing to my attention during last sitting and to this current sitting. The member kind of beat me but not beat me, I prepared to provide return oral questions tomorrow that will have a better outline the criteria of the member's questions as I committed during our sitting when I took the question as notice, that means I would commit to providing that information to the members and to the member. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) Following the list of names on my list, Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. The question I have here or to get some more understanding on the priority area as mentioned by the Nunavut Arctic College concerning working relationship Memorial University to expand and expanding what can be taught as courses.

What new programs or courses at this time are being considered in your working relationship with Memorial University, what is the status there? Thank you, Mr. Chairman

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. I thank the member for the question. There are several possible program expansions in the health and wellness career fields for the social work cohort that our proposed budget has identified that we want to expand on our social work program. Also, we seek to expand the prenatal programs into other communities. Those are some of the areas we work with Memorial University of Newfoundland to provide our course program offering across the territory.

My apologies, Mr. Chairman. Through Memorial University of Newfoundland and Labrador, there are two programs; Nunavut Teachers Education Program, which we signed with Memorial University of Newfoundland in 2019 to provide the Nunavut Teacher Education Program across the territory, across our communities and we, up to this day, we're learning as we go with the program. Also, we have the Bachelor of Social Work that is offered in Cambridge Bay through Memorial University of Newfoundland and through the Social Service Worker Program, it's spread across three communities, and we want to continue to provide that program in the coming fiscal year. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. With this, and with further details to your comments, yes, we want to do this, but I don't hear we are going to do this, we are going to initiate this, we are committed and made a commitment to that commitment, but I see nothing in there from what I heard.

I would like to turn on to another issue on courses under health or working with the health department. What I often envision is, and I would like to see it realized, that in our communities, home elder care should become a full-time position.

I would like to see that realized, running in all of Nunavut. I just heard mostly on social work. Perhaps some of the comments I have made here in the House have not been heard by you concerning basic courses as a start-up. Has that been considered at all? Has this been in discussions in your organization? I would like to hear that. Thank you.

**Chairman** (interpretation): Thank you. Mr. Qavvik.

**Hon. Daniel Qavvik** (interpretation): Thank you, Mr. Chairman. Thank you, my colleague as well. Nunavut Arctic College is working with the Department of Health and with the *Katujjiluta* mandate, we have established training programs. In English, (interpretation ends) a Personal Support Worker Certificate. (interpretation) Through that program through Nunavut Arctic College, they're trained on how to take care of elders or they learn about home care. That training program is kind of short. It's not a full one yet. It's a training is for one year. After they take the training that they'll be able to do a (interpretation ends) Personal Support Worker Program.

(interpretation) To add to that in English, (interpretation ends) the personal support worker assists people with daily personal care needs, as they deal with the effects of aging, injury, or illness. They work alongside the registered nurse, and also practical nurses across the territory.

We have launched a new program, the Personal Support Worker Certificate in Rankin Inlet, and we seek to expand that to Iqaluit by the fall of 2024. Once we learn more about this certificate program, the Department of Health has provided funding for the design and delivery of the online courses. That is something, in the future, we seek to provide that elsewhere. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. Along the same line of questioning, in your response, according to what you believe in, I do want to hear if there is something that we can expect that this personal support person training will take place through Nunavut Arctic College? In English, (interpretation ends) personal support worker certificate. (interpretation) Will we actually expect to see that training program happening? This is in the plans and you expect this program to go ahead. Can you tell us when? I'm even urging you to move ahead. Thank you.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik**: Thank you, Mr. Chairman. Thank you, member for that question. To fulfill our current legislative mandate through enabling health and healing, along with the aging with dignity to elders, we are committed to providing more programs to fulfill our mandate.

We feel that, alongside with the Department of Health, the Personal Support Worker Program is another area that can help toward providing more employment for Inuit across the territory where the Government of Nunavut is building towards building elder care facilities. We want to prepare our fill of Inuit to be able to provide that work to elder care facilities. That is what we committed to getting more students into a certificate program. We're seeing six students that were accepted into the program.

As we progress into getting the infrastructure in place, we want to be prepared for our students, and possible future students, to be employed into elder care facilities. We have worked alongside with the Department of Health to update the current home and continuing care, which was replaced by the Personal Support Worker Program. We are making progress as we go, and we expect to provide more progress as we go forward. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) Just before I go back to Ms. Killiktee. Minister, Ms. Killiktee wanted a positive answers. There's lots of "You want to do this; you plan to do this" but Ms. Killiktee wanted a positive response. Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. Yes, the issue of wanting to do this program or that program, the government now has to say that we will do this because our plan is to wait now when you say plan, it's two weeks. So I would like to see something. I would like to see the language strengthened, that we do want to see this program happening. I am moving on to another question.

(interpretation ends) The college's 2024-25 business plan indicates that the budget for the college's Students Services Branch will remain stable for 2024-25. Do all regional campuses currently have student counsellors and campus life coordinators to support the students? (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik**: Thank you, Mr. Chairman. I thank the member for that question. In terms of student counsellors within Nunavut Arctic Colleges, there are student counsellors across the Nunavut Arctic College facilities. Iqaluit has very active student counsellors and we are seeking to put a competition for the student life coordinator. That will help student counsellors in Nunavut Arctic College facilities. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. Yes, and I am very pleased. Thank you for recognizing the fact that we need to amend this or improve it. Moving on.

(interpretation ends) For 2023-24, college's business plan indicates that tutors were working with the college to assist with health and wellness. Community learning and Nunavut Teacher Education Program; have these tutoring services been effective to date and will they be continued in 2024-25. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik**: Thank you, Mr. Chairman. I thank the member for that question. In short, the answer is yes. But in terms of student services we have expanded services through online tutoring services with both Nunavut-based tutors and also four tutors based at the Memorial University of Newfoundland. A total of 11 tutors were hired using the Nunavut Arctic College surplus for our students.

Seven are local residents that are assisting tutors through the Nunavut Teacher Education Program. These are an asset that we appreciate through Nunavut Arctic College because they are helping our students to be successful. Having been through that process, the question of "Who can help me?" is there. We appreciate having student tutors in our Nunavut Arctic Colleges. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. Yes, as this program is improving and developing, I appreciate youth and thank you for elaborating and that you're continuing to work on that so that it'll move forward.

My next question is in regard to or going back, I think I'll go back to the line of question where... (interpretation ends) The college's elder-in-residence program has been implemented across all three regional campuses. Are all the elders positions filled, and if so, what feedback has been provided for students on the elder-in-residence program? (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) As Chairman, I've been asked to ask the minister if the minister can speak louder or closer to the mic as there's trouble understanding. Minister Qavvik.

**Hon. Daniel Qavvik**: Thank you, Mr. Chairman. I think I can speak louder, or my emcee might be blocked by my laptop. I would like to defer that question to the vice president, Acting President Ms. Price please. Thank you.

**Chairman** (interpretation): Thank you. Ms. Price.

**Ms. Price**: Thank you, Mr. Chairman. Thank the member for the question. The college currently has two elders-in-residence positions currently filled. We are looking to fill the position in Cambridge Bay. Feedback from both students and staff have been favourable. They are active in the community at the college providing advice, support, and engagement. They are vital parts of our student services. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Killiktee. Following my list, Mr. Simailak.

**Mr. Simailak**: Thank you, Mr. Chairman. Good morning, minister and to your officials. Let me start off with a bit of clarification on page 4 of the minister's statement around the middle there about the Social Services Worker Program. If approved, additional funding will allow the college to begin work to design and develop land-based courses for its Social Services Worker Program and expand its online class options for this program.

If the minister could please provide more clarification what that means by developing a land-based courses for its Social Services Worker Program. Are social workers going to be doing the work on the land if this is done? If he can speak to it please. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik**: Thank you, Mr. Chairman. Thank you, member for that question. Through the social services work program, this is a cultural component to that program. For example, the programs that were offered in Cambridge Bay and Rankin Inlet had opportunities to butcher wildlife, those being culturally proponent. I would like to defer additional elaboration from the president through you. Thank you.

**Chairman** (interpretation): Thank you. Ms. Price.

**Ms. Price:** Thank you, Mr. Chairman. Thank the member for the question. The Social Services Worker Program, the classroom component will remain. What the college is proposing is just drawing, using the land, using Inuit culture and language as additional resources to explain the learning that happens within this diploma program currently. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Simailak.

**Mr. Simailak:** Thank you, Mr. Chairman. Thank you. Again, for clarification, on page 5 regarding third-party funding, which is projected to be \$19,109,000. It goes on to say the amount is lower than the previous fiscal year. If the college is still working on finalizing other contribution agreements, when do you expect those agreements to be finalized and are you able to say what courses those agreements would be for? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. I thank the member for the question. We seek to finalize contribution agreements by late spring, early summer, the contribution agreements for the Nunavut Teacher Education Program through the pathfinder agreements, while we seek to finalize the funding for that program. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Simailak.

**Mr. Simailak:** Thank you, Mr. Chairman. Thank you for the clarifications. Moving along to my other questions now, each community learning centre does, at least once a year, a community needs assessment. Trying to figure out what the community would like to see for college courses at their local community learning centres. To what degree of success does this obtain from these community needs assessments? By that I'm referring to does the college provide the course that's being asked for in the local communities? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. In short, the answer is yes. Our community learning centres are the point of contact for community needs assessments, and the programs that the community would like to see offered. Our communities play a crucial role on behalf of their community members as to what programs they would like to see through community learning centres. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Simailak.

**Mr. Simailak:** Thank you, Mr. Chairman. Thank you, minister. My community, I know has been asking for more trades training year after year when these community needs assessments are done. I'm wondering: does the minister have on hand a list of trades training that have been offered in the community of Baker Lake over the last three years? We can't go that far back right now. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. The last three years. Mr. Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. That's a very difficult question. Unfortunately, we do not have that level of detail, but in the past, Nunavut Arctic College had secured third-party funding to provide mine training in our territories.

In terms of his constituency of Baker Lake, the information is not in front of me to share. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Simailak.

**Mr. Simailak:** Thank you, Mr. Chairman. Thank you, minister. I am wondering: will the minister commit to getting back to this committee going back as far as 2008? I say 2008 because that's when the construction of the road strip began to the Agnico-Eagle Meadowbank in Baker Lake. Will the minister commit to getting back in writing? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Yes, Mr. Chairman. Thank you.

**Chairman** (interpretation): Thank you. Mr. Simailak.

**Mr. Simailak:** Thank you, Mr. Chairman. Thank you, minister. I look forward to that. I'm sure, we all look forward to that. The next question is I had the privilege of entertaining the minister in beautiful Baker Lake in his last visit. We did visit Arctic College for about two and a half hours, I believe. He saw firsthand a classroom/kitchen has been sitting empty which would be perfect for culinary arts, which is needed at restaurants, Agnico-Eagle mines' kitchen, or it could even spawn off a small business of a bakery, perhaps.

I am wondering has the minister looked at changing the curriculum to allow for something like that? Not necessarily just in Baker Lake, but in all community learning centres where there is a classroom sitting empty that could be fully utilized. We're powering it, we're heating it, and yet, it is being under-utilized.

Has the minister looked utilized all classrooms, since his visited to Baker Lake? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.



**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. I thank the member for that question. It was certainly a good eye opener to see firsthand to visit the Baker Lake community learning centre.

The Culinary Arts Program is a third-party funding that Nunavut Arctic College needs to seek contribution agreements, proposal contributions in writing to secure and find funding.

The Nunavut Arctic College does have a Camp Cook Program as well that is offered throughout the communities. That is certainly something that the community of Baker Lake can seek to obtain and provide the program to.

As I mentioned the community plays a crucial role in terms of asking what kind of programs they would like to see. I encourage the member to see the community learning centre adult educator to raise this awareness of getting a culinary arts program.

The Culinary Arts Program is a Red Seal training program, which culinary arts can seek to find funding to get accessories, such as modern kitchen technologies.

In terms of the member's question of whether I have looked into getting culinary arts, or utilizing the kitchen at Baker Lake, I have not directed, nor can I direct my staff to say we need this program in this community, but through our community learning centre adult educators. Those are our staff that can seek to assess what programs to offer. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Simailak.

**Mr. Simailak:** Thank you, Mr. Chairman. I am wondering, the minister mentioned staff to find third-party funding from the college.

Is that position currently filled, or is it vacant? How successful is that division of the college in finding third-party funding for programs? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Thank you, member for that question. I'd like to defer the question to the vice president, Acting President Ms. Price. Thank you.

**Chairman** (interpretation): Thank you. Ms. Price.

**Ms. Price:** Thank you, Mr. Chairman. I thank the member for the question. The college doesn't have a dedicated staff member for seeking third-party funding. Third-party funding is largely determined through our engagements with our stakeholders. The college is working hard to work with our government departments, Inuit organizations and federal government to find funding.

In regard to the member's question, his suggestion has been noted. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Simailak.

**Mr. Simailak:** Thank you, Mr. Chairman. Thank you for the clarification. From the way that the minister was talking, it sounded like there was a staff member at Nunavut Arctic College that does go out and find third-party funding. It sounds like there is no position there.

If I can move along now, with regard to remote and distance learning, I believe the minister mentioned before, actually all departments are having issues with finding and filling staffing positions. Is the college now looking at utilizing more of remote learning? There was a big announcement last year from the college, they will be using Galaxy Internet. I'm wondering if the college is now looking at utilizing that more for remote distance so that courses can be done more often at community learning centres and not just at regional hubs. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. I thank the member for that question. Through remote and online blended learning areas, Nunavut Teacher Education Program and the Bachelor of Social Work are areas that frequently use online services.

We seek to develop an online portion to the Early Childhood Education Program and we're certainly learning from our experience through the current programs that we offer through online. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Simailak.

**Mr. Simailak:** Thank you, Mr. Chairman. Also, my favourite subject, is trades training being considered for remote learning if that's possible? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. I would like to defer the question to Vice-president, Acting President Ms. Price. Thank you.

**Chairman** (interpretation): Thank you. Ms. Price.

**Ms. Price:** Thank you, Mr. Chairman. I thank the member for his question. During COVID, the college learned that a lot of this trades training couldn't be facilitated through online learning. So at this stage the college understands that trades training happens best in person.

With that being said, we are exploring opportunities again to diversify our pre-trades training to provide that option at the community level. Thank you, Mr. Chairman.

**Mr. Simailak:** Thank you, Mr. Chairman. That's very good news for me, thank you. I want to go back to quickly, there was some talk about when a college student leaves a course. Of course, there are various reasons. I'm wondering if exit interviews are done when a student is choosing to drop out of a course.

The reason why I am asking is it could be perhaps they need a bit of upgrading to feel like they can pass the course, or they don't have the qualifications to meet the needs of the course, or it could be personal. If it's on the basis of needing a bit more upgrading, is that being offered to a student so that they can end up in the career they want? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Thank you, member, for that question. With our instructors and managers, they do certainly seek conversations with the students with their intentions of leaving the programs. There are various reasons, barriers and challenges that we cannot control as a college through their personal reasons, struggles and challenges. Those are areas we try to help students to rectify and advise students in any way possible to keep them within the programs.

Yes, there are some conversations that happen before the students depart with instructors and managers of the programs. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Simailak.

**Mr. Simailak:** Thank you, Mr. Chairman. I'm wondering now on a different program. What is the status of the Interpreter/Translator Program? How many students are currently enrolled, and where, along with graduation levels for that program, if you have that on hand? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. I thank the member for the question. The Interpreter/Translator Program is base funded and offered year after year at the Nunatta campus here in Iqaluit.

There are four students registered for the 2023-24 Interpreter/Translator Program in the first year and four students in year two in Iqaluit.

The second year program underwent a comprehensive review that the 2022-23 fiscal year students were not offered for that second year program.

My apologies, Mr. Chairman, there is another instructor translator program offered in Clyde River through year three. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Simailak.

**Mr. Simailak:** Thank you, Mr. Chairman. I think my last subject for now is the Piqqusilirivvik cultural school that we have, the main campus is in Clyde River but there are satellite campuses in Baker Lake and Igloolik. How much support is given to the satellite campuses with getting the program ongoing and improving?

The reason why I'm asking, if I can quickly say is every time we unfortunately lose an elder, there's a loss of immense traditional knowledge, history, *Inuit Qaujimagatuqangit*, weather, land, water, animals, family structure, and health and healing. It could make very valuable curricula. How much support is being given to these two Piqqusilirivvik, if any at all? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. I would like to defer the question to the vice-president, acting president Ms. Price please. Thank you.

**Chairman** (interpretation): Thank you. Ms. Price.

**Ms. Price:** Thank you, Mr. Chairman. Thank the member for his question. The college's director for Piqqusilirivvik is currently vacant, so we are looking to fill that competition, and it has been identified for a number of years, the need to provide additional structure support to our satellite campuses, so that has been noted as well. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Simailak.

**Mr. Simailak:** Thank you, Mr. Chairman. Just for clarification, is the director position being advertised now, and what stage is it at, if it is? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) It's the same line of questioning. I'll go straight to Ms. Price.

**Ms. Price:** Thank you, Mr. Chairman. I thank the member for the follow-up question. We are preparing the job for competition. It's currently being filled by two individuals in Clyde River in an acting capacity. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Following the names on my list. Mr. Quqqiaq.

**Mr. Quqqiaq:** Thank you, Mr. Chairman. Since I've been elected as MLA, I've been pushing for interpreter/translating services for the constituency of Netsilik, so I'll ask my lines of questioning.

On page III-5 of the business plan, it identifies the fields of teaching, social services, interpreting, translating, and early childhood education as programs in which to increase the number of Nunavut Inuit instructor positions.

My first question is how many Nunavut Inuit are currently instructing in these programs? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik**: Thank you, Mr. Chairman. We currently do not have that level of detail in front of us. We can certainly provide a follow-up to the member. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Quqqiaq.

**Mr. Quqqiaq**: Thank you, Mr. Chairman. Thank you, minister. I'll be looking forward to that level of detail because I'll be lobbying for my interpreters and translators for my constituency of Netsilik, for many great reasons. It's for the public service announcements, and it's for the general public's information in my communities.

I will move on, and I'll follow up with my colleague's questioning. He asked what is the current status of the interpreter/translator program and how many learners are currently enrolled, and at which level? To my understanding, there are four students. To my understanding, the interpreter/translator program is here in Iqaluit and also, to my understanding, they'll be going to Clyde River.

My first question is: Are there any students from Netsilik? Will they be going to my constituency, or in the Kitikmeot region any time soon to do the programs? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik**: Thank you, Mr. Chairman. I thank the member for that question. For the interpreter/translator program in Iqaluit, there are four students in year one and four students in year three. In Clyde River, the students are in year three.

In terms of the member's question if there are any students from the Kitikmeot region we don't have that information in front of us. We can confirm those numbers through writing to the member. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Quqqiaq.

**Mr. Quqqiaq**: Thank you, Mr. Chairman. I business plan notes on page III-10, that in 2203-24 the outcomes if its elder gathering would be reviewed.

The question is: How will the outcome of the elder gathering review impact the review of materials used in the interpreter/translator program? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. I'd like to defer the question to the Vice-president, Acting President Ms. Price, please. Thank you.

**Chairman** (interpretation): Thank you. Ms. Price.

**Ms. Price:** Thank you, Mr. Chairman. I thank the member for his question. The gathering sparked a renewed conversation amongst instructors for the Inuit Studies Program. At this time now, how the college is being informed by that gathering is that based on the output shared by the elders, they are determining which activities to do with the students and in what sequence.

So they're really trying to take the words from the elders, and to really kind of support the resources used in that program to engage students in that learning. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Quqqiaq.

**Mr. Quqqiaq:** Thank you, Mr. Chairman. It's a follow-up question. Are there any elders from my constituency of Netsilik? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Currently, not at this time. The college has considered visiting campuses through that engagement. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Quqqiaq.

**Mr. Quqqiaq:** Thank you, Mr. Chairman. I highly recommend the college include my constituency of Netsilik. They are beneficiaries of Nunavut also, so, I don't want to feel left out, nor my constituency to feel left out. It's just more of a statement.

I'll move onto to my next line of questioning. The college has been working with the Nunavut Housing Corporation and the Department of Family Services to address housing construction training needs in the territory.

The question is what specific activities will be undertaken in 2024-25 as part of the Nunavut 3000 plan? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Hold on just a second.

My apologies. Thank you, Mr. Chairman. We're looking into providing pre-trades programs across the communities, but the pre-trades program requires third-party funding that the college can seek to find contributions for.

In terms of the Nunavut Housing Corporation, Nunavut Arctic College, and also Family Services signed a memorandum of understanding to provide training for housing construction.

Last fall, in December 2023, the students at the Sanatuliqsarvik participated building and renovating a home unit that geared towards some training at the house, and I do recall that my colleague from Rankin Inlet South along with the President of Nunavut Arctic College did an opening ceremony for that unit.

That is something that our government is collaborating with other departments to provide training for home construction, mainly in some place where we have a trades program fully utilized. We do work to fulfill the current legislative mandate through housing continuum. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Quqqiaq.

**Mr. Quqqiaq:** Thank you, Mr. Chairman. This will be my last question. The college has been working with education's curriculum specialist to develop opportunities for high school students to earn credits and hours towards trades and technology apprenticeships. The question is: what is the current status of this initiative? That's my last question, Mr. Chairman. Thank you.

**Chairman (interpretation):** Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. I thank the member for the question. The question posed is ongoing and we will continue to engage with Nunavut schools to provide a dual credit program through the college from the Department of Education schools. Thank you, Mr. Chairman.

**Chairman (interpretation):** Thank you. Following the names on my list, Ms. Quassa.

**Ms. Quassa (interpretation):** Thank you, Mr. Chairman. Let me first apologize if I ask a question that was already asked. I also want to get some information.

However, (interpretation ends) the Early Childhood Educator Program was recently modified with a revised applied ECE program being offered in two communities, Arviat and Igloolik. What further revisions to apply Inuit-centred early learning concepts are being considered? (interpretation) Thank you, Mr. Chairman.

**Chairman (interpretation):** Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. I thank the member for the question. Most recently, Nunavut Arctic College was planning to provide a graduation ceremony for the communities of Arviat and Igloolik for the graduates of the Early Childhood Education Program. I believe there was one course that was waiting to be delivered, but they were ready to graduate. The Early Childhood Education Program is currently being designed to be delivered in a blended online capacity. This will allow for the program to be accessible across the territory as opposed to a select few at a time. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Quassa.

**Ms. Quassa** (interpretation): Thank you, Mr. Chairman. Thank you, minister. I am looking forward to seeing the students graduate.

(interpretation ends) How many community learning centres currently offer the Early Childhood Education Program? (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Currently, the communities of Pangnirtung and Iqaluit are planned for fall 2024. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Quassa.

**Ms. Quassa** (interpretation): Thank you, Mr. Chairman. Thank you, minister. (interpretation ends) I do hope that it will be more than two communities that will get those early childhood educator programs.

In recent years, the Nunavut Teacher Education Program was revised to adapt a laddered approach to educator certification. The business plan notes on page NAC-III-15 that work is ongoing to convert courses into blended online distance education courses. To date, what have been the main challenges in converting the courses' content for online delivery? (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. I thank the member for the question. One of the main challenges for the online portion of the Nunavut Teacher Education Program is staffing instructors. It is great to have an online platform as our Nunavut Teacher Education Program lacked a staffing action plan. I would like to get further elaborations from the vice-president, acting president, Ms. Price, please. Thank you.

**Chairman** (interpretation): Thank you. Ms. Price.

**Ms. Price:** Thank you, Mr. Chairman. I thank the member for her question. Following up with what the minister said, what the college has learned from increasing our blended



learning options is, like the minister said, having to find the staff and also having to develop comfort or developing an online learning culture within programs and in communities. It has been a transition. The college is finding what supports are best to ease the transition for instructors and staff. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Quassa.

**Ms. Quassa** (interpretation): Thank you, Mr. Chairman. I also thank you, Ms. Price. Once these positions are filled, the students who are taking on the courses, for example, if they are going to get student support certification, would it be something that they would be able to achieve? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik**: Thank you, Mr. Chairman. The question posed by the member is yes, the college continues to have discussions with the Department of Education to ensure future programs development meets the needs of the kindergarten to grade 12 system. The college will use the fiscal year to determine scope template and establish the program for delivery. This program will require third party funding to deliver the student support assistant program and the college anticipates drawing from its other workplace learning models, that is, early childhood education and the language specialist programs in these efforts. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Quassa.

**Ms. Quassa** (interpretation): Thank you, Mr. Chairman. I also thank you, minister. Going to another item, (interpretation ends) funding for the Business Programs Division is projected to decrease in 2024-25. What courses or programs will no longer be offered? (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik**: Thank you, Mr. Chairman. I would like to defer the question to the Vice-president, Ms. Price, please. Thank you.

**Chairman** (interpretation): Thank you. Ms. Price.

**Ms. Price**: Thank you, Mr. Chairman. Thank you, member, for the question. There is a slight decrease in the business development budget. Funding was used in previous years to develop year one of its Computer Systems Technician Program. As that work has been completed and the program has been developed and rolling out, we no longer have that development budget in our business plan. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) I would like to recognize the clock now and we will break for lunch and we will be back here at 1:30.

>> *Committee recessed at 11:54 and resumed at 13:29*

**Chairman:** Good afternoon. I would like to call the Committee of the Whole meeting back to order. Today we have the department summary of Nunavut Arctic College and it is one page, so all questions are free game. Next person on my list: Ms. Quassa.

**Ms. Quassa** (interpretation): Thank you, Mr. Chairman. Good day to all Nunavummiut.

(interpretation ends) What challenges does the college face in determining options for program delivery at community learning centres (interpretation) in the smaller communities? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Good afternoon, members.

Thank you for the question. There are several challenges within the community learning centres across our communities. Challenges that Nunavut Arctic College faces are capacity within our Nunavut Arctic College faculty. Space is another challenge with limited opportunities to provide other programs within the facility. The space are challenges for us to provide more programs. Some community learning centres have very limited spaces. That's a challenge. Also, funding opportunities; a lot of our program deliveries require third party funding. Those are some of the challenges in curriculum in terms of providing programs. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Quassa.

**Ms. Quassa** (interpretation): Thank you, Mr. Chairman. With regard to the challenges or perhaps obstacles, have they been analyzed and what can be done in the smaller communities? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Thank you, member for the question. In our community learning centres, there are challenges I noted. There is very limited office space availability and classroom space.

We do seek other stakeholders within communities to find suitable classroom spaces within communities, and that is something Nunavut Arctic College continues to seek for further delivery of programs. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Quassa.

**Ms. Quassa** (interpretation): Thank you, Mr. Chairman. Thank you, minister. In the smaller communities, similar to the larger communities, you would want to see more

programming. This, I think this should be reviewed further and what further steps may be taken with the community learning centres.

(interpretation ends) The business plan indicates that a number of business programs are being updated. What are the biggest challenges of keeping these programs up to date?  
(interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Thank you, member for the question. In our business careers and workforce development, we seek and explore opportunities for a laddering approach.

We do have several laddering approaches within our Nunavut Arctic College. The Nunavut Teacher Education Program has laddering steps, and the Social Services Worker Program also laddering to enter the Bachelor of Social Work.

The Nunavut Arctic College has been exploring ladder approaches with the management studies into a Bachelor of Commerce. A joint working group has been established to support this work. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Quassa.

**Ms. Quassa** (interpretation): Thank you, Mr. Chairman. Thank you, minister. We would like to see more programming to ensure our students move ahead and to have a more skilled labour force in Nunavut.

(interpretation ends) One of the college's priorities for 2024-25 is to explore options for management studies graduates to ladder into bachelor's degree programs. How and where will these options be offered? (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Thank you, member for the question. As I noted, we seek options to explore laddering approaches. We do explore options with university partners such as the Memorial University of Newfoundland and Labrador to ladder management studies diploma graduates into their Bachelor of Commerce degree or Bachelor of Business Administration degrees.

The management studies is offered at the Kivalliq campus in Rankin Inlet, and there are ways to expand the program to other communities where a third-party requirement would be the avenue.

As I noted this morning, the communities play a crucial role in terms of providing programs to their communities, and we work with the board of governors. The main point

of the board is to assign and deliver programs in Nunavut communities. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Quassa.

**Ms. Quassa** (interpretation): Thank you, Mr. Chairman. Thank you, minister. What about in areas such as mining, have you sought advice from the mines and what they can support in providing programs in smaller communities? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik**: Thank you, Mr. Chairman. In our Construction Trades Division at Nunavut Arctic College in smaller communities outside of the regional centres there are opportunities to expand the programs such as the pre-trades program that was offered for the community of Arctic Bay.

The Nunavut Arctic College, through the Government of Nunavut, is working towards a better approach to deliver trades for mining. Mining has been a real important topic in this House. Each region has mining opportunities, and we want to prepare our students to be employed within the mining sectors. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Quassa.

**Ms. Quassa** (interpretation): Thank you, Mr. Chairman. Thank you, minister. With more courses in communities in the area of mining, there are varied courses that could be offered. I think if we can realize that earlier, the better, with the support of the mining companies to ensure there is adequate availability of people to hire.

Lastly, 2023-24 (interpretation ends) the college used restricted competitions to hire more Inuit into positions. What success was achieved in hiring Inuit with restricted competitions, and how many positions are still waiting to be filled through this initiative? (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik**: Thank you, Mr. Chairman. In the mining sector, we do have mine training coordinators in three regions: Pond Inlet, Rankin Inlet, and Cambridge Bay. Within those three positions there is a chairman that oversees these coordinators. This restricted position is currently vacant, and the college is working to fill this position.

In terms of the work, we do engage conversations with the mining sector to explore ways on how we can provide programs. I'd like to get the vice president to further elaborate on the restricted positions that the member is asking, through you, please. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Quassa.

**Ms. Quassa** (interpretation): Thank you, Mr. Chairman. Thank you for elaborating that. The question I just raised: on the areas where you have vacancies, with improvements and positions being filled, are some of those positions now filled that were not filled previously? How many vacancies are there that you can't really find people to fill? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) My apologies to the committee, as I didn't hear the last one there. I'll go to Ms. Price, where the minister requested that you take it.

**Ms. Price:** Thank you, Mr. Chairman. Thank you to the member for her question. If I understood the question correctly the member was asking about the Inuit employment rates across the college and how our efforts are to increase Inuit in vacant positions. As of right now, I understand that the college's Inuit employment rate is at 62 percent. The college is really proud of that amount, proud of that percentage.

We do have a number of vacancies noted in paper, but a number of our positions have been filled through casual staffing actions. I don't have that level of detail about what vacant positions are filled with casual staffing actions. I would reassure the member and this House that the college is very much committed to supporting Inuit employment across our organization. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. I have no more names under Arctic College. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. Welcome, minister and your officials. I just have some follow-up questions. I hope I won't be repeating anything because I have been in and out.

I'd like to follow up on the personal support workers in relation to the planning for the implementation of the strategic plan related to elder care, and whether or not the college is working to raise the number of personal support workers in the territory.

Earlier, the minister responded to a question stating that there are six students accepted currently into that program, and I understand it is run in both Iqaluit and Rankin Inlet.

So I'd like to know where those students are located, as well as what the plan is to recruit more people to that program? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Good afternoon, member. Thank you for the question. The college and the Department of Health have been working together to develop an updated personal support worker certificate that aligns with national competencies. The certificate is being designed to be delivered in both full-time in-person and also part-time online format.

In our proposed budget, we're seeking to find funding to support these efforts that have come from two sources. The Department of Health has provided funding and design and delivery of the online courses. The Nunavut implementation panel funded the delivery of the full-time in-person program for the January 2024 up to March 2026 period.

In the coming fall season in 2024, we seek to provide the programs in Iqaluit and the Nunavut Arctic College will identify further communities to deliver the program as we seek to construct regional long-term care facilities in our communities. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) Minister, I believe the member wanted to know where those six students were located. Minister Qavvik.

**Hon. Daniel Qavvik**: Thank you, Mr. Chairman. Those six students accepted into the program are in Rankin Inlet. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Brewster.

**Ms. Brewster**: Thank you, Mr. Chairman, and minister for that clarification. Is there a difference between the online program and the in-person program in terms of what the students come away with, whether it's a diploma or certificate program or what have you? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik**: Thank you, Mr. Chairman. The Personal Support Worker Program is a certificate program. They go by courses delivered through the program, and I would like to get further elaboration from the vice president through you. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Price.

**Ms. Price**: Thank you, Mr. Chairman. I thank the member for her question. Following up from the minister's response, the Rankin Inlet offering is in-person. The other option for delivery is an online option, and the college is working with the Department of Health to identify existing employees who would like to take courses building towards a certificate. The way that the online portion is being offered is that it's being offered one course or one module at a time, and individuals take those and as they continue to take the courses, they're building themselves towards the certificate. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Brewster.

**Ms. Brewster**: Thank you, Mr. Chairman. Just some follow-up questions to that. There are existing employees who are taking the program. Are they using that as training and education leave from their jobs where they get paid to participate in this training?

The other question is: I'm not clear on whether or not from the earlier answer whether or not individuals are able to access student financial assistance for this program? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. The existing employees within the Department of Health stay in their job and take courses. The existing workers can apply through the Department of Family Services with the Adult Learning and Training Supports Program through the Department of Health. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. Does Nunavut's Arctic College have statistics or a projection of how many personal support workers are needed in the territory in the next two or three years? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. The statistical information is not readily in front of us. In the past, there have been numerous communities across the territory that have taken the personal care skills, dementia care, on personal skills, and we have revised the certification and revised the program through certification and the changing to becoming in the Personal Support Worker Program. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. Minister, taking into account that while students do take various programs and courses through Nunavut Arctic College and don't necessarily end up working in the field that they are studying in knowing that all knowledge enhances their skills as a worker.

What I wonder is whether or not there is a need for students enrolling in these various programs that could potentially have them working in vulnerable sectors such as elder care, early childhood education, teachers, healthcare workers, which is part of the enrolment process to the programs, is there the need to have a vulnerable sector check? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Thank you, member for the question. We ensure that the students are aware of that approach and the college continues to provide advice through that area. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. I wasn't exactly clear on what that response was, if the minister could perhaps elaborate a little bit more about whether or not that is a yes or a no. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. In short, yes, we make the students aware of the applicable process. I would like to ask vice president to further elaborate that area through you. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) Just so it's clear, it's if the students have to go through a vulnerable sector check. Ms. Price.

**Ms. Price:** Thank you, Mr. Chairman. Yes, the follow-up from the minister statements, students are made aware of that requirement, especially for the practicum or the in-person experience of the course. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you. Just to be 100 percent clear on that, what I'm hearing is that when it comes time to practise those skills and use those skills, that's when a vulnerable sector check is required and not as a prerequisite to applying to the program. Is that correct? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. In short, yes. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you. I would just like to go back to any communications around recruiting students to those programs. Is there a specific targeted recruitment for students being communicated in terms of the need for more personal care workers, whether it be for elders or people with varying degrees of disabilities? Is there a specific targeted communication during that recruitment to the program? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. I would like to defer the question to the vice president. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Price.

**Ms. Price:** Thank you, Mr. Chairman. Thank the member for her question. Yes, there is a targeted recruitment strategy going on. The Personal Support Worker Program is an



interesting one because it is so short, it is six months long at maximum, and right now, the in-person delivery in Rankin Inlet is our first cohort.

With that being said, we are making plans to do community outreach. Because it's such a short course, we know that student housing allocation may not be realistic for students, so we are really trying to reach within the community to encourage people within the community where these programs are being offered to consider this option. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. Earlier, we heard some responses on two questions regarding tutoring support and the like. If the minister could talk to us about what kind of tutoring support that students who apply specifically in the online format would be able to access, knowing that when you're working independently online, students can sometimes run into problems completing the courses. They may need some extra help in tutoring. Is that available to individuals who may want to take the online program? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Thank you, member for the question. Earlier this morning, I expressed my gratitude that tutoring services are very beneficial to our Nunavut Arctic College students.

Tutors assist Nunavut Arctic College students in areas where they struggle academically and improve work and study skills. There's an online booking platform that has been active and successfully assisting since October 2022, with a continued increase in student engagement. This platform allows students to view tutor's availability and biographies and book appointments with them either in-person or online. We have Nunavut-based tutors, and also for tutors based at Memorial University, specifically for the Bachelor of Education through Nunavut Arctic College, and also the Bachelor of Social Work. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. With the knowledge that the programs that the minister just mentioned are delivered in English and the additional knowledge that many students who are taking these programs are bilingual and speak Inuktitut and maybe think on these subjects specifically in Inuktitut when they're processing them, even though the course is in English, the processing may happen in their primary language. Are these tutors that are available bilingual? Do they speak in Inuktitut and can they offer that tutoring service to the students in their language of choice? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. For the tutors that are outside of Nunavut at Memorial University of Newfoundland and Labrador, they're remote tutors that are focused mainly in English.

Within our Nunavut-based tutors, that's an area where the Nunavut Arctic College tries to have bilingual Inuktitut speaking tutors that can be provided to the students at Nunavut Arctic College. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. Thank you, minister. I'm very happy to hear that. I think that's a great step toward helping people to successfully complete these programs.

I'll move onto the preparation for the Nunavut Recovery Centre. We know that there are a number of Arctic College programs that are preparing Nunavummiut to work, specifically, in the field of addictions, substance abuse, and trauma recovery in that program.

So I would just like to hear a little of whether or not existing programs, like the Licensed Practical Nursing Program, for example, do they have teachings, specifically, on issues, in terms of helping people recover, and to prepare them fully to worker at recovery centre? Curriculum is what I was looking for. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. The Nunavut Recovery Centre is a much-needed infrastructure that we, currently, do not have. It's going to be a good news story once that building is fully utilized, and ready for operation.

For the Licensed Practical Nurse Program, they do have various career paths within the Health and Wellness Division.

For the Bachelor of Social Work Program, they are extensively studying toward trauma and mental health addictions. Those students will be crucial for the Nunavut Recovery Centre.

We do acknowledge the Department of Health, working together in this area. The college has a robust ambition of providing those programs and readiness for employment. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. Minister, you mentioned that there is work being done with the Department of Health in preparation for those potential graduates to fill really important roles. I wonder, minister, whether or not there is work being done

with Health as well as the Department of Human Resources to ensure that there is flexibility, in order to allow graduates to obtain work in this field in Nunavut. In terms of the knowledge that often, when jobs are put out, one has to have a baseline of experience, including, often, one year or two years' experience.

Is there going to be flexibility in order to allow some of the recent graduates to enter that workforce in Nunavut within the Nunavut Recovery Centre, as well, of course, in other positions related to their field across the territory? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Thank you, member for the question. Yes, the Nunavut Arctic College continues conversation with the Department of Health, and also with Human Resources to identify high priority job descriptions that can be placed within the Health system.

Once our students are ready for employment, we do have opportunities for experience, or training before employment. Nunavut Arctic College has a very close relationship with the Department of Health in the Health and Wellness Division. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. I know that in the past the issue of new graduates from various nursing and other health-related programs have run into some problems, in terms of being able to access mentors. This has made it a little bit more difficult for people to move forward in knowledge growth and their careers.

Is this also an issue that Nunavut Arctic College is working in partnership in the Department of Health, and I suppose, HR as well, because if we're going to ask health care professionals to mentor newer professionals, then there has to be compensation, an agreement, and a plan for that employee to take on that role and responsibility? So is that work being hammered out and addressed, and the problems, are they being solved? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Thank you, member for the question. Yes, most definitely. For the Licensed Practical Nurse Program there are placement tests that are provided to the students. Most recently, the Licensed Practical Nurse students in Rankin Inlet, or in the health centre, are preparing, being trained, and experiencing work within the health centre. Last year, they were in Cambridge Bay at the elder care facility. That also gave them an experience to be able to be employed within the Department of Health.

I would like to get further elaborations from the vice-president, through you. Thank you.

**Chairman** (interpretation): Thank you. Ms. Price.

**Ms. Price:** Thank you, Mr. Chairman. Thank you, to the member for the question. Supplementing what the minister said, yes, those discussions are happening and we have gained a lot of insight and experience, not only at the college, but the Department of Health and HR through our existing relationship, let's say, through nursing. As we continue to expand our health-related education opportunities, we bring those conversations forward. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) I have no more names on my list. Department Summary. Nunavut Arctic College. Nunavut Arctic College. Total Operations and Maintenance, to be Voted. \$42,446,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Do members agree that we have concluded with review of Nunavut Arctic College?

**Some Members:** Agreed.

**Chairman:** Brief closing comments from Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Thank you, fellow members, for the very good questions that you posed. We are happy to provide programs operations to our Nunavut communities. It is our efforts as members and the government in our sixth legislative mandate that we continue to work together amongst each other to fulfill our mandate and provide programs to the territory. I am certain that the operations and maintenance budget will be fully utilized to our best knowledge and experience.

I seek great progress to our students in their studies for their final school year studies. (interpretation) That's it. Thank you, Mr. Chairman.

>>Applause

**Chairman** (interpretation): Thank you. (interpretation ends) Sergeant-at-Arms, escort the witnesses out and I would like members to stay in their seats while we switch out ministers for the Department of Human Resources.

### **Bill 37 – Appropriation (Operations & Maintenance) Act, 2024-2025 – Human Resources – Consideration in Committee**

**Chairman:** Good afternoon. I would like to call the Committee of the Whole meeting back to order. Before us, we have the Department of Human Resources. I would like to ask Minister Nakashuk: do you have any officials that you would like to appear before the committee? Minister Nakashuk.

**Hon. Margaret Nakashuk:** Yes, please.

**Chairman** (interpretation): Thank you. (interpretation ends) Does the committee agree to let the minister's officials appear before you?

**Some Members:** Agreed.

**Chairman:** Sergeant-at-Arms, please escort the officials to the witness table.

For the record, Minister Nakashuk, please introduce your officials and then proceed with your opening comments. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. Good afternoon. (interpretation ends) On my left, to your right is Deputy Minister Kristie Cronin, and on my right, to your left is Assistant Deputy Minister of Operations Alma Power.

(interpretation) Good afternoon, my colleagues. I am pleased to present the 2024-25 Main Estimates and the 2024-26 Business Plan for the Department of Human Resources.

(interpretation ends) The Department of Human Resources is the primary advisor on all human resources matters for the Government of Nunavut. The department provides management and leadership of the government's public service. Human Resources also supports departments and public bodies in human resource policies, programs, legislative development, Inuit employment planning, employee training and development, staffing, employee relations, job evaluation, health and safety, and employee wellness.

For 2024-25, Human Resources is allocated \$29.3 million for operations and maintenance expenditures. This is an increase of \$280,000, or 0.95 percent, from our 2023-24 operating budget. The major components of this budget are:

- Compensation and benefits at \$17.6 million
- Service contracts at \$7.7 million
- Purchased services at \$2.1 million

Mr. Chairman, in the upcoming 2024-25 fiscal year, my department, will focus on finalizing and implementing the 2024-28 Government of Nunavut's Human Resource Strategy.

Human Resources will enhance staffing processes by continuing to update several hiring directives to streamline the staffing appeals process, the screening and hiring processes, eligibility lists, the Nunavut-wide Hiring Policy, and the Remote Hiring Policy. Human Resources will develop and implement a hybrid work model policy to provide guidance to departments on employee requests to work remotely, subject to operational requirements.

The department will improve Inuit employment rates by continuing to use the expedited direct appointment process for Nunavut Inuit employees. This resulted in 143 Inuit being direct appointed to indeterminate and term positions this past fiscal year. The number of direct Inuit appointments is already at over a 100 percent increase from our previous fiscal year.

Human Resources will continue collaborating with the Nunavut Housing Corporation to finalize updates to the Staff Housing Policy that includes continued strategic allocation of staff housing focused on Inuit employees.

The department will develop and finalize the 2024-2033 Master Inuit Employment Plan and provide support to departments on their individual departmental plans and initiatives.

The department is a member of the Government of Nunavut's negotiating team for the next *Nunavut Agreement* implementation contract and has been developing proposals for Inuit employment and training initiatives to be delivered from 2023-2033, pending confirmation of funding.

The department will review the results and recommendations of the compensation review and develop a plan to address the report's findings.

Human Resources will work with the Department of Community and Government Services to ensure office space requirements are met to support the implementation of the Nunavut-wide Hiring Policy.

Discussions have begun on strategy for the next set of collective agreement negotiations as the Nunavut Employees Union Collective Agreement expires on September 30, 2024.

And finally, Mr. Chairman, the department will implement the all-year-round Summer Student [Employment] Equity Program.

Mr. Chairman, Human Resources is committed to providing leadership and working collaboratively with other departments and public bodies on actions that advance our *Katujjiluta* mandate priorities and other key human resource areas.

Mr. Chairman, I conclude my opening remarks and welcome questions and feedback from members of the standing committee. (interpretation) Thank you.

**Chairman** (interpretation): Thank you. (interpretation ends) Does the chair of the standing committee have opening comments? Please proceed, Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I am pleased to provide opening comments on behalf of the Standing Committee on Oversight of Government Operations and Public Accounts on its review of the proposed 2024-25 Main Estimates and 2024-26 Business Plan for the Department of Human Resources.

Mr. Chairman, the department's proposed 2024-25 operations and maintenance budget is \$29,391,000. This represents a 0.9 percent increase from the 2023-24 fiscal year. The number of positions in the department remains unchanged at 133.0 person years.

Members raised a number of issues and concerns during the minister's recent appearance before the standing committee. The 2021-22 *Public Service Annual Report* was tabled in the Legislative Assembly on November 9, 2023. Members look forward to the timely tabling of the 2022-23 and 2023-24 annual reports.

Ministerial mandate letters were tabled in the Legislative Assembly at its sitting of November 8, 2022. Mr. Chairman, the Minister of Human Resources' mandate letter indicates that one of the department's priorities is to "Develop options for a new flexible workplace policy to support decentralization efforts and offer employees more flexibility to work from any Government of Nunavut office in the territory." Mr. Chairman, the standing committee notes that the government's new Nunavut-wide Hiring Policy and Out-of-Territory Remote Hiring Policy recently came into effect. The standing committee encourages the minister to provide regular updates to the House on the implementation of these policies.

Mr. Chairman, the Government of Nunavut's current Staff Housing Policy was approved in April 2019. It falls under the responsibility of the Department of Human Resources. The Minister of Human Resources' mandate letter also indicates that one of the department's priorities is to "Review and improve the delivery of GN staff housing with support of the Nunavut Housing Corporation, including reviewing Staff Housing Allocation Committee functionality, reviewing and revising the staff housing policy and allocation procedure, and developing a long-term plan with short-term goals."

Mr. Chairman, another stated priority in the mandate letter is to "work collaboratively with the Nunavut Housing Corporation and Finance to review and modify staff housing policy and subsidies to encourage employees to move from Government of Nunavut staff housing into affordable rental units or homes of their own."

Mr. Chairman, members also note the potential impact of the recently signed *Nunavut Lands and Resources Devolution Agreement* in respect to the transfer of federally owned and leased staff housing units to the Government of Nunavut.

On March 23, 2023 the department issued a request for proposals for a "Government of Nunavut Salary and Job Classification Process Review." The stated purpose of the review was to "conduct a comprehensive salary review and conduct a review of the GN methodology/practice and process that are currently in place, to evaluate and classify positions. The review will include the Government of Nunavut's current salary structure of GN employees under the *Public Service Act* and compare GN salaries to other jurisdictions." Mr. Chairman, the department's draft 2024-26 business plan indicates that one of its priorities for the 2024-25 fiscal year is to "review the results and recommendations of the Government of Nunavut-wide compensation review and develop a plan to address the report's findings." Mr. Chairman, although the standing committee

recognizes the importance of ensuring that the compensation offered to such critical positions as frontline health care workers is competitive with other Canadian jurisdictions, it also recognizes the importance of ensuring that broad adjustments in this area are fiscally sustainable.

The Department of Human Resources has responsibilities in respect to establishing the government's overall Inuit employment targets. It is important to acknowledge the progress that has been made to date in increasing Inuit employment in the Government of Nunavut. Information that is contained in the government's quarterly employment reports indicates that a total of 1,517 Nunavut Inuit were employed by the government as of June 30, 2008. By June 2023 that number had increased to 1,812. This represents an increase of approximately 20 percent over the 15-year period.

Mr. Chairman, it is important for the government to develop realistic timetables for achieving full representativeness across all occupational categories in the government. This is a significant challenge. Mr. Chairman, the government's most recent quarterly employment report indicates that as of June 30, 2023, the Government of Nunavut had a total of 5,477 positions, of which 1,812 were filled by Nunavut Inuit, 1,670 positions were filled by non-Nunavut Inuit employees, and 1,993 positions were vacant. Mr. Chairman, in order for the government to achieve an 85 percent Inuit workforce for a fully staffed organization, it needs to hire approximately 2,843 new Nunavut Inuit employees and not lose a single one of its current Nunavut Inuit employees.

Mr. Chairman, the department's 2023-26 business plan indicated that the budget for the Summer Student Employment Equity Program would be increasing from \$985,000 in the 2022-23 fiscal year to \$2,590,000 in the 2023-24 fiscal year. This represented an increase of 162.9 percent. The budget for the 2024-25 fiscal year remains unchanged. The standing committee strongly supports the government's program, which provides valuable work experience for Nunavut youth. Mr. Chairman, the standing committee notes that department's draft 2024-26 business plan indicates that it is "working on developing the year-round Student Employment Program and program design will be completed by end of this fiscal year." The standing committee strongly supports the expansion of this program to all communities in the territory.

Mr. Chairman and members, that concludes my opening comments on the proposed 2024-25 Main Estimates and 2024-26 Business Plan for the Department of Human Resources. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) Do any members have general comments before we proceed to the detailed questions? I have no names for general comments, so we will proceed to the page-by-page review of the capital estimates, starting on page D-4. Branch Summary. Human Resources. Human Resource Operations. Mr. Hickes.



**Mr. Hickes:** Thank you, Mr. Chairman. For my first question, I would just like to get the overall staffing complement for the Department of Human Resources right now that are positions that are filled. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. I also thank you for that question regarding the current status of positions in the department. (interpretation ends) In headquarters...sorry; I've got the wrong one here.

The most recent updated information we have from February 29, we're at 58 percent capacity, 68 filled out of 117 positions; vacancy is at 42 percent, vacant 49 out of 117; and Inuit employment is at 51 percent, including 4 out of 16 Sivuliqtiksat intern positions, including 10 filled participant positions in the Amaaqtaarniq Education Leave Program and one completed last month, which is funded by third party, including two filled participant positions in the Career Broadening Program, which is funded by third party; and 15 casuals. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I have been often quoted in this room of stating that I firmly believe that the Department of Human Resources needs to staff its own positions so that it can adequately support the hiring of the civil service positions across the government. How many active job actions specific to human resource positions are currently on the book? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. I also thank you for that question. We have 25 at the moment that have started to being worked on. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I would like to get, maybe a little firmer timeline of when those positions are going to be advertised. I note that there are currently only four positions being advertised on the Government of Nunavut website for specific human resource positions. One is closing this upcoming Friday, and the other one the following Friday. There are two policy positions that are open until filled. I don't know how long those positions have been advertised for.

I would just like to get a little bit more detail on how close the remaining 21 job actions are ready for advertising? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Most of the positions are past advertising and 13 are at screening at this point. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. Like I said, I'll still stand on record. I'll state it again, I firmly believe that this government, overall, needs to really focus on filling the human resource positions, so that they can support the other government departments and agencies in fulfilling their mandated work.

I would like to go to the Remote Work Policy. How many departments have applied for remote work positions so far since the policy was enacted? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. Thank you for your question on this. The Remote Work Policy that we established is not fully implemented. We have discussed it, but this week, hopefully, it will finally be fully implemented. Right now, there are no intentions yet for remote positions. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you. Can the minister give us a number of how many Government of Nunavut employees are currently working and located outside of the territory? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. Thank you for that question. During the planning stages as government for remote workplace, we had 50 in the last count we had, of who worked outside of Nunavut. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. Were all 50 of those positions approved by cabinet to work outside the territory? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. They were not approved in the cabinet. That is the status at the moment. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I do have some concerns there, where I know previously whenever a position on, usually, a term was located outside the territory, unless it was a position like a liaison officer position, like such as Family Services and Justice has outside the territory, that those approvals would have to be made at the cabinet level.

What type of oversight from a department-to-department oversight does the Department of Human Resources have over other departments allowing out-of-territory workers? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Thank you for that great question because we do understand the concerns. Prior to this policy, there wasn't a lot of control in that area. With HR trying to work really hard to work on fixing up more policies, this is the reason why we came up with the Remote Work Policy.

Also, when we're talking about the positions that are outside, like in remote work, by fall we want to ensure that those employees will have a choice, either to come back, or not renew their position, because this Remote Work Policy is something that we want to have better control of as a government. That is something that we are working towards. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. When the Remote Work Policy is implemented and active, will departments have to apply for approval for existing positions that are current workers located outside of the territory? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk:** Yes. It's at the approved list. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. So when people are working outside the territory, and I do understand there are certain positions that, as I call it, we need to keep the lights on. I understand that there are some challenges, especially, the last couple of years on recruiting. I can empathize with the departments that have to utilize outside-of-territory workers, especially when you get into the smaller communities. There are not a lot of employment opportunities, or every position that's not filled in the community has economic drawbacks as well, too.

With the Remote Work Policy, the minister stated they're looking at implementing it, maybe, as early as next week. Is there going to be a focused time to get the positions that are current? I know the minister mentioned the fall, that they want to have some targets, as far as from the oversight side of things. For the departments, I would like to have a drop-off date where they can apply for existing employees that are working outside of the territory to fall under this Remote Work Policy. Or would there be some type of grandfathering involved? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. I thank you for the question. (interpretation ends) I might have forgotten some of the questions you asked, but in terms of the Remote Work Policy, we did ask the departments what they feel would be most appropriate that would fit outside the Remote Work Policy. These are really hard to fill positions, and they can't have clients. They can't be supervising when they're working outside fitting under the Remote Work Policy.

With putting out this policy this week, we want to ensure that all these requests, not all, I'm not saying there are many, but I'm stating when there are requests coming through, they would have to be reviewed clearly and fit under the positions. Also, for the positions that have been already approved prior to this policy, the 50, those will have to be reviewed by the end of August to either close those contracts, or agreements and/or return to Nunavut.

This one is pre-approved hiring only, and no grandfathering. (interpretation) Thank you.

**Chairman** (interpretation): Thank you. Mr. Hickes.

**Mr. Hickes**: Thank you. I'm just going to take a step back to the first line of questioning that I had on the job actions. The minister had mentioned there is 25, of which four are currently advertised, and a number that are going through screening.

When I talk about prioritizing and hiring eight human resource positions to help other departments, was there any type of agreement, or any practice; I know the assistant deputy minister said at the staff housing allocation committee level. Is there any recognition on the importance of filling human resource positions, and allocating staff housing? I know they have to go by the health and safety category one first, but I think this is kind of 1A priority, in my opinion, so that the entire civil service is being impacted by Human Resource's inability to go through so many job actions right now. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. If it's all right with you, I would like to ask the person on my right, (interpretation ends) Assistant Deputy Minister, Alma Power, (interpretation) to respond to that. Thank you.

**Chairman** (interpretation): Thank you. Ms. Power.

**Ms. Power:** Thank you, Mr. Chairman. I thank the member for the question. We did prioritize in August-September of last year. We requested that the allocation committee give HR some additional housing allocation in spite of not being a priority one position just so that we can fill our positions to better support the Government of Nunavut. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) I have no more names. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. Good afternoon. I'll try to be as brief as possible to expedite this process. First, I would like to begin off with the department's Inuit employment plan. This is a comment that I made last year. The Department of Human Resources played such an integral role with the GN's overall Inuit employment plans, but last year I had pointed out that the Department of Human Resources Inuit Employment Plan is half a page, so I just want to point that out again. I encourage the department to really expand upon that and take the leadership role in the IEP on to the department's business plan.

I would also like to welcome our new Deputy Head Ms. Cronin. It's my understanding that you are the Government of Nunavut's first Official Deputy Head of the Department of Human Resources with the designation, and I think that requires recognition. I think that is quite a crucial aspect of the role, similar to what lawyers in the Department of Justice and accountant in the Department in Finance, I think that is a very crucial contributing factor in the role.

I would like to go on to my first line of questioning and it's with regard to the comprehensive salary review. The minister had mentioned that the department is working to review the results and recommendations of the compensation review in order to develop a plan to address the report's finding.

This is a two-part question. When was the review completed and when will a finalized plan be made public? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. Thank the member for the question. (interpretation ends) The first stage of the salary was just completed in January. Following that there were some recommendations and in terms of the costs and the request for directives is being developed to address the matters. We should have that completed by April or May of this year. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. Thank you, minister. I'm very supportive in the department's efforts in this area, recognizing how much we've lost our competitiveness especially when it comes to financial considerations in comparison to other jurisdictions.

I also would like to commend the department on the desire to implement the all-year-round Summer Student Employment Equity Program. As I'd mentioned, with the limited employment opportunities for youth in the territory, this will play a significant role in keeping our future generations diverted from the income support system.

I would like to ask if the minister if she would be able to provide a bit more information about the rollout of this year-round student program and any other relevant information? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. I also thank you for that question. (interpretation ends) The Summer Student Employment Equity Program has been very successful throughout the departments and I think it has proven quite successful, so we certainly want to make that grow a bit more.

In total, we have had 506 and 447 Inuit Summer Student Employment Equity Program and we're currently... . Oh, sorry. If you allow, I'll have Assistant Deputy Minister, Ms. Power, to respond if you don't mind. (interpretation) Thank you.

**Chairman** (interpretation): Thank you. Ms. Power.

**Ms. Power:** Thank you, Mr. Chairman. I thank the member for the question. As the minister said, it has been a really successful program over the years. We currently have 506 employees who are permanent or term who have been former summer students and are in the SSEEP program. We do hope to expand it this year. We have a career fair later this month specifically related to summer students, so high school students, online, trying to engage summer students.

One of the other options with the FANS review and working collaboratively with Education is to better identify where these students are so that we can reach out to them previously to rolling out our summer student programs so that they are aware of our programs and that we can better support them coming in for the GN. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Ms. Power. I have previously asked questions with regard to the development of the new and upcoming Human Resources Strategy and emphasized the necessity to tie in the summer student program with current and future internships and

mentorship programs. I'm wondering if the minister would be able to provide an update on any progress in that area. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. I also thank you for that question. (interpretation ends) I would prefer that my Deputy Minister, Ms. Cronin, to respond to that question, if you will allow. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Cronin.

**Ms. Cronin**: Thank you, Mr. Chairman. Thank you, member, for the question. The Human Resources Strategy is currently being developed for the period of 2024 to 2028. We did use a bottoms-up consultation approach so we can ensure we had stakeholders' input from around the organizations. We are looking at the draft and ensuring that it's reflective of our current mandate. As well, the HR leadership team has changed, so we want to make sure that it's our voice and it resonates with the programs that were currently being developed. We're anticipating that that will be developed over the next few months and then we will roll it out accordingly. Thank you.

**Chairman** (interpretation): Thank you. Mr. Lightstone.

**Mr. Lightstone**: Thank you, Ms. Cronin. I'll move on to my next topic and it's in relation to the recently developed Labour Market Supplement for those very hard-to-fill positions that require little more financial incentive to fill. I think the last time that I had looked into the matter, I think there was only one department that had approved the salary supplement. Can the minister provide an update on that? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. I also thank you for that question. It still remains the same; there is only one, but at this time, there has been one more request. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Lightstone.

**Mr. Lightstone**: Thank you, minister, for answering my next question that one department had submitted an application.

I'll move on to my final topic and it's in relation to the public service in general and the Public Service Annual Report does highlight the average age which has been increasing and the average length of service and again, which has been increasing year over year. One specific matter that has been raised in the past, was the issue of the number of GN employees that are at, near, or beyond retirement age, also that same group of individuals who are in staff housing.

I would like to ask if the Department of Human Resources has begun to monitor the number of public servants who are in that category? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. Thank you for your question. We are working with the housing corporation to get further clarification as to how we can deal with the government staff who are at retirement age. I don't have that number here, (interpretation ends) because of privacy issues. We are working with NHC on that, directly. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Lightstone.

**Mr. Lightstone**: Thank you, Mr. Chairman. Thank you, minister. This is going to be my very last topic. The human resource information system, E-Personality, is being replaced with the new enterprise resource planning system. I believe that it's been stated that the HR modules that will be prioritized are the recruitment and staffing module, as well as timesheets and leave.

Can the minister provide us an update on those two specifics, and timelines for rolling that out? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Thank you for that question. We should have everything done by October 2024. Some of the stuff that will be included in the Fusion, with the program itself. There are a couple of things that we want to include, which is the recruitment, the revenues, payables, leave and attendance forms, as well as modules related. Those are things that will be included; it will be the pay and benefits, which would be for the next 2025, but right now, with the complex projects, which involves many moving parts this year.

The system paybacks, the testing, the training, data migration, and policy updates are the ones that we are currently working on this year. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. I just a few clarifications here. I think it was 546, whatever that number of former summer students that work for the government now. Of those, how many are outside of Iqaluit? Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. (interpretation ends) In terms of which communities have been under SSEEP, we would have to find out for Iqaluit alone as well. (interpretation) Thank you.



**Chairman** (interpretation): Thank you. (interpretation ends) Minister can provide that to the committee of how many of those former summer students that became GN employees were outside of Iqaluit.

The next question I have about summer students is the year-round. If we can just get an explanation as I, myself, would not want a student to quit either high school, or their college or university because they got employment. If you can get an explanation to the committee who qualifies, or how the criteria for someone that's a year-round summer student program? Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. (interpretation ends) In terms of the logistics and details, I would prefer Alma Power to respond to that, if you'll allow.

**Chairman** (interpretation): Thank you. Ms. Power.

**Ms. Power:** Thank you, Mr. Chair. It's generally the same program, so people coming out of university, college, and high school, generally, we would do a four month term as a summer student. Not all students are on the September to May timeline. This gives us the flexibility to hire them as summer students throughout the year. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) Thanks for the explanation. I have no more names on my list. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. Welcome, minister and your officials. To start, I'm just curious about whether or not the Assistant Deputy Minister of Strategic Human Resource Management position has been filled or if there's a plan to fill it, where is that plan at? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. I thank the member for the question. (interpretation ends) That position will be posted fairly soon, so it should be coming out. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. Thank you, minister. I think that it's clear that that's a key position for the entire Government of Nunavut, and I wish you great success in filling that position as quickly as possible because I think it's much needed.

Minister, on page 37 of the business plan, one of the priorities for 2023-2024 is to finalize the Government of Nunavut's Human Resource Strategy 2024-2028, and we know that recently the *Devolution Agreement* was signed. I wonder if the minister could talk about whether or not there's a specific section or aim within the Human Resource Strategy, the

four years related to devolution, knowing that we will be aiming to take on a number of positions from the federal government. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. I thank the member for the question. The strategy is going to be included in the plans. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Brewster.

**Ms. Brewster**: Thank you, Mr. Chairman. I thank the minister. What are some of the key components of that strategy? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. (interpretation ends) It hasn't been developed yet, and it's under development right now. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Brewster.

**Ms. Brewster**: Thank you, Mr. Chairman. When is that expected to be finalized and shared with us and with the public? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you. (interpretation ends) We should have it done by June 30, and after that, we should share it with everyone. (interpretation) Thank you.

**Chairman** (interpretation): Thank you. Ms. Brewster.

**Ms. Brewster**: Thank you, Mr. Chairman. I thank the minister. I look forward to seeing that strategy. I'm interested to know in what's going into developing that strategy. We have talked, for example, about the importance of exit interviews and how many departments or managers don't initiate that process for employees who are leaving, and a core component of creating any kind of strategy is building knowledge on experiential knowledge on any kind of program or service being offered. That includes being fully aware of what kind of employer we are. Taking into account that the minister did announce that we are a top-level employer across the country.

However, what we know is that there is so much information to be gleaned from those exit interviews. Is that part of the component of building this newest Human Resource Strategy? I would like to hear about what else is informing the development of that strategy. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk:** At this current time, we are also doing the engagement surveys, which would help us to get more information which should come out in the spring as well. I forget the other question you might have had. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. Thank you, minister. Engagement surveys are really important, I'm not clear about whether or not those are actual exit interviews. The next part of my question is just to get a broader overview how this plan is being developed, and how this plan is being informed in terms of whether it's follow-backs to employees who have left or surveys, I'm assuming of current employees.

What kind of data is the department pulling in to make the most informed strategy as possible? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. I thank the member for the question. (interpretation ends) As you had also mentioned about the exit surveys, those are also being initiated at this point, but also we're asking questions about what might be the best survey to ensure that we get information from employees on what would be best way to get information from them, whether it be through exit surveys or engagement. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. Are those surveys being targeted at specific groups of employees, whether it be gender-based? Are we surveying Inuit employees? Are we surveying employees at the administrative, paraprofessional, and professional level? I just want to know a little bit more about how employees are being engaged. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. (interpretation ends) We're trying to target all employees so we will be able to determine the breakdown after all of that is done. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. We're also always aiming towards decentralization of certain positions. I know that minister, your mandate letter in November 2022 indicates that one of the department's priorities is to support the

Department of Executive and Intergovernmental Affairs to review the current status of decentralization and to identify opportunities for further decentralization. I would just like an update on what specific options are being actively considered, what are lessons learned? That's about it. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. I thank the member for the question. (interpretation ends) Decentralization itself. We're looking at the Nunavut-wide hiring policy as the key one that we are finding. EIA is also doing the study on that. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Brewster.

**Ms. Brewster**: Thank you, Mr. Chairman. Does that study or review include building knowledge about current gaps in services, specifically at specific community levels or is it kind of a broader look at trying to make decisions based on where there might be staff housing available, for example. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. (interpretation ends) At this time EIA is the lead on this, so all of the information is being gathered at this point and we don't know what the recommendations will bring forward. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Following my list of names, Mr. Quqqiaq.

**Mr. Quqqiaq**: Thank you, Mr. Chairman. Just to follow up on the decentralization, my colleague from Aivilik is not here and he talked a lot about decentralization. I represent the decentralized communities of Taloyoak and Kugaaruk. To the minister's response, it is to my understanding they are looking for Nunavut-wide policy. The Department of Executive and Intergovernmental Affairs are leading this.

My question to the minister is: When should we see a policy in place? Is there a timeline? Thank you, Mr. Chairman. That is my first question.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. (interpretation ends) We do have a policy and it is the Nunavut-wide Hiring Policy that we have in place. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Quqqiaq.

**Mr. Quqqiaq:** Thank you, Mr. Chairman. If it's not too much to ask for, can the minister email me that policy so I can take a look at it and take it from there?

I'll move onto the next one. I'm going to talk about staff housing. I had asked the minister about staff housing, to the housing minister. It states that another stated priority in the mandate letter is to "Work collaboratively with the Nunavut Housing Corporation and Finance to review and modify staff housing policy, and subsidies, to encourage employees to move from Government of Nunavut staff housing into affordable rental units or homes of their own."

The question is, Mr. Chairman: With the shortage of affordable rental units, and it is a known fact that most people do not want to own their homes due to the fact that it's very expensive to own your own home.

Now the question is: How is the department going to achieve this goal with the Nunavut Housing Corporation? Say, for example, when a government employee has retired and is staying in staff housing and this is a known fact that a government employee had staff housing, then retired, then the employee had to be moved out of the staff housing and became homeless.

How can we fix this issue and concerns? That is my question to the minister. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) Minister, I know you elaborated on your work with the Nunavut Housing Corporation, but if you could just give a little more detail to the member. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. I also thank the member for the question. Again, it is a concern for our department regarding government employees who retire from the government. We do not just want them to leave the house in the communities. We can also make arrangements to provide other housing or to stay in that house for approximately two to three months. We work together with the Nunavut Housing Corporation in making those types of arrangements.

We are also currently reviewing the people who are retiring due to age. We do have some challenges when there is an RFP that comes out in May. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Quqqiaq.

**Mr. Quqqiaq** (interpretation): Thank you, Mr. Chairman. Thank you for your response. They were some government employees who worked for many years with the Nunavut government, and the reason why they stayed on with the government so long is because there's no housing available. I feel for those who are staying in the government staff housing, they are provided housing by their employer, and when they retire, they have nowhere else to go. I feel for those people, and that's an ongoing concern of mine in

regard to this policy. What types of changes can we make to provide housing for retiring employees?

I think it's a problem in all of Nunavut, and it's a challenge for the people who are retiring from the government. There needs to be a change in this policy Nunavut-wide. I'm sure that is going to help a lot of the government employees when they're retiring. I feel for those people, and it is something that has been concerning me. I don't have a question, but I just wanted to make that statement. Thank you, Mr. Chairman.

**Chairman** (interpretation): That's a comment, and the minister indicated that her department is working with the Department of Housing Corporation. That's just a comment. Do you have any questions? Mr. Quqqiaq.

**Mr. Quqqiaq** (interpretation): Thank you, Mr. Chairman. I have no more questions. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. Thank you for that statement. This is an ongoing issue and it's a challenge to all of the communities. The Minister responsible for Nunavut Housing Corporation and the Nunavut 3000 will be a big help in providing housing in the communities. They will also be building quite a number of houses in the majority of the communities, but not everybody will be getting a house right at the start. I just wanted to make that comment. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you, Mr. Quqqiaq. Are you done? (interpretation ends) I have no more names on my list. Mr. Anavilok.

**Mr. Anavilok** (interpretation): Thank you, Mr. Chairman. It's also like that in Kugluktuk. There's a shortage of housing in Kugluktuk, and I am happy that Nunavut 3000 will be introduced in Kugluktuk. It will be a lot of help for the people who work for the government. I just wanted to say this. Thank you.

**Chairman** (interpretation): Thank you. Mr. Anavilok, are you done? I have no more names on my list. (interpretation ends) Just to get a clarification on Mr. Quqqiaq's question about staff housing, and GN employees who can't retire, what is the process to convert staff housing into public housing? Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. Thank you for asking that question. (interpretation ends) That's the discussion that we have been talking about for quite some time, to see how we can make some staff housing units to become public units. I think that's something that we are exploring at this point. We don't have a definitive date, or when we will finish reviewing this. It's something that we are continuing to discuss. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) Just for clarification, then. There have been no government staff houses converted into public housing in the past. Minister Nakashuk.

**Hon. Margaret Nakashuk:** There has. (interpretation) Thank you, Mr. Chairman. (interpretation ends) There has been a staff housing unit that was transferred to the Nunavut Housing Corporation that I am aware of. I don't know how many have been transferred to public housing but there have been some prior. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) I have no more names on my list. Branch Summary. Human Resource. Human Resource Operations. Total Operations and Maintenance. \$18,888,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Members go to D5. Human Resource. Branch Summary. Strategic Human Resource Management. Mr. Simailak.

**Mr. Simailak:** Thank you, Mr. Chairman. Minister, your department's draft 2024 to 2026 business plan indicates that it supported the Government of Nunavut in reviewing departmental proposals for Inuit employment and training initiatives to be delivered from 2024 to 2033 and will participate in the development of the Tripartite Inuit Pre-employment Training Plan Strategy once the Nunavut agreement implementation contract negotiations are complete.

Approximately, how much funding is expected to be available under the new implementation contract? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. Thank you for asking that question. Discussions are still taking place, as to how much funding there will be. We don't know yet. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Simailak.

**Mr. Simailak:** Thank you, Mr. Chairman. Thank you, minister. Do you have an approximate date of when you would know how much funding is expected to be available under the new implementation contract? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. Thank you for that question. It would be in the spring of next year. April 2025 is the expected date of completion. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Simailak.

**Mr. Simailak:** Thank you, Mr. Chairman. I am also wondering, as of today, how many Government of Nunavut training proposals are being considered by the Makigiaqta Inuit Training Corporation? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. Thank you for asking that question. (interpretation ends) I would recommend if the deputy minister could respond to that if you'll allow. (interpretation) Thank you.

**Chairman** (interpretation): Thank you. Ms. Cronin.

**Ms. Cronin:** Thank you. Thank you, member for the question. Currently, the negotiations are underway for the Nunavut Implementation Panel. There are a number of proposals both for funding and for training, specific to pre-employment as well.

It would be difficult for us to less-specific training that's being proposed, but I can say that we're actively engaged. The estimated completion date is April 1, 2025, where we'll have more accurate information on the development of our master IEP as it relates to this. Thank you.

**Chairman** (interpretation): Thank you. (interpretation ends) I believe the member asked how many applications were currently submitted to Makigiaqta funds. Ms. Cronin.

**Ms. Cronin:** Thank you, Mr. Chairman. Thank you for the question. Currently there are no active GN proposals that we are aware of. Thank you.

**Chairman** (interpretation): Thank you. Mr. Simailak.

**Mr. Simailak:** Thank you, Mr. Chairman. Two questions, when was the last time the Government of Nunavut submitted proposals and when will the Government of Nunavut submit training proposals to the Makigiaqta training corporation? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. (interpretation ends) We will have to get back to the member on this. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Simailak.

**Mr. Simailak:** Thank you, Mr. Chairman. Just for clarification, is that for both of my questions: when was the last time a proposal was submitted and when will the next time



be? Okay. The minister said yes to me, so I'll move on to my next question, Mr. Chairman.

Minister, your department's Inuktitut Language Incentive Policy expires on October 15, 2024. What changes to the policy are being actively considered? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. I also thank you for that question. (interpretation ends) I'll have Assistant Deputy Minister Ms. Power to respond, if you will allow. (interpretation) Thank you.

**Chairman** (interpretation): Thank you. Ms. Power.

**Ms. Power**: Thank you, Mr. Chairman. I thank the member for the question. We are currently reviewing the policy and although HR is the owner of it, we don't do it in isolation. We work with Culture and Heritage and the IUT. We are currently trying to clear the backlog of some of the requests for language testing. That is there, so really, that has been our focus to date, but we will be engaging with the other partners to see if there are changes required for the policy to improve it. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Simailak.

**Mr. Simailak**: Thank you, Mr. Chairman. Next question, there are approximately 5,500 positions in the Government of Nunavut. Approximately how many of them have been designated as requiring Inuktitut language proficiency? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. I also thank you for that question. (interpretation ends) If you allow Ms. Power to respond. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Power.

**Ms. Power**: Thank you, Mr. Chairman. I thank the member for the question. I don't have the exact number, but I know that there are particular positions where interpreter/translators would be. There are positions in school that would need it. A lot of frontline workers need it, secretaries, but for the Inuit language incentive, your position does not have to require Inuktitut. As long as you speak it and you are tested, then you are eligible for the language bonus. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Simailak.

**Mr. Simailak:** Thank you, Mr. Chairman. As of today, how many Government of Nunavut employees have received an Inuktitut language proficiency assessment? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): In total to date, 1,018. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) I have no more names on my list. Human Resources. Branch Summary. Strategic Human Resource Management. Total Operations and Maintenance. \$10,503,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Members, go back to page D-3. Detail of Expenditures, to be Voted. Human Resources. Total Operations and Maintenance, to be Voted. \$29,391,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Do members agree that we have concluded the Department of Human Resources?

**Some Members:** Agreed.

**Chairman:** Brief closing comments, Minister Nakashuk.

**Hon. Margaret Nakashuk** (interpretation): Thank you, Mr. Chairman. I would like to go back to a question that was posted about how many summer students take part in the Summer Student Employment Equity Program, (interpretation ends) 320 were outside of Iqaluit. I know you had asked this, but in terms of getting all this prepared and bringing this forward I really do appreciate the staff, the ones that are sitting on the side as well and all the staff at Human Resources that have really worked to put this together. Thank you so much for approving this. (interpretation) I am done. Thank you.

*>>Applause*

**Chairman** (interpretation): Thank you. (interpretation ends) We will now take a 20-minute break. Culture and Heritage officials, please let the witnesses go. Thank you.

*>>Committee recessed at 15:26 and resumed at 15:51*

**Bill 37 – Appropriation (Operations & Maintenance) Act, 2024-2025 – Culture and Heritage – Consideration in Committee**

**Chairman:** Good afternoon. I would like to call our Committee of the Whole meeting back to order. We're going to go to Culture and Heritage. I would like to ask Minister Gross: do you have any officials that you would like to appear before the committee?  
Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. Yes, I do. (interpretation) Thank you.

**Chairman** (interpretation): Thank you. (interpretation ends) Does the committee agree to let the minister's officials appear before you?

**Some Members:** Agreed.

**Chairman:** Sergeant-at-Arms, please escort the officials to the witness table.

For the record, Minister Gross, please introduce your officials and then proceed with your opening comments. Minister Gross.

**Hon. Pamela Gross:** *Quana*, Mr. Chairman. To my left, to your right, we have Director of Corporate Services Wendy Bens, and to my right, to your left, we have Deputy Minister Teresa Hughes. (interpretation) Thank you.

(interpretation ends) *Quana*, Mr. Chairman. Today I am pleased to appear before the committee to present the proposed 2024-25 Main Estimates and 2024-26 Business Plan for the Department of Culture and Heritage.

The proposed budget for Culture and Heritage is \$28,005,000. This represents an \$182,000 increase from 2023-24, which covers scheduled changes from the collective agreement.

The 2023-24 fiscal year has been very active for the department as it continues work to implement the robust changes directed in last year's business plan. The department has also been engaged in the statutory review of Nunavut's language legislation that has had impact on timelines of other priorities across the department. I will begin with a short update on several ongoing priorities.

Mr. Chairman, the department is working to publish its first grants and contributions annual report which will be shared this year.

The department continues to work towards establishing an Inuinnaqtun revitalization unit. Given competing priorities, this work was temporarily delayed to ensure alignment with members' recommendations on the underlying language legislation tabled this sitting.

Mr. Chairman, *Uqausivut 2.0* remains the language implementation plan for the Government of Nunavut. We have reviewed *Uqausivut 2.0* and the priorities remain relevant to our current language landscape. I am committed to ensuring the new implementation plan aligns with our shared vision for the legislation, so is targeted for development next fiscal.

The department is in the final drafting stages of developing an Inuktitut Language Training Strategy. This draft will be ready for review by key stakeholders by the end of the fiscal year.

The department has developed a draft revised *Iviqtippalliajut*. Prior to finalizing, the department will present the revised draft to Tuttarviit and the Inuit Qaujimajatuqangit Katimajiit for review and feedback before the end of this fiscal year, with the intention of consulting through the Article 32 process in spring 2024.

Mr. Chairman, the department continues to work to formalize the relationship with the Inuit Heritage Trust on areas of overlap, including building supports for heritage centres across Nunavut. Our government recently relocated the manager of heritage resources position to Iqaluit to support more collaboration with the Inuit Heritage Trust's Iqaluit headquarters. I look forward to reporting further progress in the near future.

I would also like to touch briefly on proposed name changes for two department branches whose daily work centres on *Inuit Qaujimajatuqangit*. The Inuit Qaujimajatuqangit Branch is proposed to become Inuit Qaujimajatuqangit in Government to clarify the internal focus of this team. The Elders and Youth Branch is proposed to become the Inuit Tunngavingit Branch to emphasize that team's external role.

Naming our branches and divisions in Inuktitut aims program areas toward a more *Inuit Qaujimajatuqangit* focused perspective. This Inuit language-centric approach to naming confirms our commitment to serving our primarily Inuit population and encourages the increased use of Inuktitut.

The name "Inuit Tunngavingit" focuses on the branch's existing objective to promote the use and transfer of *Inuit Qaujimajatuqangit*. I want to emphasize that the name change from "Elders and Youth" is not a diminishing of the role of elders or youth to this branch, the department, or the government. This change to an Inuktitut name is to better reflect the branch's objectives. The role of elders is critical to this work. The leadership and transfer of *Inuit Qaujimajatuqangit* that they provide remain a core objective of this branch and a priority of the department. Mr. Chairman, along with this name change, the department is also proposing an organizational review of this decentralized branch to maximize its efficiency and outreach.

The department is working diligently to ensure we remain aligned with the *Katujjiluta* vision established by all members. Guided by Pijitsirniq, Aajiiqatigiinni, and Qanuqtuurniq, I look forward to working together with all my colleagues to achieve our shared objectives.

I welcome your questions. *Quana*, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) Does the chair of the standing committee have opening comments? Ms. Brewster, please proceed.

**Ms. Brewster**: Thank you, Mr. Chairman. Welcome, minister and your team.

I am happy to provide opening comments on behalf of the Standing Committee on Social Wellness on its review of the proposed 2024-25 Main Estimates and 2024-26 Business Plan of the Department of Culture and Heritage.

The department's proposed 2024-25 operations and maintenance budget is \$28,005,000. This represents an increase of 2.9 percent from the 2023-24 fiscal year. The number of positions in the department remains unchanged from the 2023-24 fiscal year at 110.8 PYs. The Elders and Youth Branch has changed its name since the 2023-24 fiscal year to the "Inuit Tunngavingit" branch in the 2024-25 fiscal year. The Inuit Qaujimajatuqangit Branch has also changed its name since the 2023-24 fiscal year to the "Inuit Qaujimajatuqangit in Government" branch in the 2024-25 fiscal year.

A number of the Department of Culture and Heritage's responsibilities relate to the preservation, promotion and utilization of the Inuit language. This includes programs and policies related to language of work, territorial and federal language promotion funds, and the provision of language services within the public sector.

The standing committee notes that the department currently has a number of outstanding statutory tabling requirements under the *Inuit Language Protection Act*. The *Inuit Language Protection Act* establishes the Inuit Uqausinginnik Taiguusiliuqtiit as a statutory body. The department's directorate division provides contribution funding to cover the agency's operating expenses. Members recognize that the statutory role of the Inuit Uqausinginnik Taiguusiliuqtiit is to "expand the knowledge and expertise available with respect to the Inuit language, as well as decisions concerning its use, development, and standardization." Members note that the department's proposed 2024-25 main estimates include \$1,439,000 for the Inuit Uqausinginnik Taiguusiliuqtiit. Documentation provided by the Inuit Uqausinginnik Taiguusiliuqtiit indicated that the independent body recently made structural changes to help support its functions. During the minister's recent appearance, members questioned what other supports the department is providing to assist it with fulfilling its mandate.

Members note that the department's 2024-26 business plan indicates that the department has "identified the need for a departmental reorganization for an Inuinnaqtun revitalization unit...and is working to review current job descriptions and draft new job descriptions for Inuinnaqtun language revitalization related duties to submit to job evaluation for review." During the minister's recent appearance before the standing committee, members were informed that the department "continues to work towards establishing an Inuinnaqtun unit, given competing priorities, this work is paused pending confirmation of alignment with members recommendations on the underlying language

legislation.” Members had a broad discussion on this important issue and sought clarification regarding this priority.

On October 27, 2023 the Premier of Nunavut tabled *Updated Ministerial Mandate Letters* in the Legislative Assembly. One of the department’s priorities is to “Design *Inuit Qaujimagatuqangit* sessions for health care professionals.” During the minister’s recent appearance before the standing committee, members sought clarification on the expected timeline for this important work.

Members note that the department’s Translation Policy expired on December 31, 2014. The department’s 2024-26 business plan indicates that the department “has drafted an updated translation policy and anticipates finalizing it prior to the end of the [2023-24] fiscal year.” Members look forward to reviewing the new Translation Policy.

The government’s *Uqausivut 2.0* strategy is a five-year implementation plan that outlines a number of objectives with respect to Inuit language use in the fields of learning, work, the delivery of services, as well as the revitalization of the Inuit language. The five-year strategy expired in 2023. However, the department’s 2024-26 business plan indicates that “Implementation of this 5-year plan was disrupted. Following [an] internal review, it was determined that *Uqausivut 2.0* continues to reflect the current realities, priorities and goals. The broad strategic direction is anticipated to be significantly impacted by the review of the language legislation. For these reasons, the department anticipates extending *Uqausivut 2.0* to support strategic renewal in 2024-2025.” Members look forward to receiving updates on the status of this important work and reviewing the new five-year implementation plan and its tabling in the House.

The standing committee notes that the department delivers information sessions in communities across the territory that advise Nunavummiut about funding resources available to support the promotion, protection, and preservation of Nunavut’s culture, heritage, languages, and activities to support elders and youth programming. The standing committee notes that the Official Languages Division budget includes \$1,943,000 in funding for grants and contributions for the 2024-25 fiscal year. The standing committee appreciates that the department has a number of grants and contributions funding programs to support cultural activities, as well as elders and youth programs across the territory.

The department’s proposed 2024-25 main estimates include \$1,165,000 for the Heritage Collections Division’s operation. The Heritage Collections Division focuses on “the curatorial management, conservation, operation and program delivery for Nunavut’s extensive heritage collections...through exhibits and educational efforts...the division also showcases Inuit culture, traditions and history throughout Nunavut, nationally and internationally.” During the minister’s recent appearance, members received an update on collection management issues, including the status of work to repatriate the territory’s heritage collection. Members had a broad dialogue concerning issues related to intellectual property, copyright and ownership of indigenous art.

Members note that the department's proposed 2024-25 main estimates include \$630,000 for its Inuit Qaujimagatuqangit Division. The division "works to ensure *Inuit Qaujimagatuqangit* is integrated across the government. This division also provides administrative support to the Inuit Qaujimagatuqangit Katimajiit and chairs the interdepartmental Tuttarviit committee." Members note that a number of the Tuttarviit departmental seats are currently vacant. Members sought clarification regarding the Tuttarviit's vacant seats and looks forward to the filling of all its seats on a timely basis.

That concludes my opening comments on the proposed 2024-25 Main Estimates and 2024-26 Business Plan of the Department of Culture and Heritage. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) Do any members have general comments before we proceed to the detailed questions? I see none, so summary branch. Culture and Heritage. Directorate. Mr. Anavilok.

**Mr. Anavilok:** Thank you, Mr. Chairman. I just want to make a comment first and then I'm going to ask a question. My comment is on historical burial grounds around Contwoyto Lake, Pellatt Lake, and just north of Lac de Gras, the border around Nunavut and the NWT, I think. There were some elders who had some concerns with some burial sites that might be overlapping with the NWT. As you know, there's exploration going on around there, and I was wondering if that can be looked into.

My question is, in May 2021, your department submitted a legislative proposal to amend the *Historical Resources Act*. However, your predecessor indicated that due to the COVID-19 pandemic, consultations were delayed and your department could not move forward with this legislative initiative. When will your department introduce this bill to the House? (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross:** Thank you, Mr. Chairman. Thank you to the member first for the comment. We can speak to our partners, the Nunavut Tunngavik Incorporated and the Kitikmeot Inuit Association about the comments that the member brought up. If that can be sent in writing, we have it noted, but I wanted to say that first.

In terms of the *Historical Resources Act*, the Department of Culture and Heritage is in consultations with the Inuit Heritage Trust regarding the proposed amendment to the *Act*. Inuit Heritage Trust has expressed some concerns and requested more information on the proposed amendments.

Once we have further discussions with the Inuit Heritage Trust, I think we can come forward with the proposed amendment. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Anavilok.

**Mr. Anavilok:** Thank you, Mr. Chairman. With the historical burial sites, I can help with that too. Some elders brought it up to me, so I can help with that part around there.

My next question is: I want to ask on the Inuinnaqtun language. Your department's draft 2024-26 business plan indicates that the department has "Identified the need for departmental reorganization for an Inuinnaqtun revitalization unit. The department is working to review current job descriptions and draft new job descriptions for Inuinnaqtun language revitalization related to this to submit to job evaluation for review." What is the current timeline for this work? (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross:** Thank you, Mr. Chairman. Thank you to the member for that question. The Department of Culture and Heritage is currently waiting on the results of the statutory review on Nunavut's language legislations to assess how many recommended revisions may impact the implementation of this priority.

It's an ongoing work at this point, but we are working to shift the focus from Inuinnaqtun translations to Inuinnaqtun revitalization resources from in the department's staff that are working out of the Kugluktuk office. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Anavilok.

**Mr. Anavilok:** Thank you, Mr. Chairman. I just have one more question and that's it. Thank you for the reply too. What other initiatives is your department undertaking to support the revitalization of Inuinnaqtun? (interpretation) Thank you, Mr. Chairman. (interpretation ends) That's my last question.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross:** Thank you, Mr. Chairman. Thank you to the member for the question. Under our grants and contributions, we have a significant portion of funding that is available for language, and we do fund not-for-profits and other organizations specifically on Inuinnaqtun revitalization. I believe we are currently funding over a million dollars towards Inuinnaqtun-related work. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you (interpretation ends) Following the list of names, Mr. Simailak.

**Mr. Simailak:** Thank you, Mr. Chairman. Good afternoon, minister and to your officials. On page 89 of your business plan, the area of *Inuit Uqausinginnik Taiguusiliuqtiit* contribution funding program, I'm wondering with respect to language protection, is that branch looking at perhaps incorporating several dialects for protection? I'm not sure if that's how this works, but for future generations, if someone says, "*Hivuniqhalu'mi nanilu huli'ni'mi'makkia ta'naihiuli'haaluuppa*" is mentioned, future generations will



understand what that actually means. I'm wondering if this is the kind of work that this branch is going to be working on? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross:** Thank you, Mr. Chairman. Thank you for the question. The current work that the Inuit Uqausinginnik Taigusiliuqtiit is working on is the standardized Inuktitut language.

However, through our grants and contributions funding, not-for-profits or other people that want to work in this area can submit proposals and run projects of their means for specific dialects. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Simailak.

**Mr. Simailak:** Thank you, Mr. Chairman. I'm wondering how the department is getting the word out to non-profit societies or communities or hamlets to advise them that there's a pot of funding available for specific projects if a group would like to take it on.

How hard is getting the word out? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross:** Thank you, Mr. Chairman. Thank you to the member for that question. The Department of Culture and Heritage has a number of public service announcements that are advertised for the grants and contributions that are available.

We also reach out to hamlets, we also work with the Department of EIA, the government liaison officers and ensure that they are aware of those grants and contributions, and there are also ads on radio and so forth. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) I have no more names on my list for directorate. Branch Summary. Culture and Heritage. Directorate. Total Operations and Maintenance. \$4,998,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Members, go to F-5. Culture and Heritage. Branch Summary. Official Languages. Mr. Quqqiaq.

**Mr. Quqqiaq:** Thank you, Mr. Chairman. Before I go on to ask my possible lines of questioning, Section 3 of the *Inuit Language Protection Act* requires all organizations operating in Nunavut to provide services and communications to the public in the Inuit language. Funding is available through the department to assist agencies and the private in complying with the legislation. Section 15 of the *Official Languages Act* and Section 27 of the *Inuit Language Protection Act* require the Minister of Languages to submit an

annual report describing how the government and public agencies are meeting language obligations required by legislation.

I'm going to move on to the possible lines of questioning. Your department's draft 2024-26 business plan indicates that it has budgeted \$5,788,000 under its Language Implementation Fund for the 2024-25 fiscal year. The question is: what specific new initiatives will be undertaken with this funding? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross:** Thank you, Mr. Chairman. Thank you to the member for the question. With the Language Acts implementation funding, we have a lot of departments that we serve and support with this funding. We have a summary of all initiatives by departments. We have the Department of Education Guided Reading Series and Nunavut Arctic College Inuit Language Acquisitions and Upgrading for Media Resources. We have internal work with Culture and Heritage for Inuktitut Language Training Programs for Public Servants. We also support the Inuit Uqausinginnik Taiguusiliuqtiit with the Language Incentive Access Program.

We offer other services with this funding through the Department of Justice for Inuktitut court interpreter/translators services, Inuktitut legal translations, and policing services in Inuktitut. We also support the health with medical terminology training workshops, and the Department of Executive and Intergovernmental Affairs Inuktitut Language Communication. We work with the Nunavut Housing Corporation to help support housing services in Inuktitut, the QEC, sorry for the acronym, customer services in Inuktitut, and the Department of Community and Government Services training for municipal staff.

We also support private sector grants through the Department of Culture and Heritage. Also, on Language Revitalization, we support Economic Development and Tourism with Inuit language film productions and Inuktitut music recordings. We also have internal community incentive contributions, community radio grants, and management and accountability.

Sorry for the long response, but I wanted it to be thorough. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Quqqiaq.

**Mr. Quqqiaq:** Thank you, Mr. Chairman. I'll move onto the next line of questioning. Your department's draft 2024-26 business plan indicates that one of its priorities for the 2022-23 fiscal year was to "Continue to support government efforts to accelerate work on the K-12 Inuit language curriculum and Nunavut-specific learning resources, including exploring resource sharing and interfacing between the K-12 system and the public service language training." The question is: what specific actions is your department undertaking to achieve this objective? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross:** Thank you, Mr. Chairman. We know our obligations under section 10 of the *Inuit Language Protection Act*, to ensure that resources are available for other adult learners. This is a priority that serves to direct our public servants to collaborate in these three areas. We also work to support the Department of Education and the Nunavut Arctic College in what I previously stated under the language of learning resource funding that is available. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Quqqiaq.

**Mr. Quqqiaq:** Thank you, Mr. Chairman. This will be my last question until we get to F-6.

*Uqausivut 2.0* was tabled in the Legislative Assembly on June 14, 2018. This document is a five-year strategy and it identifies a number of outcomes and strategic priorities to promote and revitalize the use of the Inuit language across Nunavut. The *Uqausivut 2.0* strategy expired in 2023. However, your 2024-26 business plan indicates that “Implementation of this 5-year plan was disrupted. (...) it was determined that *Uqausivut 2.0* continues to reflect the current realities, priorities and goals. (...) the department anticipates extending *Uqausivut 2.0* to support strategic renewal in 2024-2025.”

The question is: what specific actions is your department undertaking to achieve the objectives of *Uqausivut 2.0* before the 2024-25 fiscal year? That’s my last question, Mr. Chairman. Thank you.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross:** Thank you, Mr. Chairman. Thank you to the member for that question. I’m committed to ensuring that the new implementation plan aligns with our shared vision for the legislation. *Uqausivut 2.0* remains a language implementation plan for the Government of Nunavut. The language implementation plans are guided by the language legislation.

During the upcoming winter sitting, the Standing Committee on Legislation will be presenting its recommendations from the statutory review on Nunavut’s language legislation that occurred in September. *Uqausivut 2.0* is still relevant and will remain the language implementation plan until potential amendments to the language legislation occur. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Following the names on my list, Mr. Simailak.

**Mr. Simailak:** Thank you, Mr. Chairman. I think I only have one question on this branch. On page 3 of the minister’s opening comments, right at the very top, second paragraph, it says, “The department is in final drafting stages of developing an Inuktitut Language Training Strategy. This draft will be ready for review by key stakeholders by

the end of the fiscal year.” First question, is that like two weeks from now and who are the key stakeholders? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross:** Thank you, Mr. Chairman. Thank you to the member for the question. All government departments are stakeholders, as well as Nunavut Tunngavik Incorporated, and for the time frame, it’s going to be 2024-25. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Simailak.

**Mr. Simailak:** Thank you, Mr. Chairman. Just for clarity, it will be reviewed about basically a year from now. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross:** Thank you, Mr. Chairman. Thank you for the question. Just to clarify, we will review it by the end of this fiscal year and it will be implemented next fiscal year. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) I have no more names on my list. Culture and Heritage. Branch Summary. Official Languages. Total Operations and Maintenance. \$7,725,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Members, go to F-6. Branch Summary. Culture and Heritage. Translation Bureau. Mr. Quqqiaq.

**Mr. Quqqiaq:** Thank you, Mr. Chairman. Your department’s draft 2024-25 main estimates that it has a total of 33 positions in its Translation Bureau. As of today, which positions are vacant? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross:** Just a minute, Mr. Chairman. Sorry, as we pull up the information.

Thank you, Mr. Chairman. For the Translation Bureau, we have 12 vacant positions, and a majority of them, 7, are in Iqaluit, 4 in Kugluktuk, and 1 in Igloodik. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Quqqiaq.

**Mr. Quqqiaq:** Thank you, Mr. Chairman. Are there any positions in my constituent community of Taloyoak and Kugaaruk? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross:** Thank you, Mr. Chairman. No, we don't have any positions in the member's constituent communities. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Quqqiaq.

**Mr. Quqqiaq:** Thank you, Mr. Chairman. Another follow-up question: What are the chances of hiring Nattilingmiut translators in my constituency? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross:** Thank you, Mr. Chairman. Thank you to the member for the question. I would say to encourage his constituents to apply to the interpreter/translator program and work towards also applying to our grants and contributions for funding to support language work through the hamlets or not-for-profits.

I can say that we had six applications I believe from Taloyoak after visiting the constituent's community in November, and we had a large uptake, so hopefully some of that will be language work. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Quqqiaq.

**Mr. Quqqiaq:** Thank you, Mr. Chairman. Your department's draft 2024-26 business plan indicates that one of its priorities for the 2024-25 fiscal year is to "streamline its reporting structure to improve translation services across the territory." What specific actions will your department undertake to improve its translation services? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross:** Thank you, Mr. Chairman. Thank you to the member for the question. The department has the Translation Bureau and we do focus on the high delivery and quality of translations in a timely manner. We also collaborate with Inuit Uqausinginnik Taiguusiliuqtiit and the Nunavut Arctic College, as well as client departments and agencies on terminology and fulfilling translation.

The Translation Bureau is also committed to improving the coordination and quality of translation services through the review of our translation policy. Those are the main areas. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Quqqiaq.

**Mr. Quqqiaq:** Thank you, Mr. Chairman. This will be my last question. Your department's draft 2024-26 business plan indicates that the department has drafted an

updated Translation Policy and anticipates finalizing it prior to the end of the 2023-24 fiscal year. My question is: what specific changes have been made to the Translation Policy? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross:** Thank you, Mr. Chairman. Thank you to the member for that question. Recently, the Translation Bureau transitioned on to a new cloud-based translation management software platform called Phrase. This replaces the Flow portal and provides the integrated solution for producing translations and managing translation requests. This is the key area that we have focused on within the Translation Policy. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Following my list of names, Mr. Simailak.

**Mr. Simailak:** Thank you, Mr. Chairman. On page 94 of your business plan, just a quick question here; right in the middle above “Objectives” the last sentence. It says, “The bureau maintains a multilingual translation memory system and collaborates with other organizations on language development and standardization.”

I’m curious, standardized to what dialect? Is it to a specific dialect? A lot of times when I’m over here, I don’t understand my Baffin colleagues and they don’t understand me either. It’s not like you’re standardizing to one dialect. If I could get some clarification on that? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Gross.

**Hon. Pamela Gross:** Thank you, Mr. Chairman and thank you for that question. Currently we go based on the translation services that are available and we work with Inuit Uqausinginnik Taiguusiliuqtiit. They have someone there from Baker Lake that supports on the board, and we have those people there on the board that go through all of the names that do come forward to get implemented and standardized through the board. They are currently meeting this week.

Mr. Chairman, I would like to recognize them tomorrow. They are planning on being here tomorrow in the House. Oh, I’m sorry, IQK, [Inuit Qaujimagatuqangit Katimajiit]. Sorry, my mistake. They will be meeting this week. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) I have no more names on my list. Branch Summary. Culture and Heritage. Translation Bureau. Total Operations and Maintenance, \$4,229,000. Agree?

**Some Members:** Agreed.

**Chairman:** Members, go to the next page. F-7. Heritage. Culture and Heritage. Branch Summary. Heritage. Ms. Quassa.

**Ms. Quassa** (interpretation): Thank you, Mr. Chairman. Welcome. (interpretation ends) My first question is: Your department's draft 2024-26 business plan indicates that one of its priorities for 2024-25 fiscal year is to "Begin the process of rescinding derogatory official place names." How many locations is your department considering to change? (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Gross

**Hon. Pamela Gross**: Thank you, Mr. Chairman and thank to the member for that question. Right now, we are working to rescind 15 derogatory place names identified by the Geographical Names Board of Canada, including the island outside of Iqaluit. The process of rescinding names requires a community-selected alternative name which has yet to occur. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Quassa.

**Ms. Quassa** (interpretation): Thank you, Mr. Chairman and I thank the minister. (interpretation ends) Your department's draft 2024-26 business plan indicates that one of its priorities for the 2024-25 fiscal year is to "Collaborate with Inuit Heritage Trust on the backlog of Inuktitut place names that it is recommending to make official." How many place names is your department, in collaboration with the Inuit Heritage Trust, considering changing? (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Gross

**Hon. Pamela Gross**: Thank you, Mr. Chairman. Between 1999 and 2021, we reviewed nearly 2,000 place name submissions and have made 1,900 of those official. This fiscal year, we're reviewing approximately 800 place names submitted by the Inuit Heritage Trust and these are mostly for the areas surrounding Arctic Bay, Iqaluit and Baker Lake. *Quana*, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Quassa.

**Ms. Quassa** (interpretation): Thank you, Mr. Chairman. Thank you, minister. (interpretation ends) Your department's draft 2024-26 business plan indicates that one of its priorities for the 2024-25 fiscal year is to "Explore options for training Inuit in heritage collections management, such as curators and conservators." Where will this training take place and what is the expected timeline for this work? (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross**: Thank you, Mr. Chairman. Thank you to the member for the question. There's the artist residency that is currently with the Winnipeg Art Gallery, and that is currently underway. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Quassa.

**Ms. Quassa** (interpretation): Thank you, Mr. Chairman. Thank you, minister. (interpretation ends) In your business plan page 97, first bullet under your priorities for 2023-24, the first bullet says, “Continue to support government efforts to create an online marketplace for Nunavut arts and crafts,” and the status, “The department continues to support the Department of Economic Development and Transportation with the aim to increase collaboration in 2024-2025.” (interpretation) Can you help me understand this better as to what is being talked about here and what you will need to do to create it? Thank you. That will be my last question.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross**: Thank you, Mr. Chairman. Sorry, we lost translation, so I didn’t catch the question. If the member can please repeat? Thank you, Mr. Chairman.

**Chairman** (interpretation): Can you repeat your question please, Ms. Quassa?

**Ms. Quassa** (interpretation): Thank you, Mr. Chairman. (interpretation ends) The first bullet under priorities 2023-24, “Continue to support government efforts to create an online marketplace for Nunavut arts and crafts,” and the status being, “The department continues to support the Department of Economic Development and Transportation with the aim to increase collaboration in 2024-2025.” Would you be able to tell me to make me understand a little bit more what sort of collaboration is happening and/or what has been done so far? (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross**: Thank you, Mr. Chairman. Thank you to the member for repeating the question. Right now, the Department of Economic Development and Transportation is the one leading this online marketplace, and we are working to ensure that we support the priority for the artist in the territory, as art is the major driver of our economic development and cultural expression of our territory.

Due to COVID-19, the Nunavut art market was negatively affected, but we are working to ensure that we are working with the Department of Economic Development and Transportation and do support them in this initiative. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Following the names on my list, Mr. Hickes.

**Mr. Hickes**: Thank you, Mr. Chairman. I think I only have one question here. In the department’s draft 2024-26 business plan, it indicates that “The department will continue to work with the Inuit Heritage Trust in exploring various options on the best ways to proceed toward building of a heritage centre. The department is developing a Memorandum of Understanding with the Inuit Heritage Trust outlining the process and



the roles and responsibilities in the creation of a Nunavut Heritage Centre.” What is the current status of this work? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross:** Thank you, Mr. Chair. Thank you to the member for the question. Right now, the Government of Nunavut remains committed to the construction of a territorial heritage centre, or heritage facilities that are going to house our heritage collections in our territory. The Government of Nunavut and the Inuit Heritage Trust are working together to have these collections displayed in the territory.

In the 2022-23 capital plan, this was a project included in the community and government services’ government-wide \$2 million pre-planning budget to support the initial feasibility study on all Government of Nunavut aspects.

Culture and Heritage has approved \$322,500 through the Heritage Facility Capital Contribution Program to support the planning and related work to the heritage centre.

We are also having initial discussions and will continue to work toward a final agreement. Officials had their last meeting on February 28. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. Some time back, I was invited to an event where there was a design competition, and from what I understand there was a design selected from that competition. With the scope of the work on the planning, it would take that design into consideration, I’m assuming.

Have there been any funding commitments or any recognition of who is going to operate and maintain the facility when it’s completed? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross:** Thank you, Mr. Chairman. Thank you to the member for that question. The work is ongoing right now between Inuit organizations, the Government of Nunavut capital planning process. We’re working to develop a memorandum of understanding with the Inuit Heritage Trust to guide this collaboration on this project which would encompass all of those details. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I am just wondering if the minister has an idea of a timeframe for the memorandum of understanding to be signed, and will it be publicly released? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross:** Thank you, Mr. Chairman. The memorandum of understanding is about 90 percent complete. As for a timeframe, I can't say exactly when that date will be. Perhaps I can ask my deputy to further elaborate. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Hughes.

**Ms. Hughes** (interpretation): Thank you, Mr. Chairman. As to what date it will be, we don't know yet. As to what the memorandum of understanding will say, it will outline who will be part of it, and who will do the construction as well. Once all that is set up, we will be bringing it here. We don't have a date yet. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. According to my list, Mr. Simailak is next.

**Mr. Simailak:** Thank you, Mr. Chairman. On the minister's opening comments on page 3, the second last paragraph; the government recently relocated the manager of heritage resources position to Iqaluit to support more collaboration with Inuit Heritage Trust Iqaluit headquarters. Where was the position relocated from? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross:** Thank you, Mr. Chairman. Thank you to the member for the question. We switched with our translation bureau and that position was in Igloolik and we brought that position here and brought the position that was here over to Igloolik. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Following my list, Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. With a full knowledge that economic development and transportation has the lead in developing programs for artists in Nunavut, I just want to follow up a little bit on the priority to create an online marketplace for Nunavut arts and crafts.

Minister, there's an organization called CARFAC, which is the Canadian Artists' Representation/Le Front des artistes canadiens. CARFAC has a campaign underway that is called the artist resale rights campaign. The artist resale right would allow visual artists in Canada to receive five percent when their work is resold, just as they do in over 90 other countries. It would apply to work sold in the secondary market for at least \$1,000.

Why this matters in Nunavut is that we know that 33 percent of adults from 15-99 self-identify as artists, and many are from multigenerational families of artists.

For an example, Kenojuak Ashevak sold her piece Enchanted Owl in 1960 for just \$24 and it was later resold for \$158,500 and Ashevak received nothing from that sale. This is also relevant to we know that she has passed away since then. It's also relevant to the estates of artists who would benefit from those sales, and we know that Inuit art sales have a significant impact on the arts market all over the world.

My question is whether or not Culture and Heritage is working with Economic Development and any groups of artists to help to advance initiatives such as the artist resale rights. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross:** Thank you, Mr. Chairman. Thank you to the member for the question. The Department of Culture and Heritage does recognize the importance of art and cultural expression in our territory. This particular topic is largely led by Department of Economic Development and Transportation, but I can say that the Government of Nunavut has put in many efforts to ensure that there are funding opportunities established for artists and we hope that the copyright and resale right will come back to Nunavummiut and to their estates. I can ensure that we will have those conversations too, with the department on this area. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. Thank you, minister. I think what I'm hearing is that the minister actually does support this initiative and I'm happy to hear that.

On the issue of heritage displays and art that is owned by the Government of Nunavut but is on loan to different museums and galleries, are families of artists or are any artists involved in the curation of those works, as well as really importantly, the education and cultural education that is significantly tied to those works? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Gross

**Hon. Pamela Gross:** Thank you, Mr. Chairman and thank you to the member for the question. I think there are a number are a number of different ways that heritage collections are being managed and showcased.

We have our collections storage in Gatineau and also our art collection stored in Winnipeg.

Whether a museum or a visitor centre or a group that wants to showcase any of the collections, we do have collections management and loans that are located in various places across our territory.

We also work to ensure that we can have travelling exhibits as well, brought around our territory.

We are right now working on collections management with Inuit Heritage Trust and other partners to develop a museum catalogue and a database that will help our future collections and for them to be shared more broadly. I think it's a great topic of discussion in terms of travelling exhibits and showing off the collection.

Right now, there are currently 75 loans of archaeological and ethnographic objects that include eight loans, comprised of 231 objects to facilities in Nunavut.

Also, with the Winnipeg Art Gallery, we have exhibits that we have on long loans to various places and visitors centres.

Also, our Legislative Assembly also has pieces here on display that are on loan from the Department of Culture and Heritage. Not-for-profits as well, showcase collection pieces. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. Minister, I would like to go back to the response that you just gave about... I think what I'm hearing is that there is that there is a digital database being developed, and I wonder what the timeline is for that and who will be able to access it. Will it be for the public to access, or will it be internal? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Gross

**Hon. Pamela Gross:** Thank you, Mr. Chairman and thank you for that question. It will be a public interface as it will be on our website. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. When it comes to giving different heritage societies and libraries or museums the opportunity to borrow different piece of artwork, what measures are in place to protect those pieces of artwork and to maintain them in the right temperatures, out of light and things like that, as well as to ensure that the safety during transportation? I ask that because it is important to know for communities who have an idea that they would like to perhaps put together a collection of art to display in their own communities, what would they need to have in place, and would they have funding to ensure protection? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross:** Thank you, Mr. Chairman. Thank you to the member for that question. The Department of Culture and Heritage has collections management training that is available to heritage centres, visitors centres, and others who are interested in the field.

We do ask that not-for-profits and heritage centres, visitor centres, and the staff in those facilities take the heritage centre training and become familiar with the types of work that's surrounds managing a collection. I believe we had a gathering in January in Winnipeg with the heritage centre and visitors centre staff from around the territory and that occurs annually.

In terms of loans that are out there, we do have one-year loans and we get those updated every year. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) I have no more names on my list. Culture and Heritage. Branch Summary. Heritage. Total Operations and Maintenance, \$6,004,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Members, go to F-8. Branch Summary. Culture and Heritage. Inuit Tunngavingit. Ms. Quassa.

**Ms. Quassa** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Your department's draft 2024-25 main estimates indicate that a total of eight PYs is allocated to the Inuit Tunngavingit branch. How many of these positions are filled and how many are vacant? (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross:** Thank you, Mr. Chairman. Thank you to the member for that question. We currently have four vacancies in that branch. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Quassa.

**Ms. Quassa** (interpretation): Thank you, Mr. Chairman. (interpretation ends) In your opening comments on page 4, second paragraph right near the end of the paragraph, you indicated that department is also proposing an organizational review of this decentralized branch to maximize its efficiency and outreach.

Can you tell me if the department plans to transfer these positions to another place? (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross:** Thank you, Mr. Chairman. Thank you to the member for that question. I can't say at this point. The review will indicate if that is something that is required. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Quassa.

**Ms. Quassa** (interpretation): Thank you, Mr. Chairman. Thank you, minister. It would be unfortunate if they were moved to larger centres. The smaller communities should be very much part of government activities, whether it's in Iqaluit, Rankin Inlet, and Cambridge Bay, where all the relocations are taking place. The smaller communities are neglected. This is something that's to be considered.

(interpretation ends) My question is, your department's draft 2024-26 business plan indicates that one of its priorities for the 2024-25 fiscal year is to "undertake an organizational review..." (interpretation) Sorry. (interpretation ends) It sort of hit me quite hard when I saw that. I'm a little uneasy with it.

I'll get to the next one. Your department's draft 2024-26 business plan indicates that one of its priorities for the 2024-25 fiscal year is to "Continue work to revitalize Elder and youth committees..." What specific actions will your department take under to revitalize these committees and what is the expected timeline for this work? (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross:** Thank you, Mr. Chairman. Thank you to the member for that. First, I'll just comment on moving the positions. We would definitely consult with the MLAs if a position were to be moved. However, we might not essentially move a position, but maybe realign it within the department, so that we can maximize and best suit areas where we might have too many positions in one department and need some more in a different branch, per say. When we get there, we'll know once the review is completed.

In terms of our elders and youth, the department reached out to every community to let them know about the grants and contribution funding for elders and youth committees. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. I have no more names on my list. Branch Summary. Culture and Heritage. Inuit Tunngavingit. Total Operations and Maintenance. \$3,619,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Members go to F-9. Inuit Qaujimajatuqangit in Government. I'll give the members a few minutes. Culture and Heritage. Branch Summary. Inuit Qaujimajatuqangit in Government. Mr. Quqqiaq.

**Mr. Quqqiaq:** Thank you, Mr. Chairman. I just have a couple of questions. As of today, who are the members of the Tuttarviit and Inuit Qaujimajatuqangit Katimajit? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross:** Thank you, Mr. Chairman. Thank you to the member for that. Tomorrow, I will recognize these people in the House as they are currently in Iqaluit. Willie Nakoolak, Lew Philip, Miriam Aglukkaq, Sandy Akavak, Nagleena Innuksuk, Sam Arnardjuak, and Annie Eetuk, as well as... . Sorry, Mr. Chairman, one minute.

Thank you, Mr. Chairman. Sorry, I was reading the wrong one. We have Willie Nakoolak, Lew Philip, Celine Ningark, Abraham Oolalak, Mary Kanayuk Voisey, Ootoova Audlakiak, Miriam Aglukkaq, Jean Simailak, and Marie Anguti. *Quana*, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Quqqiaq.

**Mr. Quqqiaq**: Thank you, Mr. Chairman. This will be my last question on *Inuit Qaujimajatuqangit* in government. Your department's 2024-26 business plan indicates that one of its priorities for the 2023-24 fiscal year was to "Explore options to create a contact list for each community of Elders who have expertise in the areas of mental health and well-being." However, your department's draft 2024-26 business plan indicates that "This option was explored and deemed unfeasible." This question is: what challenges did your department experience when attempting to achieve this priority? That is my last question, Mr. Chairman. Thank you.

**Chairman** (interpretation): Thank you. Ms. Gross

**Hon. Pamela Gross**: Thank you, Mr. Chairman and thank you to the member for that. In exploring this priority, the department identified several issues, including, but not limited to, how this list would be compiled, including identifying the criteria for this expertise. Also, how this list would be useful and managed, and how elders could be compensated for this work. *Quana*, Mr. Chairman.

**Chairman** (interpretation): Thank you. Following my list of names: Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. I just walked back into the House, so I did not quite hear what was asked. First of all, I want to talk about *Inuit Qaujimajatuqangit*. Are we under *Inuit Qaujimajatuqangit*? *Inuit Qaujimajatuqangit* in government; in your priorities you have talked about expanding *Inuit Qaujimajatuqangit* within the government and to strengthen the use of Inuit societal values within the government and to provide support to *Inuit Qaujimajatuqangit* such as in meeting places and providing services. Also, through the Tuttarviit committee, in the agreement it states that *Inuit Qaujimajatuqangit* in the communities will be used as your framework.

The majority of Inuit knowledge such as *Inuit Qaujimajatuqangit* is oral. It contains a lot of information on traditional knowledge of Inuit, and it contains knowledge of life and culture. That is part of the culture of Inuit.

We need to incorporate that into the programs and services. Has there been any improvement on this or are we just initiating the work right now with regard to *Inuit Qaujimajatuqangit*? That is my first question with regard to that. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Gross

**Hon. Pamela Gross:** *Quana*, Mr. Chairman and *quana* to the member for the question. As a department, we are working to have *Inuit Qaujimajatuqangit* in the government to clarify that the department branch is not a programming branch but that the department is responsible to help ensure that the Government of Nunavut is operating with *Inuit Qaujimajatuqangit* as its foundation. We want the branch's name to be more reflective of the objectives of *Inuit Qaujimajatuqangit* in government to better align with the government with *Inuit Qaujimajatuqangit*, so we hope that this change will clarify the role of this branch across the Government of Nunavut.

We have the *Iviqtippalliajut*; sorry for my pronunciation. It guides our departments and agencies in the development of policies and programs and services. We have completed the review of this to help support identified areas for improvement, and we are working to have that work introduced in this coming fiscal year.

We're currently engaged with Nunavut Tunngavik Incorporated through *Katujjiluta*, Article 32 policy, to finalize this framework. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. Thank you for your response. The *Iviqtippalliajut* that we need to incorporate once it is implemented, then *Inuit Qaujimajatuqangit* won't just be oral. We need to initiate the implementation. The minister tabled *Iviqtippalliajut* in November 2018 which launched a five-year framework to strengthen the use of Inuit societal values. The framework recently expired in 2023.

Has your department measured the effectiveness of this framework? Is it going to be stronger, or will it have more strength so that the Nunavut government can actually measure the effectiveness of their framework? What's the status of it now since the work has been done for quite some time? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross** (interpretation): Thank you, Mr. Chairman. Thank you, (interpretation ends) to the member for that question. Currently, by this spring, 2024, the review and feedback will be happening for this framework. There are also information sessions for deputy ministers and all other Government of Nunavut staff. We have also had the creation of an *Iviqtippalliajut* presentation available on our Government of Nunavut training calendar. There are also presentations about *Iviqtippalliajut*, and they were given as part of our employee orientation program. We have indicated discussions about the development of a new policy and legislative development process in close collaboration with the Department of Executive and Intergovernmental Affairs.

We have also initiated earlier engagement between *Inuit Qaujimajatuqangit* Division and the Government of Nunavut departments and agencies in the review of the proposed policies and legislation. We have also had to ensure that the *Tuttarviit* committee



meetings have commenced, and they are ongoing. Those are the main areas that we have worked on for this policy. *Quana*, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. Just briefly make a comment. Inuit traditional knowledge and our culture as Inuit; do we now have some concrete expectations in regard to this framework?

Later on, after what we have stated, is there concrete framework that we can expect as Nunavummiut so that Inuit language and culture can be incorporated in the framework. Will we have a good concrete expectation? Please let us know. Thank you.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross**: Thank you, Mr. Chairman. Thank you to the member. The *Iviqtipalliajut* is in the process of falling into place and was approved and tabled in the fall of 2018. The key strategic priorities for the Government of Nunavut workplaces to develop working relationships based on Inuit societal values.

Also use of Inuktitut in places, recruit and train and develop Inuit in the Government of Nunavut public service.

Under the policy and program development that was to engage Inuit in policy and program development. It is also to build positive working relationships between the Government of Nunavut policy and program developers, and Inuit who are knowledgeable about Inuit societal values, as well as use policy development processes that build consensus and holistic solutions.

Also on the delivery of government services to Nunavummiut to engage Inuit in the design and modification of service delivery models and methods.

Lastly, Mr. Chairman, it is to support public servants to engage with individuals, families, and communities in their language in a culturally appropriate way. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. I would like to thank the minister for her response. With this framework and looking at the amounts that are budgeted for Inuit Qaujimajatuqangit in Government, there aren't a lot of changes in the numbers that we're looking at here.

Is it because there is not going to be much of a chance, or that you're not going to deplete the whole budget that allotted for these different groups? It looks pretty small, looking at

the amounts identified here. When we're talking Inuit Qaujimajatuqangit in Government, we have to make those changes. Thank you, Mr. Chairman. I'll leave it at that.

**Chairman** (interpretation): Thank you. Minister Gross.

**Hon. Pamela Gross:** Thank you, Mr. Chairman. I hope that I captured all that was said. Just to paraphrase, each department captures the funds for that work to happen. That's why the budget doesn't look very hefty on the Department of Culture and Heritage because they are split between each government department.

It is the responsibility of the department to oversee that work and hold the budget for that work to happen. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) Culture and Heritage. Branch Summary. Inuit Qaujimajatuqangit in Government. Total Operations and Maintenance. \$1,430,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Members, go back to page F-3. Details of expenditures to be voted. Culture and Heritage. Details of expenditures to be voted. Total Operations and Maintenance to be Voted. \$28,005,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Do members agree that we have concluded the review of Culture and Heritage?

**Some Members:** Agreed.

**Chairman:** Brief closing comments. Minister Gross.

**Hon. Pamela Gross** (interpretation): Thank you, Mr. Chairman. Thank you, (interpretation ends) to all of our colleagues for their wonderful questions. We appreciate the feedback and questions that do come before us. We look forward to ensuring that Culture and Heritage work goes forward.

I thank all of the staff that work within the department to support not-for-profits; also to our local hamlets for the programs that they run. I thank everybody who accesses that funding.

I thank you too for sharing what's available to the public through our constituencies and for Nunavummiut to utilize the great funding that is out there, but thank you all once again. (interpretation) Thank you.

>>Applause

**Chairman** (interpretation): Thank you. (interpretation ends) Sergeant-at-Arms, please escort the officials off the witness table. Members stay in their seats. We will go to the next department, the Department of Environment.

**Bill 37 – Appropriation (Operations & Maintenance) Act, 2024-2025 – Environment  
– Consideration in Committee**

**Chairman** (Mr. Hickes): Thank you. I would like to call the committee meeting back to order. Minister Qavvik, do you have officials that you would like to appear before the committee? Minister.

**Hon. Daniel Qavvik**: Thank you, Mr. Chairman. Yes, I do. Thank you.

**Chairman**: Does the committee agree to allow the minister to have witnesses appear with him?

**Some Members**: Agreed.

**Chairman**: Thank you. Sergeant-at-Arms, please escort them in.

When you're ready, minister, you can introduce your officials and then proceed directly into your opening comments.

**Hon. Daniel Qavvik**: Thank you, Mr. Chairman. To my left is Niki Nweze, Director of Corporate Services, and to my right is Yvonne Niego, Deputy Minister of Environment.

Thank you, Mr. Chairman. Good evening, fellow members and Nunavummiut.

Mr. Chairman, I am pleased to present my department's proposed operations and maintenance budget for this fiscal year. The Department of Environment's proposed budget for 2024-25 is \$27.5 million, which is a \$1.6 million increase from 2023-24. The proposed increase is as a result of two new funding requests.

The department is requesting \$869,000 in new funding to create six new positions to implement the approved parks master and management plans. In addition, the department is also requesting \$500,000 from carbon tax dollars to fund the Renewable Energy Support Program. The remaining \$249,000 is the salary increases for the upcoming fiscal year.

I would like to take this opportunity to highlight that the department is working towards preparing a public consultation report regarding the modernization of the *Territorial Parks Act*. Public consultations were held throughout Nunavut and the public was also encouraged to submit feedback via an online web forum.

Avatittinnik Kamatsiarniq is a key societal value for the Department. Therefore, we often have a shared mission with outside organizations and as such, we were able to secure

approximately \$4.62 million for various projects externally. Mr. Chairman, this external funding was applied to programs across all divisions within the department. We expect to continue to obtain such funding from outside sources in the upcoming fiscal year.

As you are aware, Nunavummiut continue to see the impacts of climate change in our territory. Action must be taken to reduce and adapt to its effects. Therefore, the department is working on a Nunavut-wide climate change risk and resiliency assessment, the objective of which is to identify and weigh the risks of various climate change impacts and to highlight priority areas for adaptation action. This assessment consists of government and community engagements. The government engagements are nearing completion, and the community engagements are targeted to begin early this fiscal year.

The department is responsible for the administration of the *Wildlife Act*, for the co-management of wildlife under the *Nunavut Agreement*, and for fulfilling the Government of Nunavut's wildlife management responsibilities under federal legislation, national and international agreements and conventions.

Mr. Chairman, caribou management continues to be a high priority for the department. The department has prioritized the planning for the South Baffin Island caribou survey for the upcoming fiscal year. The department will also conduct community consultations and present the 2023 survey results for the Dolphin and Union, the Southampton Island and the Beverly caribou herds. Final reports will be shared with co-management partners and submitted to the Nunavut Wildlife Management Board for review.

Mr. Chairman, the Department of Environment's work continues to be guided by *Inuit Qaujimagatuqangit* and scientific research to ensure meaningful progress in achieving our goals to benefit the territory. The Department of Environment looks to the future needs and concerns of our territory and aims at balancing such needs and concerns for future sustainability and prosperity of Nunavut.

Thank you for this opportunity to speak with you today to highlight departmental priorities. I will be pleased to take any questions you have. Thank you, Mr. Chairman.

**Chairman:** Thank you. Does the chair of the standing committee have opening comments to provide? Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. I am pleased to provide opening comments on behalf of the Standing Committee on Community and Economic Development on its review of the proposed 2024-25 Main Estimates and 2024-26 Business Plan of the Department of Environment. The department's proposed 2024-25 operations and maintenance budget is \$27,527,000. This represents an increase of 6.2 percent from the 2023-24 fiscal year. The number of departmental positions is increasing from 136.5 to 144.5.

Members raised a number of issues and concerns during the minister's recent appearance before the standing committee. The department's Support for Harvesters and Wildlife

Co-Management Policy was approved in May 2017 and sunsetted on March 31, 2022. The department's timetable for revising or renewing the policy is unclear. A number of different funding programs fall under this policy. The standing committee continues to recommend that the minister begin the practice of tabling a comprehensive annual report in the Legislative Assembly on the administration of the Support for Harvesters and Wildlife Co-Management Policy.

During the minister's recent appearance, a number of concerns were expressed regarding the department's Disaster Compensation Program, the purpose of which is to compensate hunters for equipment losses resulting from "natural disasters." Members recognize that not all accidents resulting in equipment loss can be classified as "natural disasters," and encourage the department to work with hunters and trappers organizations and other stakeholders to explore the feasibility of providing subsidized equipment insurance to provide broader coverage for hunters.

The Department of Environment is responsible for the government's Climate Change Secretariat. The secretariat's 2018-19 annual report was tabled in the Legislative Assembly on November 3, 2020. No other annual reports have been tabled since that time. The extent to which the department has been able to fill the division's 9.0 positions is unclear.

Nunavut's current *Wildlife Act* was passed by the Legislative Assembly in 2003. Section 176 of the legislation requires the minister to prepare and table in the Legislative Assembly a comprehensive report every five years concerning wildlife management programs and related matters. The standing committee looks forward to the timely tabling of the 2023 report.

The 2018 report was tabled in the Legislative Assembly on June 5, 2019. The report indicated that "...some of the greatest threats to the long-term viability of Kivalliq caribou herds include development effects, such as roads, internet sales of caribou meat and the associated increased harvest." This is an issue that has been raised in the Legislative Assembly by a number of members. The standing committee recognizes that this is a complex issue and recognizes that the engagement of all parties, including Nunavut Tunngavik Incorporated, regional wildlife boards, hunters and trappers organizations, and airlines operating in Nunavut, will be required to address it.

The department's draft 2024-26 business plan indicates that it will undertake a number of wildlife population surveys during the upcoming fiscal year, including a "Beverly Caribou Herd Abundance Survey." The standing committee encourages the department to ensure that the results of such important surveys are published and made publicly available. The standing committee remains concerned at the ongoing high vacancy rate in the department's Igloolik office.

The Minister of Environment is responsible for administering the territory's *Environmental Protection Act*, which includes provisions concerning the discharge of contaminants into the environment. The standing committee continues to recommend that

the minister begin the practice of tabling an annual report in the Legislative Assembly that contains comprehensive information regarding the administration of the *Environmental Protection Act*, including detailed information regarding enforcement actions against entities suspected of contravening the law and expenditures related to contaminated sites.

The department's 2022-26 business plan indicated that one of its priorities for the 2022-23 fiscal year was to "evaluate the department's past, present and future capacity to monitor the environmental impacts of mining and infrastructure projects." The department's 2023-26 business plan indicated that the "evaluation is complete and recommendations have been identified for improvements to the environmental assessment process." The standing committee continues to look forward to the public release of the evaluation and recommendations.

The department's 2022-26 business plan also indicated that "the contaminated sites working group has been re-established in 2022 with the goal of supporting the Government of Nunavut in delineating liabilities under the direction of the federal Auditor General." During the recent televised standing committee hearings on the 2021-22 territorial public accounts, members heard testimony from the department concerning this issue. The standing committee also notes the impact that the recently signed *Nunavut Lands and Resources Devolution Agreement* will have on this issue.

The department's draft 2024-25 main estimates indicate that the number of positions in the Parks and Special Places Division will increase from 19.5 to 27.5. This is a significant increase of over 40 percent. The standing committee looks forward to regular updates on the status of the department's work to fill the positions.

That concludes my opening comments on the proposed 2024-25 Main Estimates and 2024-26 Business Plan of the Department of Environment. Thank you, Mr. Chairman.

**Chairman:** Thank you, Mr. Savikataaq. Are there any general comments to the opening comments? I don't see any names. Please turn to page I-4. Corporate Management. Department of Environment. Total Operations and Maintenance. \$6,382,000. Any questions? Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. I would like to get an update on the three Arviat regional jobs there. I've had the back-and-forth with the minister in question period and I have not been able to get a definitive answer, and there's a lot more time to go through them. On each one of these positions, I would like an update on where they are in the hiring process. I'll start off with the regional manager's job first. Thank you.

**Chairman:** Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Good evening, fellow members.

For the Arviat Kivalliq regional manager, the current state is vacant. The Department of Environment is working with staffing to have it reposted. Thank you, Mr. Chairman.

**Chairman:** Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. On October 19, 2023 the minister did state that these three jobs, the manager, the wildlife deterrent specialist, and the environmental protection officer, are not specialized jobs and therefore will not be moved or filled out of Arviat. Just for absolute clarity, the regional manager's job is getting reposted and the position will be in Arviat with a person working in Arviat. Thank you.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Thank you, member, for that question. The Department of Environment has advertised this position four times and we're onto the fifth reposting of the position. We're doing our absolute best to have that position filled and it would be encouraging for the member to assist the Department of Environment in terms of identifying potential candidates to the position. Thank you, Mr. Chairman.

**Chairman:** Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. The minister did not answer my question. My question was, this regional manager job is being posted. It will be posted for the person, a human being to be working and living in Arviat. Thank you.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Yes. Thank you.

**Chairman:** Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. The next one is the wildlife deterrent specialist. Can I get an update in the hiring process of where this job is? Thank you.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. For the wildlife deterrent specialist, it is still vacant. We're reviewing job description prior to submitting to staffing and requesting housing allocation. Thank you, Mr. Chairman.

**Chairman:** Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. Is the scope of the work changing that the job evaluation or job description is being reviewed? Thank you.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. The reviewing of the job descriptions were reviewed and the details of the minor changes are not in front of me. It is an ongoing process to have this position to be advertised. Thank you, Mr. Chairman.

**Chairman:** Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. The minister can correct me if I'm wrong, but it sounds like this job has never been advertised since it was vacant, and will this position be advertised to be living and working in Arviat? Thank you.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Yes, the position for the wildlife deterrent specialist, the intention of that position is to stay in Arviat. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Savikataaq.

**Mr. Savikataaq:** I thank the minister for that assurance. The environment protection officer job, the last time we had exchanged, the minister stated that it was being done casually out of a person working in Rankin Inlet. When will this job be posted for a person to be doing their job living and working in Arviat? Thank you.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. For the environmental protection officer stationed in Arviat, the member is correct. The position is currently under a casual staffing action based in Rankin Inlet.

Once we have a confirmation of a housing allocation availability, through the process the Department of Environment will post a position up for competition. Thank you, Mr. Chairman.

**Chairman:** Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. Has the request been made for housing allocation for the environmental protection officer then? Thank you.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Yes, it has. Thank you, Mr. Chairman.

**Chairman:** Mr. Savikataaq.



**Mr. Savikataaq:** Thank you. Just staying on vacancies here, it's in a different town but I believe the vacancy rate for the research section in Igloolik is 65 percent. I would just like an update from the minister on what efforts are made to fill these positions? I would think that if you have a 65 percent vacancy then your mandate cannot be fulfilled under the wildlife research section. Thank you.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** My apologies, Mr. Chairman. Our current vacancy rate is at 54 percent and we have filled positions at 49 percent. My apologies. The filled positions are at 61 percent.

In terms of the Igloolik research centre, currently the technicality of those positions is high and we have remote work in terms of a wildlife biologist for the research centre in Igloolik.

For the Igloolik research centre being an old building, it has been a challenge for the Department of Environment. Thank you, Mr. Chairman.

**Chairman:** Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. Since the vacancy is fairly high for Environment Nunavut-wide and it's extremely high for the research section in Igloolik. Are there any statutory requirements in terms of filing paper, like through the water board, or to the Nunavut Land Use Plan? Are any of those statutory requirements to file a report falling behind? Thank you.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. That is a very good question. I would like to defer the question to my Deputy Minister of Environment. Thank you.

**Chairman:** Please proceed, Ms. Niego.

**Ms. Niego:** Thank you, *Iksivautaaq*. Thank you to the member for the question. As far as I know, at the moment we are not falling behind. We have some staff that would be able to cover any urgent job tasks. If there are by any chance any that we are behind on, we will be sure to advise our minister. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thus, I hope the minister would advise the committee. Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. Earlier when the minister made a minister's statement about the conservation officers training that was held here back in January, there was one thing that the minister stated, that firearm proficiency training is also done, but at the regional level. Can the minister update me on when the last time was that firearms training or standards were done in each one of the regions? Thank you.

**Chairman:** Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. The firearms proficiency training for the Department of Environment has not changed, but in terms of when the course was last undertaken, I do not have that level of detail in front of me. Thank you, Mr. Chairman.

**Chairman:** Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. I would like the minister commit to giving us actual dates of when the last time this firearm proficiency course was held in each region as the minister stated that it's held at the regional level during the summer when it's better to get the training done. Conservation officers handle firearms and there is a liability issue, so I would think that they would have to pass a firearm proficiency test. If I can get a commitment that the minister will give us dates of the last time firearm proficiency training was done in each of the regions. Thank you.

**Chairman:** Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Yes, I can commit to providing that information to the members through the regular member's Chair to distribute to the other members. Thank you, Mr. Chairman.

**Chairman:** Thank you. Just to confirm, it would be to me as the Chair of this Committee. Mr. Savikataaq.

**Mr. Savikataaq:** If the minister can give an update to the Committee there on the last sales for the furs. Fur is important for Nunavummiut, sealskins, the wolf skins, the fox pelt, polar bear hides. How were the sales from the last fur auction that was held with the Nunavut's first average price each species if the minister has it? Thank you.

**Chairman:** Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. That's a very good question. There are quite a few species that the Department of Environment purchase from the harvesters. Currently, I do not have that level of detail in front of me, but through the Chairman, I can provide that information. Thank you, Mr. Chairman.

**Chairman:** Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. I'll be expecting and looking forward to it as that is normally provided. I know the trappers and hunters do want to know what the average selling price of fur is because it may dictate on what species of fur that they would like to go harvest and sell.

Going on, this used to be a big issue; I just want to get an update on the number of polar bear hides that are at the fur auction not selling. The government did bring back a whole bunch to clear the backlog of polar bear hides that were not selling.

What's the latest update on the number of polar bear hides at the auction? Thank you.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. During the ransomware attack that was in 2019, our ability to track electronically through the fur tracking system was disrupted, and currently the conservation officers in all communities manually provide checks to the fur purchasing.

In terms of the number of polar bears that were provided in the previous years back, that level of detail is not readily available to share, but I can commit to getting that information to members. Thank you, Mr. Chairman.

**Chairman:** Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. I'm a bit baffled as the minister stated that due to ransomware, they have to write checks manually. The ransomware, there was no data loss, I believe it was all duplicated, and as the minister is a former conservation officer, he would be aware that checks were written manually before too, so I'm not sure... Was data lost then? Thank you.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** My apologies, Mr. Chairman. The Department of Environment had the ability to track fur tracking system through the electronic version. Once that system crashed, no other information was lost; we just lost the ability to use that fur tracking system. Thank you, Mr. Chairman.

**Chairman:** Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. Just for clarity then, this Assembly has, after the election which was October 2021 to the best of the minister's knowledge, there's been no tracking of fur electronically even though that was way passed the ransomware? Just to get a clarification. Thank you.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. To my recollection and knowledge, since the crash of the fur tracking system, the conservation officers in our communities are reporting manually and writing checks manually. Thank you, Mr. Chairman.

**Chairman:** Mr. Savikataaq.

**Mr. Savikataaq:** Thank you. I'll go on to the next one, but if my memory serves me right, even before the ransomware, the conservation officers were writing checks manually. Before I go on, if I could just get a clarification on that. Thank you.

**Chairman:** If I may supplement your question, Mr. Savikataaq, I think it's also worth noting what kind of work is Community and Government Services done with the Department of Environment to get that electronic system back up and running? Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. When the fur tracking system crashed, we did have data electronically, but lost the ability. With our conservation officers reporting month-end reports, any activity the officers took like purchasing fur, seals, arctic fox or whatever they purchased, and polar bears and whatnot, those that we do have.

In terms of the fur tracking system, it's an ongoing process to get a new system with the help of the Community and Government Services. Thank you, Mr. Chairman.

**Chairman:** Mr. Savikataaq.

**Mr. Savikataaq:** Thank you. Just staying with vacancy, can I get an update and status of all the positions in the Climate Change Secretariat? I know there have been issues in the past of filling I believe there's nine jobs there. If I can get an update on that. Thank you.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. The Climate Change Secretariat, the total positions of nine currently filled positions.

My apologies. Thank you, Mr. Chairman. Indeterminately, there are four positions filled and one under a casual staffing action. Thank you, Mr. Chairman.

**Chairman:** Mr. Savikataaq.

**Mr. Savikataaq:** Just do the math and there are four positions filled and five vacant in the Climate Change Secretariat. Thank you.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Four filled by indeterminate, one casual, which leaves four vacancies. Thank you, Mr. Chairman.

**Chairman:** Mr. Savikataaq.

**Mr. Savikataaq:** Thank you. But a casual position is considered vacant, is it not? Thank you.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. In short, yes, casual staffing action is intended to be filled by a Nunavut beneficiary. Thank you, Mr. Chairman.

**Chairman:** Mr. Savikataaq.

**Mr. Savikataaq** (interpretation): Thank you. (interpretation ends) Going on to a different topic, the Cabin Renewable Energy Program which is very popular and very good program. I would just to know if the whole budget amount was spent in 2023-24. Thank you.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Yes, the total budget for the renewable energy support program is allocated to the Department of Environment at \$327,500 plus another \$172,500 that is allocated to the Nunavut Housing Corporation for the Renewable Homeowner Grants Program.

With our Department of Environment's cabin owners, the applications and the funding were filled just a couple months since the fiscal year from April up to May and June, those funds were used right away. Thank you, Mr. Chairman.

**Chairman:** Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. Since it's a popular program, a good program, I'm kind of curious as to why there was not a submission to increase the budgeted amount. Thank you.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. I would like to defer the question to the director of corporate services. Thank you, Mr. Chairman.

**Chairman:** Ms. Nweze.

**Ms. Nweze:** Thank you, Mr. Chairman. We funded the program with our unspent salary budget. Because of that, we didn't request to increase the budget, but we also requested to fund it externally, we requested for \$500,000 for 2024-25, and if this continues to be successful, we'll probably come back and usually, before the end of the year, if we need additional funds, we go through the FMB to add more funding to this program. Thank you, Mr. Chairman.

**Chairman:** Thank you for that. Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. In the cabin renewable energy project, one of the components that qualify to be purchased is deep cycle batteries to store your energy, and most batteries have a set life of five years. Will they be part of the program to get new batteries for existing cabin owners that did get batteries to help them get new batteries when the old batteries are no longer good? Thank you.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. A good question from the member. Mr. Chairman, the Renewable Energy Support Program for cabin owners is a three-year mark. Once we reach the third year, and to the fifth, we will review the program and revise, or change, as we need to, to incorporate things that were brought forward to the Department of Environment. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. My last question here. Almost like to ask this cool question. Does the minister know what percentage of carbon emissions Nunavut has in Canada's overall picture? What percentage does Nunavut contribute in carbon emissions to Canada's emissions? Thank you.

**Chairman:** Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Hold on, Mr. Chairman. I have Nunavut's greenhouse gas emissions data. That's an interesting question that I was hearing from the member a couple of years back.

In Nunavut we estimate to produce approximately 5,300 kilotons of greenhouse gas emissions. Really, in terms of the percentage, that information is not noted in my notes. I can bring that forward to the Climate Change Secretariat to incorporate the percentage budgets.

For Nunavut being very small emitters compared to the other jurisdictions in Canada our greenhouse gas emissions are very small, in terms of scale. Thank you, Mr. Chairman.

**Chairman:** Thank you. Before I go to my next name on my list, we'll take a 20-minute break. Thank you.

*>>Committee recessed at 18:12 and resumed at 18:36*

**Chairman:** Thank you. I would like to call committee meeting back to order, please. We are on page I-4. Corporate Management. Department of Environment. Total Operations and Maintenance, \$6,382,000. The next name I have on my list: Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. Just to begin with, I would like to go back to the 2021-24 business plan. It is indicated that one of its priorities for the 2021-22 fiscal

year was to update the Climate Change Strategic Plan. I would just like an update on what the status of that work is and when will the updated plan be ready for tabling in the Legislative Assembly. Thank you, Mr. Speaker...Mr. Chairman.

>>*Laughter*

**Chairman:** Good recovery. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Very shortly. To supplement the answer I provided to Mr. Savikataaq, he's not here, according to Environment Climate Change Canada's latest data, Nunavut is responsible for approximately 0.01 percent of Canada's total greenhouse gas emissions.

For the adaptation strategy, the Department of Environment, the Government of Canada has released the National Adaptation Strategy, creating a nationwide vision for climate resilience. My department continues to advocate for inclusion of northern priorities in federal climate change policies. In terms of when, the Department of Environment will be tabling that strategy is not ready for tabling and the current timeline, I do not have that information. Thank you, Mr. Chairman.

**Chairman:** Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. Just a point of clarification; minister you mentioned the federal climate adaptation plan, I believe. I was referring to the Government of Nunavut's Climate Change Strategic Plan. Can I get an update on the status of that work from 2021-24 business plan, which indicated 2021-22 fiscal year was the year that the plan was to update the climate change strategic plan? Again, as of today, what is the status of this work and when will updated plan be ready for tabling in the Legislative Assembly? This is the Nunavut Climate Change Strategic Plan. Thank you, Mr. Chairman.

**Chairman:** Thank you, Ms. Brewster. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. I would like to defer the question to the Deputy Minister of Environment. Thank you.

**Chairman:** Thank you. Please proceed, Ms. Niego.

**Ms. Niego** (interpretation): Thank you, Mr. Chairman (interpretation ends) and thank you to the member for the question. For the Climate Change Secretariat, I know a few years back there were some HR difficulties and we are continuing to staff-up the secretariat. Meanwhile, some items on the strategic plan have been worked on. However, with the HR capacity issue most present, the plan is not completed. I suspect we'll have to review and revise. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. Now I'm going to refer to this year's current business plan. The first priority listed for 2023-24 was to review the existing territorial climate change strategies and determine next steps for updating, and the status states the department has reviewed the existing territorial climate change strategies and have determined that it is outdated. I'm just a little bit confused by that bullet because it speaks in plural and then refers to only one. Can I get some clarification on how many strategies there are? Thank you, Mr. Chairman.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. The Climate Change Secretariat is working to integrate climate change adaptation strategy into Government of Nunavut-wide processes, activities and decision-making. We do recognize the importance of prioritizing climate change adaptation actions across Nunavut.

My department, with funding from the Government of Canada, is supporting the Government of Nunavut climate change adaptation initiatives. The Department of Environment is undergoing strategies at this time. There are, however, community climate change risk assessments and resiliencies being undertaken, as I noted in my opening comments. Thank you, Mr. Chairman.

**Chairman:** Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. I see the reference to the risk assessment to support communities to identify risks and implement infrastructure resiliency. How much progression has occurred in that area? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. The climate change risk and resiliency assessment pilot has commenced for the Northern Arctic Ecozone using the Nunavut-specific methodology that was developed in the 2022-23 fiscal year. Current activities include compiling a list of climate change affecting Nunavummiut; developing a compendium of existing resiliency measures that will be linked to specific impacts as a priority adaptation action areas; also, preparing for in-person engagements sessions in Iqaluit, Baker Lake, and Cambridge Bay in winter 2024. Thank you, Mr. Chairman.

**Chairman:** Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. Thank you, minister. What kind of issues and risks are known so far, and what specific results is the department looking for from those meetings in Iqaluit, Cambridge Bay and Baker Lake? Thank you, Mr. Chairman.

**Chairman:** Minister Qavvik.



**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. For the in-person engagement sessions, Iqaluit and Baker Lake are complete. Due to weather, the visit to Cambridge Bay was postponed.

In terms of the types of risk and resiliency assessments, those are an ongoing area that the Climate Change Secretariat is working on at the moment. Thank you, Mr. Chairman.

**Chairman:** Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. What are the specific programs that are currently in place to help Nunavummiut deal with the risks of climate change, both to infrastructure and to human lives? Thank you, Mr. Chairman.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** My apologies. Thank you, Mr. Chairman. For the risk and resiliency assessment, those will entail the Department of Environment what scopes need to be taken. In terms of the infrastructure piece, in terms of permafrost, the permafrost study will be undertaken to the scope. It's an ongoing process to identify the risks and resiliency assessments. There are many factors that come into play, in terms of the risks on the sea ice melting being one of them. Nunavummiut have seen it firsthand. We see and know the knowledge of that important area of being a concern. (interpretation) That's it. (interpretation ends) Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. I thank minister. What kind of work, in the advocacy is the Climate Change Secretariat doing in order to raise awareness internationally and impact the issue of climate change, globally? What kind of work are they doing on our behalf? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. That's a very excellent question. Our Climate Change Secretariat is a very small division. It's a secretariat, arms-length with the Department of Environment that is overseeing 25 communities across the territory. There are many factors that the secretariat looks to provide information to the Government of Canada, as they are the main stakeholders and assist in our territory.

To further supplement the answer, I would like to request my deputy minister to further elaborate. Thank you.

**Chairman:** Thank you. Please proceed, Ms. Niego.

**Ms. Niego** (interpretation): Thank you, Mr. Chairman (interpretation ends) and thanks to the member for the question. In just repeating the minister, with a small secretariat, it is

very difficult to do on a global scale when we're concentrating on the various strategies, and a lot of things within Nunavut.

However, at every opportunity, for example, most recently a youth from the youth advisory committee was able to attend to a recent international conference, perhaps in another role, but she would've been advocating for climate change Nunavut globally. At other opportunities, we will maximize as much as possible. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. Advocacy of sharing real, lived experience on that global scale is very well known to be extremely impactful and swinging other international governments towards protecting the environment knowing that Inuit really are the canaries in the global coal mine when it comes to the impact of climate change.

When we talk about youth participation in the Climate Change Secretariat, the priorities for April to October 2025, the second bullet states to "Build mentorship opportunities for youth into the Climate Change Secretariat." Capacity building is extremely important. Uplifting voices that are too young to feel jaded enough not to share passionate stories of truth in terms of climate change is extremely important. Also, when we look at the long term and look at the value of building our own expertise in our workforce, I think those mentorship opportunities are extremely important.

Minister, can you tell me whether or not the climate change strategy has specific and measurable goals towards capacity building for youth and other people who are newly in their careers in the work of climate change? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. During the fall afterwards, when we completed our fall sitting last fall, I had the honour of meeting the Climate Change Youth Advisory Committee, and it was very encouraging to see what kind of engagements they have undertaken with visits from elders and the knowledge of how we see the arctic was very inspirational, and I do feel that it's important to incorporate and include youth into the climate change because we're in a generation where we are seeing changes in our arctic climate. We want to pass on that knowledge to have a good plan in the future for the people of Nunavut.

There are some other areas the Department of Environment and myself have visions of better monitoring of climate change. We do have a lot of departmental employees stationed in each community, and those are crucial in terms of collecting data for the government so that we can have our own data to use to tell the stories and knowledge of our territory. The part of the question I hope I answered the member. Thank you, Mr. Chairman.

**Chairman:** Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. I don't think the minister did answer that part of the question. That was: Are there specific goals that are measurable towards capacity building for youth to participate in working within the Climate Change Secretariat. Are there goals within that climate change strategy plan?

I have to say that when I was a youth, which was a long time ago in the '90s, the issue of climate change was a very quickly emerging issue of real concern for Inuit "circumpolarly." Although we have a number of Inuit who are working on this issue both in Nunavut and nationally and globally, I think it's extremely important to invest in youth. Having specific measurable goals towards those mentorship opportunities is really important. Thank you, Mr. Chairman.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Yes, I definitely agree with the member. It is a very good idea and I do acknowledge that youth must be a part of the solution and integration of incorporating knowledge of climate change that we see each and every day.

In terms of the youth, during the winter sitting, I did have a minister's statement to encourage other regions in our territory to come forward and apply to become a youth [on the] advisory committee. I'm hoping to see more will come. We currently seven members on that committee and we can expand that committee to up to 13 to 15, I believe. Those are courses that we can teach and train the generations.

I do recall the Iqaluit high school had a video. I can't remember what it was called, but they did provide their input on how they see snow and ice. I think it was their ice, so that video was very inspirational. That kind of work is important to incorporate into the Government of Nunavut.

**Chairman:** Thank you. Ms. Brewster.

**Ms. Brewster:** Thank you, Mr. Chairman. With any kind of action plan, or strategic plan, or framework, we have the opportunity to build capacity in work that is important to the Government of Nunavut.

Although I'm asking specifically about the climate change strategy and the Climate Change Secretariat, I suppose I would like to hear from the minister about what the department is doing overall to engage youth and to encourage them to have a career in the areas that Environment is responsible for. What is the department doing overall for student engagement and of course, for laddering? What is the plan there? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. The Department of Environment and the Climate Change Secretariat have engaged community energy plans for the Nunavut communities. I do recall that the Climate Change Secretariat has hosted training sessions for community energy champions in Ottawa and Iqaluit.

My apologies, Mr. Chairman. The Climate Change Secretariat continues to work with our very limited capacity to engage youth. That's an area the Department of Environment's working towards and we would like to see more progress in this area to see more youth engage with the Government of Nunavut. Thank you, Mr. Chairman.

**Chairman:** Thank you. We're on page I-4. Corporate Management. Department of Environment. Mr. Anavilok.

**Mr. Anavilok:** I-4? I thought we were going on I-5.

**Chairman:** Okay, and again. Corporate Management. Department of Environment. Page I-4. Total Operations and Maintenance requested, \$6,382,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Page I-5. Ms. Quassa.

**Ms. Quassa** (interpretation): Thank you, Mr. Chairman. (interpretation ends) The Government of Nunavut's most recent quarterly employment report indicates that 9 out of 14 of your department's positions in its Igloolik office were vacant as of June 30, 2023. This is a vacancy rate of approximately 65 percent. What accounts for the high vacancy rate in the Igloolik office and what specific actions are being undertaken to address this? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you, Ms. Quassa. Actually, this question was asked, the current compliment of staff in that office are four indeterminate, one casual and four are currently vacant, meaning that the CSA is also a vacant position, and the minister mentioned that there were a number of these positions were in different stages of job action. Ms. Quassa, did you have a little bit more? Go ahead.

**Ms. Quassa** (interpretation): Thank you, Mr. Chairman. (interpretation ends) I do recall now, yes. (interpretation) Those positions at the Igloolik office are taking a very long time for them to be filled. Have there been any thoughts to move them to another community? Thank you, Mr. Chairman.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. I believe the member's first question was in regard to the Igloolik vacancies. The nine positions are in different relation; the Climate Change Secretariat has nine positions; four are currently filled with one casual staffing action.

For the member's question on the first question, 9 out of 14, those vacancies do have various challenging factors in the community of Igloolik in the research division. There are issues with the travel connections from Edmonton, Winnipeg, and Ottawa to that community, and also the opportunities for the spouse family to find employment has been challenging, and daycare spaces for the positions in Igloolik has been challenging as well. Those are some of the factors that are challenging.

I did not capture the last question. I would like the member to repeat, please. Thank you, Mr. Chairman.

**Chairman:** Thank you. My apologies, Ms. Quassa; I did mix up the responses from two different offices, but go ahead, please.

**Ms. Quassa** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Due to the reason of those vacancies not getting staffed, my question was: is the department looking at transferring those positions to another community? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** My apologies, Mr. Chairman. We do have challenges filling in vacancies in our department, like all other departments across the Government of Nunavut. At this time, we're not just going to move positions from communities. I cannot commit to say that we can't move, but there might be some areas we have to restructure positions within the department, or any department, perhaps. Thank you, Mr. Chairman.

**Chairman:** Ms. Quassa.

**Ms. Quassa** (interpretation): Thank you, Mr. Chairman. Thank you, minister. (interpretation ends) Have your department thought of exchanging from your department the other kind of employment, and have those vacancies moved either here, so that the community doesn't lose any positions? Rather the responsibilities are moved to Igloolik, and those that were in Igloolik would come down here? Have you thought of those things? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Thank you, member for that question. To relocate, or change positions to a different community, it requires an extensive review on whether its options to relocate positions.

At this time, we're doing our very best and the departmental priority to filling all vacancies. It takes time. We realistically cannot fill in positions overnight. It takes a process. Factors such as housing have been a blocking point to the government and also to our department. Moving positions from Igloolik to another community is very new,

and we're committed to filling those vacancies across our communities. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Quassa.

**Ms. Quassa** (interpretation): Thank you, Mr. Chairman. (interpretation ends) With these positions, is it because they're in the senior management level or professionals that you are having a hard time staffing them? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Yes, those are areas within senior management level, paraprofessional levels qualifications are in high education level I would say. They're into our general population in Nunavut, they are an area that our department see challenges on. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Quassa.

**Ms. Quassa** (interpretation): Thank you, Mr. Chairman. (interpretation ends) It's more of a comment than a question. (interpretation) Perhaps these positions require very educated people and Nunavut has not reached that level of teaching yet and there are just a few Nunavummiut that are educated that way. I was thinking like jobs that have such a high qualification criterion should be moved here and move jobs that Inuit can get more easily to Igloolik. Maybe we can fill some more of the vacancies like that. I would like to give you that idea. I know it would not be suitable if the positions are just removed from Igloolik and not be replaced. Maybe if they get traded with jobs that Inuit are able to more attain, maybe you will get to fill more positions that way. Thank you, Mr. Chairman.

**Chairman:** Thank you for that, Ms. Quassa. The next name I have on my list: Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. I would like to ask my first question. In your business plan for 2024-26, one of your priorities for the 2024-25 fiscal year, (interpretation ends) stating to "Begin the development of a Waste Management Strategy for the Territory." To what extent will this work be undertaken by consultants? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. The solid waste management strategy, if I am correct, it will help to support solid waste management best practices in Nunavut communities. My department is working with stakeholders to develop a solid waste management strategy in communities in partnership with the Community and Government Services and the Department of Environment has contracted a consultant to aid in the creation of a solid waste management plan.

Also, Mr. Chairman, Environment has funded a project manager from within and reorganized the environmental protection section to facilitate proper oversight with the additional contractor support. The Department of Environment is getting support to have a waste management strategy. Later in the coming years, the strategy will lay out the exact work that will be undertaken by the Government of Nunavut. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. In all of the communities... I can't really talk on behalf of them; just my constituents. I think it happens in all Nunavut. There are some very dangerous things that haven't been settled, like old batteries, oil, and a lot of garbage. We can even say these days that hamlet staff and their public works people, who handle heavy equipment, do a lot of burying of garbage. It should have been a critical matter a long time ago to do something about the garbage. It's going to have to really get going. Somebody has to get it going and only when things get going, then the communities can be improved. I just wanted to say that.

(interpretation ends) How many formal investigations and enforcement actions has your department conducted to date under the *Environmental Protection Act* during the current 2023-24 fiscal year? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. I agree with the member with the emergency of putting a solid waste management strategy in our communities. We do see hazards that are within the landfills.

In terms of the member's question on the enforcement part, I do recall on January 2024 I provided information on the number of enforcement actions that were undertaken. Unfortunately, my memory is not kicking in. If I had my laptop with me, I would provide those, but during the standing committee appearance, or through a letter, I did provide through the Chair of the Economic Development committee. The information in question is not in front of me. Thank you, Mr. Chairman.

**Chairman:** Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. To your response, we will want to hear some more, as you realize it is an important issue here. One of the issues in your 2024-25 in the business plan, the areas can be worked on is in the parks and special places. It is mentioned that they will see an increase \$19.5 to \$27.5 million. The increase is over 40 percent.

What are then the new positions that will be created? It is an interesting area. Thank you, Mr. Chairman.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Thank you for the very good question. In our proposed budget request of \$869,000 that will go towards parks master land management plan. The \$219,000 will be going into the operations and maintenance of the current parks, and the developing parks in our territory. The remaining \$550,000 will go towards the creation of the eight positions within the Parks Division.

As a department, we are asking positions for the communities that I will state. A park coordinator in Cambridge Bay, a park coordinator in Rankin Inlet, a park coordinator in Sanikiluaq, a park coordinator in Kinngait. These are fulltime positions. Also, a park maintenance officer in Sanikiluaq 0.5, that's part-time, park maintenance officer in Clyde River, park maintenance officer in Kugluktuk, and a park maintenance officer in Cambridge Bay.

These requests are totaling six positions. There were two other positions that were transferred from Economic Development and Transportation, which add up to eight new positions. We are seeking to get approval. Hold on. My apologies. The other two positions from Economic Development and Transportation were already approved. Thank you, Mr. Chairman.

**Chairman:** Ms. Killiktee.

**Ms. Killiktee (interpretation):** Thank you, Mr. Chairman. You are in agreement with the federal government that your parks officer is working through the parks or with the federal government. Am I asking a question that I shouldn't be asking? What I'm trying to understand is: are they under you or is it through the national parks? What is the situation here? Thank you.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. These are two different types of agencies. Nunavut Parks is under the management of the Government of Nunavut, which is the Department of Environment. Parks Canada is within the Government of Canada. We do not employ Parks Canada employees from the Government of Canada. For Nunavut Parks, these are managed by the Department of Environment from the Government of Nunavut.

I would like to get further clarification, if need be, by the Deputy Minister of Environment. Thank you, Mr. Chairman.

**Chairman:** I think your answer was pretty clear, minister. Ms. Killiktee.

**Ms. Killiktee (interpretation):** Thank you, Mr. Chairman. Thank you for clarifying that. It is very clear. Just to go back a bit to the land, and the need to protect and preserve the



land in your responsibilities, on Inuit lands that you are responsible for and being responsible and to diminish hazardous materials.

What I want to ask is, when I stated sitting here, I started raising the questions and I noted it down. Is there sufficient funding provided considering contaminants or hazardous materials that are increased with materials like batteries moving up, propane tanks, naphtha tanks and other batteries that are increasing in numbers? What is the status to date here?

Perhaps I didn't see it or I skipped it over. We have the conservation officers, are the funds they receive on the expenditures and to ensure the land is reclaimed and to have no contaminants for the reason that wildlife is there? Similarly in the parks, there's nothing stopping from going into a park and we don't need to pay entrance fees, and we can harvest anytime there, but that we don't create a mess or garbage.

My question is: when funds have to be returned, what is the situation? When I asked the question previously, that's no problem. Yes, for naphtha gas containers, to that comment, are there any preparations or is there something already in place towards that? Thank you, Mr. Chairman.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. I do recall a couple years ago or last year, the Department of Environment undertook a pilot project for the backhaul oil project in three communities. Our vision was to remediate contaminants within the municipal landfills.

In terms of the reclamation of land, we're certainly working with the municipalities within Nunavut communities to identify remediation projects. They have done a pretty good job in some communities, I recall, there are sea cans that store batteries in the communities and sorting materials for the old fuel drum barrels, those are other areas the municipalities tend to work on. I would like to defer the question for further elaboration to the Deputy Minister of Environment. Thank you, Mr. Chairman.

**Chairman:** Thank you. Please proceed, Ms. Niego.

**Ms. Niego** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Thank you for the question. The waste oil pilot project is nearing its end, and through that, I believe the minister had answered some questions during question period and provided some of the details for that. As you will note, it's very expensive. The purpose of the pilot project was to determine what it looks like when we remove waste oil from a community.

There are other waste products such as batteries, etcetera. The goal was to identify the costs involved. Through this one in particular, it was for a few communities and now we have a baseline to determine how much more money is required in future years to continue to remediate communities. That's only for one type of waste.

There are others such as fuel leaks which require what we call land farm areas where we take the contaminated soil, bring them to a piece of land and air it out in the sun. There are different options for different products, and it will take time to identify how Nunavut can reuse, recycle; remediate all of these fancy terms. I hope that explains.  
(interpretation) Thank you, Mr. Chairman.

**Chairman:** Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. I'm not sure whether I asked the right question, but I understand that there was a pilot project with those, but in regard to hunters' and trappers' organizations whether you provide funding to the hunters and trappers so that they can compensate the hunters who haul back the contaminants, especially in the spring camping areas or especially where the cabins are, because that's what we use and there's some waste in those areas.

For example, at the Co-op, if I return the empty propane tank for \$25 for a 20-pounder or 100-pounder for... I can't remember for bigger canisters. Do you have a program for harvesters who return the waste from the communities? That's what I was alluding to, but I urge your department to look into this. I have no further questions. Thank you, Mr. Chairman.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. Very shortly, that's a very good idea that can help preserve and clean our environment. I do recall as well within my riding that hunters' and trappers' organization yearly ask the community to take ammunition for example, and they have taken a lot of garbage bags from the environment and bringing them back to the community for this disposal. In terms of camping fuels, that can be an area that can also be a good idea.

For the Department of Environment, we currently do not provide that kind of work, but that is something I can speak to my staff on how we can better assist the hunters' and trappers' organizations across the territory. Thank you, Mr. Chairman.

**Chairman:** Thank you. The next name I have on my list, Mr. Simailak.

**Mr. Simailak** (interpretation): Thank you, Mr. Chairman. Good evening. There was a bounty put on wolves. I would like to know what the status is in regard to wolf bounties. Have you ever considered bounties on foxes? When the population increases in the foxes, they become dangerous. Sometimes when they get too many, they get rabies, and it makes it very dangerous for the public. Do you do any studies on foxes as well? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. I thank the member for the question. In short, the Wolf Sample Collection Program was the intention of the recovery of the caribou population across the territory in our communities.

For the member's question on foxes, the rabies portion; the Department of Environment's when the conservation officers do their work of putting down an arctic fox, the suspected rabies of rabid arctic fox are sent to a laboratory for testing.

For the member's question as to whether the department has thought of putting a bounty of foxes, that to my knowledge, that has not come to the table yet. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Simailak.

**Mr. Simailak** (interpretation): Thank you, Mr. Chairman. With regard to the fox population, would you also consider that? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. At this time, I cannot commit to putting forward an initiative in terms of fox bounties, but that certainly will be a discussion that I will put forward to my staff. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) I have no more names on my list, so I will put my name on the list.

I just have a quick question. We know that polar bears are an important part of Nunavut's harvest and I would like to ask specifically: What is the population of Western Hudson Bay from the last population estimate survey that was done? Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. During the 2021 aerial survey, it estimated abundance the Western Hudson Bay polar bear population was at 618 bears. To compare that, 949 bears in 2011 and 842 in 2016. Thank you, Mr. Chairman.

**Chairman** (Mr. Hickes): Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. Minister, what is the current total allowable harvest for the Western Hudson Bay polar bear population? Thank you.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** It is 14. Thank you, Mr. Chairman.

**Chairman:** Mr. Savikataaq.

**Mr. Savikataaq** (interpretation): Thank you. (interpretation ends) Just a clarification. That is 14 total allowable harvest for the whole Western Hudson Bay polar bear population? Thank you.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** My apologies, Mr. Chairman. I was thinking of the thinking of the community member's total allowable harvest, which is at 14, but for the Western Hudson Bay subpopulation, the total allowable harvest is 38. Thank you, Mr. Chairman.

**Chairman:** Mr. Savikataaq.

**Mr. Savikataaq:** Thank you, Mr. Chairman. Just for the information of my constituents, the total allowable harvest will stay the same until there is a new population estimate from the survey? Thank you.

**Chairman:** Minister Qavvik.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. That is correct. Thank you, Mr. Chairman.

**Chairman:** Thank you. We are on page I-5. Program Management. Department of Environment. Total Operations and Maintenance requested, \$21,145,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Please go to page I-3. Detail of Expenditures, to be Voted. Department of Environment. Total Operations and Maintenance, to be Voted. \$27,527,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Do members agree that we have concluded with the Department of Environment?

**Some Members:** Agreed.

**Chairman:** Thank you. Minister Qavvik, some brief closing comments. Go ahead.

**Hon. Daniel Qavvik:** Thank you, Mr. Chairman. I thank the members for their very good questions during this evening's proceedings.

I want to thank my staff who are next to me, along with the Department of Environment divisions that my deputy minister has the lead on. I have total confidence in my departmental employees and staff.

I thank all the members for approving the budget and it will be in good use. Thank you, Mr. Chairman.

>>*Applause*

**Chairman:** Thank you. The witnesses can be excused. I'll ask committee members to remain in their seats; we will proceed directly to Executive and Intergovernmental Affairs' appearance. Thank you.

**Bill 37 – Appropriation (Operations & Maintenance) Act, 2024-2025 – Executive and Intergovernmental Affairs – Consideration in Committee**

**Chairman** (Mr. Savikataaq): Good evening. I would like to call our Committee of the Whole meeting back to order. We have Executive and Intergovernmental Affairs with us. I would like to ask Minister Pauloosie Akeeagok: do you have officials that you would like to appear before the committee? Go ahead.

**Hon. P.J. Akeeagok** (interpretation): Thank you, Mr. Chairman. Yes, I do. Thank you.

**Chairman:** Does the committee agree to let the minister's officials appear before you?

**Some Members:** Agreed.

**Chairman:** Sergeant-at-Arms, please escort the officials to the witness table.

For the record, Minister Pauloosie Akeeagok, please introduce your officials and then proceed with your opening comments.

**Hon. P.J. Akeeagok:** Thank you, Mr. Chairman. To my right is Deputy Minister Anna Fowler, and to my left is the Director of Corporate Services, Ariel Atienza.

Thank you, Mr. Chairman. I welcome the opportunity to present the 2024-25 Main Estimates and the 2024-26 Business Plan for the Department of Executive and Intergovernmental Affairs (EIA).

Mr. Chairman, EIA provides overall management and support to the Premier and cabinet in order to facilitate the smooth and effective operations of our government. Accordingly, EIA leads the coordination of policy and legislative development with Government of Nunavut departments and agencies to ensure that *Katujjiluta* is effectively implemented.

Mr. Chairman, this year, members will truly see the impact of the government's move away from business planning on a three-year rolling basis. Members will recall that this change was made to recognize the fact that, outside of operational functions, the government can only plan for its term in office.

Instead of presenting current-year priority updates and planned priorities for the following three years, this year's business plan provides priority updates for 2023-24 and planned priorities for the next year and seven months. We are continuing to include each department's *Katujjiluta* commitments within their business plan.

Mr. Chairman, in addition to managing the government's priorities, EIA also ensures the government's priorities and interests are represented and promoted nationally and internationally.

The department's current main estimates for the 2024-25 fiscal year total \$21,889,000. The breakdown of this budget allows for \$17,218,000 allocated for salaries and benefits, \$335,000 for grants and contributions, and an additional \$4,336,000 for departmental operations and maintenance.

EIA will have a total of 118 person years in 2024-25, which is down from 119 last year. Twenty-two of the positions are dedicated staff for cabinet and the Commissioner of Nunavut.

Mr. Chairman, members will have noted that EIA has changed the way we present the business plan to better align with the main estimates. This means that we are including six lines of core business instead of the four that were previously included because we are reporting Nunavut Cabinet and Commissioner of Nunavut as separate line items of core business.

EIA has six lines of cores business: the Directorate, Strategic Management, Nunavut Cabinet, Commissioner of Nunavut, Intergovernmental Affairs, and Devolution.

1. The Directorate provides overall management and coordination of activities for the Executive Branch of government; as well as broad communications advice and support across government.
2. The Strategic Management Branch provides comprehensive policy advice on priorities, strategies, policies, and legislation to the Premier and cabinet. The branch also participates in the collection of statistical data and ensures availability of current and accurate statistical information about Nunavut. Additionally, the branch provides advisory services regarding access to information and privacy protection issues.
3. Nunavut Cabinet includes funding for the staff in the Premier's Office and each of the ministers' offices, which provides administrative and advisory services to the members of cabinet.
4. Commissioner of Nunavut provides the budget for the Commissioner's Office.
5. The Intergovernmental Affairs Branch leads the management and development of strategies, policies, and initiatives relating to international, federal, provincial and territorial relations. It liaises with indigenous and circumpolar organizations, and also

provides support to each of Nunavut's communities via the government liaison officers' network.

6. Finally, the Devolution Secretariat is responsible for the devolution process to transfer control over Crown lands and resources to the Government of Nunavut.

Last year I presented a business plan reflecting reorganization to increase resources to support policy development across the government, our obligations under Article 32 of the *Nunavut Agreement*, and our *Katujjiluta* priorities. My department is continuing the hard work of implementing these changes, staffing the new positions that were created last year, and supporting the achievement of *Katujjiluta* priorities across government departments.

Mr. Chairman, thank you for the opportunity to present EIA's main estimates and business plan. I welcome comments from my fellow members and look forward to answering your questions. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) Does the chair of the standing committee have opening comments? Mr. Hickes, please proceed.

**Mr. Hickes:** Thank you, Mr. Chairman. I am pleased to provide opening comments on behalf of the Standing Committee on Oversight of Government Operations and Public Accounts on its review of the proposed 2024-25 Main Estimates and 2024-26 Business Plan of the Department of Executive and Intergovernmental Affairs. The department's proposed 2024-25 operations and maintenance budget is \$21,889,000. This represents a 0.4 percent decrease from the 2023-24 fiscal year. The number of positions in the department has decreased from 119.0 to 118.0.

Members raised a number of issues and concerns during the minister's recent appearance before the standing committee.

Ministerial mandate letters were tabled in the Legislative Assembly at its sitting of November 8, 2022. The Minister of Executive and Intergovernmental Affairs' mandate letter indicates that one of the department's priorities is to "restructure the department."

The standing committee notes that a new Immigration Division has been established within the department's Intergovernmental Affairs Branch. A number of members have raised concerns regarding the extent to which the government is addressing such issues as recruiting foreign-trained health professionals, and the standing committee looks forward to ongoing updates on the work of this new division. The standing committee also encourages the division to work closely with partners in developing appropriate cross-cultural orientation programs for new residents of the territory, in addition to monitoring the impact of the federal Temporary Foreign Worker Program on Nunavut's labour market.

The Minister of Executive and Intergovernmental Affairs' mandate letter also indicates that one of the department's priorities is to "coordinate the development of a comprehensive Elder and senior care strategy...including options for establishing an Elders secretariat." Members look forward to ongoing updates on the status of this work.

The Minister of Executive and Intergovernmental Affairs' mandate letter also indicates that one of the department's priorities is to "review the current status of decentralization...and develop an updated decentralization action plan with the support of the Department of Human Resources." Mr. Chairman, the standing committee notes that a number of departments continue to face significant challenges in filling highly technical positions in decentralized communities.

Section 8 of the territorial *Statistics Act* requires that the annual report of the Bureau of Statistics be tabled in the Legislative Assembly. The 2018-19 annual report was tabled in the Legislative Assembly on November 6, 2019. The 2019-2020, 2020-21, 2021-22 and 2022-23 annual reports, just for clarity, that's four sequential annual reports that have not yet been tabled. The standing committee looks forward to ongoing updates on the department's work to relocate the office from its previous location.

Mr. Chairman, the standing committee held a televised hearing from September 26 and 27, 2022 on the 2020-21 and 2021-22 annual reports of the Information and Privacy Commissioner. The department's 2023-24 main estimates indicated that the budget for the Access to Information and Protection of Privacy Office was projected to increase from \$293,000 in the 2022-23 fiscal year to \$781,000 in the 2023-24 fiscal year. This represented an increase of 166.6 percent. The number of positions in the division was projected to increase from 2.0 person years in the 2022-23 fiscal year to 5.0 positions in the 2023-24 fiscal year. The standing committee looks forward to ongoing updates on the department's work to fill these new positions.

On March 25, 2022 the Government of Nunavut and Nunavut Tunngavik Incorporated announced the signing of a "Nunavut Partnership Declaration." The department's 2022-26 business plan indicated that one of its priorities was to "coordinate the development of a government-wide work plan to implement shared priorities as outlined in the Partnership Declaration with Nunavut Tunngavik Incorporated." Mr. Chairman, the standing committee looks forward to the Nunavut Partnership Declaration and accompanying work plan being tabled in the Legislative Assembly.

The department's draft 2024-26 business plan indicates that it "coordinates and participates in Nunavut Implementation Panel meetings." Mr. Chairman, the Nunavut Implementation Panel's 2012-13 Annual Report was tabled in the Legislative Assembly on November 5, 2019. No other annual reports have been tabled since that time. Given the infrequency with which the panel produces annual reports, the standing committee encourages the minister to provide periodic updates to the Legislative Assembly on its activities and initiatives.



On January 18, 2024 the *Nunavut Lands and Resources Devolution Agreement* was signed. Although the standing committee recognizes the importance of this occasion, it remains concerned at the continued lack of public clarity concerning such issues as the number of federal positions that will be devolved to the territorial government, as well as the extent to which the transfer of current federal employees to the territorial public service, will impact Inuit employment rates.

Mr. Chairman, the department's 2024-26 business plan indicates that one of its ongoing priorities is to "continue to actively participate on the Implementation Committees of the *Nunavik Inuit Land Claims Agreement* and *Eeyou Marine Region Land Claims Agreement*, and in the finalization of Denesuline overlap treaties in the Kivalliq, their implementation plans, and subsequent *Nunavut Agreement* amendments." The standing committee is concerned at the lack of clarity concerning the extent to which the recently signed *Nunavut Lands and Resources Devolution Agreement* will impact these matters.

Mr. Chairman, that concludes my opening comments on the proposed 2024-25 Main Estimates and 2024-26 Business Plan of the Department of Executive and Intergovernmental Affairs. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) Do any members have general comments before we proceed to detailed questions? I see none, so please proceed to B-4. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I would like to touch on the "What We Heard" and the Aging with Dignity Elders and Seniors Strategy.

While we did get some information from the Premier from the standing committee meeting where we had a request of who the participants were, there is a very detailed list of all the elders that participated in the consultations, but there is no reference to any other stakeholders attending these conferences and consultations. I spoke of this recently here in the House. Health officials, officials from Family Services, officials from Justice; there were a lot of topics that are covered, housing, elder abuse, food security, in the document, but there were no other participants or stakeholders to get that professional level of what is achievable and what's pie in the sky.

An analogy I used the other day is if you walk into a grade 3 class and you ask them what they want for lunch all week, you're going to get chicken fingers and French fries. If we ask elders what they want, they're going to give us what they want, but I think there needs to be a measured approach to what's actually achievable. I know that one of the things that were outlined was they want elder facilities in every community. That has been talked in this House before. There was a plan put forward previously and that plan was subsequently reintroduced into this Sixth Assembly.

I would like to get, first of all, an updated list of other entities, other organizations, other stakeholders that participated in these consultations other than the elders themselves. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Pauloosie Akeeagok.

**Hon. P.J. Akeeagok:** Thank you, Mr. Chairman. A very great question from the member. I just want to focus on the importance it was to ensure that the strategy is grounded in the elders that we're talking about. I was very pleased that the engagement approach really centred on the elders-centred approach to that. The workshops and the gatherings were Inuktitut-delivered and culturally appropriate. It was peer facilitated and advised along the way. The conversation format really centred on what they went through.

To the member's question, the engagement was extensive with every department and agency we do have within the government, we did allow all the inputs to be given from the experiences from the departments and agencies. We also did reach out to Nunavut Tunngavik Incorporated as part of our consultation process. Their input was valued and very much appreciated, and it's factored in the seniors' strategy that I did table here.

Those are the extent of the engagement we had, in terms of the strategy. I really will shift to the implementation of that and that outlines the action items mentioned in the strategy. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I appreciate the Premier stating that there were other parties at these consultations and that input was provided, but I don't see that input anywhere in either of these documents, especially in what we heard. It raises the question on how the government is planning to move forward with some of the recommendations that are coming out of it.

Again, going back to the reality of what's achievable, what level of expectations was provided to the elders at these consultations? I'll just use elder facilities as an example because it's the easiest one. I'm sure there were very few, if any, elders that said they wanted to leave their community and go to a southern elder care facility, or even to another region where beds are available. So I can't imagine any elders wanted to voluntarily state that. Yet, that's going to be a reality for the foreseeable future.

The facilities that we recently approved planning dollars for, for Cambridge Bay and here in Iqaluit, are years away from completion. We are still in the planning process for that. With the delay that we had in that planning process, we've added years to that. I am worried that we are setting unrealistic expectations that the elders are going to demand that these services be provided sooner rather than later.

I don't think any of us in here would argue that we want to have the best services provided in the communities and I don't want to harp so much on the elders' strategy itself. I think there needs to be a serious boost in home care and in-community services delivered. One of the contributing factors is a safe place to live. To me, that's priority number one.

In whatever venue or whatever capacity that looks like, whether it be a facility, whether it be an elders' suite of units, specific built elders' units, whatever the case may be. A safe place to live to me is one of the biggest priorities.

I would just like to get at the Premier's position on when he looks at the outcomes or the recommendations in this report, how achievable does he feel that we are going to be able to accomplish in the term of this government? Thank you, Mr. Chairman.

**Chairman** (interpretation): Minister Pauloosie Akeeagok.

**Hon. P.J. Akeeagok:** Thank you, Mr. Chairman. Again, I thank the member for those great questions. I am confident the what-we-heard document was the foundation of the action items that we're talking about.

I agree with him that the safe place for elders to live is really a top priority. We've heard Minister Kusugak when he was appearing the committee here, talking about how engaged we are to see action and the urgency we heard directly from the elders.

I think we have to be realistic as well that things will take time. In this strategy, really there is a short term, medium, and long term. Those will be identified in the action plan that we're hoping to complete before next session. I've already committed to that. That's something I'm working very closely with my officials that will really target key areas. To that, it was so crucial to involve all the departments early on and they have been involved right from the beginning to now, to ensure that the priorities and the what-we-heard priorities from the elders is that there is tangible action that could come out of them. I am confident that will a clearer plan of what department expectations will be, that we could get there.

As an initial start, we started off, obviously, with the vans. I am very excited about that. I have been through, just about almost every community and the vans have been one that has been brought up in every community that I've gone to. Direct visits, whether it's in Taloyoak, or when I went to Baker Lake, or when I went to Arviat, vans are really something that has been brought up. I was really pleased to be able to kick start the strategy, with a concrete investment where we could have a direct impact.

I could assure the member, I look forward to working with them to ensure the next implementation of the strategy are rooted in expectations, because it will require investment from this House to see that, and it will require, through our partnerships in *katujjiqatiqanni* between us to see them fulfilled. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I'm looking forward to seeing the Action Plan, as I've often stated in this House. An action plan helps us take a look at deadlines and goals and expected outcomes. With the strategy, I think it's imperative to always have a

clear action plan, with some clear measurables in there as well. I'm looking forward to that.

I am just going to shift gears a little bit. Last May, there was an article that I read in the paper, specifically to Bill C-48 that the federal government put through. It was titled, "Premier plans 'in-depth review' of bail reform bill's impact on Nunavut." With Bill C-48 now being passed and in effect as of January 4, 2024, what impact, if any, has this legislation had specifically to Nunavut, to Inuit, and what challenges have been identified? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Pauloosie Akeeagok.

**Hon. P.J. Akeeagok:** Thank you, Mr. Chairman. I appreciate the question. I will have to get back to the member. I have to consult with the Department of Justice, specifically, on where that stands. I was working very closely along with my colleague to see what potential impacts that particular bill would have had. I don't have that information, as it would rest more with the Department of Justice, in terms of impacts. I could commit to getting back to the members here to see if there is any impact there. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I'll look forward to that information. Mr. Chairman, also in the mandate letter it indicated one of the department's priorities, to coordinate the development of a comprehensive Elder and Senior Care Strategy, including options for establishment of an elder's secretariat. However, the department's business plan of 2024 through 2026 continues to indicate that the responsibility is on an interim basis. Which department will have the lead responsibility for the Elder and Senior Care Strategy after the Department of Executive and Intergovernmental Affairs' role has ended? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Pauloosie Akeeagok.

**Hon. P.J. Akeeagok:** Thank you, Mr. Chairman. Right now, obviously, it would be the Department of EIA, but in the future, where it will land has yet to be determined. Obviously, the precedence of work that's already been done is in the Department of Health, as an example. That work has yet to be determined of exactly where that would land, after the initial start at EIA. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. Will that decision be made prior to, or when, or after the senior secretariat is created, if that's still the intention of the government? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Pauloosie Akeeagok.

**Hon. P.J. Akeegok:** Thank you, Mr. Chairman. It will be after. (interpretation) Thank you.

**Chairman** (interpretation): Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I would like to go back to the mandate letter regarding decentralization. The mandate letter indicates that one of the department's priorities is to review the current status of decentralization, establish key goals and objectives for improving decentralization, and develop an updated decentralization action plan, with the support of the Department of Human Resources.

I'm sure the Premier was listening. As the Department of Human Resources was just up and this topic came up as well. The department's 2024-26 business plan indicates on page 3, that "It will work with the Department of Human Resources to initiate a review of the decentralization."

Why has that process been delayed? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Pauloosie Akeegok.

**Hon. P.J. Akeegok:** Thank you, Mr. Chairman. I, too, know it's a top priority of a lot of the regular members in terms of the review of how effective decentralization has been. I think I've heard very clearly from the regular members the importance of what those employment opportunities are in the communities. With that being top of mind, I am very excited that we did initiate the work of reviewing decentralization.

As I had mentioned in the House, I'm hoping that will be completed by May this year. What took a bit of a delay was obviously the important work of gathering background material and for us to be able to really provide a concise public report with recommendations that must be complete for our cabinet to be able to be able to review, but there has been a lot of background material that had to be reviewed.

It is one that hasn't been looked at for quite some time. If memory serves me, looking back, I believe the last real functional review happened back in 2011. It has been quite some time, so for us to really get this right we wanted to make sure we have that adequate time to do the thorough review and then come back, obviously, to the House as well and present it accordingly. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you. For my next question I'll go back to an old faithful. I've jump on my soap box a few times on this top of the statistics bureau. How important statistics have an impact on many different things, especially with regard to funding, even down to our territorial funding formula, our main funding agreement. Having updated data and statistical analysis done on that data is a critical component in so many different aspects of the Government of Nunavut's meeting its objectives and mandates, and measuring success, and identifying where more resources need to be allocated.

I'd first like to get an update on the status of the statistics bureau office. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Pauloosie Akeegok.

**Hon. P.J. Akeegok:** Thank you, Mr. Chairman. I really appreciate the member for the continued advocacy of having accurate data that is relevant and I share that. I know the importance, as a government, that is why we are working as a government we are working extremely hard.

On that note, just as a quick update, we are in the second rounds of interviews for the director position. As noted in the last business plan, we did relocate the location as a central agency here in Iqaluit, right in the division here. We are in the second round of interviews to fill that very critical position of the director position. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) I have no more names on my list under Directorate. Branch Summary. Executive and Intergovernmental Affairs Directorate. Total Operations and Maintenance, \$3,839,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Members, go to the next page. B-5. Executive and Intergovernmental Affairs. Branch Summary. Strategic Planning. Total Operations and Maintenance, \$3,738,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Members, go to B-6. Nunavut Cabinet. Branch Summary. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I think I'm in the right spot here. I should have asked it in the previous one, but it is similar to the question I asked the Minister of Finance yesterday regarding support and analysis capacity for the Financial Management Board. I'm going to ask the Premier the same question for cabinet.

I know from my previous lives that there is a lot of detail and a lot of analysis that is being done to make sure that, not just monies through the Financial Management Board are used appropriately and with the public's best interest, but the policies and programs.

The work that comes out of the cabinet decisions is also very important and very at risk, if not a thorough analysis of the impacts and options papers that are done so that cabinet can make the best-informed decisions with the best information available to them. The question I had ask the Minister of Finance, and I'll ask the Premier: how comfortable are you on the capacity within the analysis part for cabinet submissions and the turnaround time?

Also, from previous lives, I know that this are sometimes needs for what is called walk-ins and they can put a lot of undue stress and late nights from some of the policy folks, which from all intents and purposes that have been stated here, I don't think there are any policy shops within the whole Government of Nunavut that are fully staffed. I would just like first, to get the Premier's position or faith or concerns or whatever you want to call it, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Pauloosie Akeeagok.

**Hon. P.J. Akeeagok:** Thank you, Mr. Chairman. I, too, can't thank enough the incredible public servants we have, especially in the policy divisions. That is where a lot of the action of the mandate items do come. The incredible work that they do, they are really the unsung heroes behind the scenes that I just wanted to say I'm very thankful for the incredible work that they do.

I am very confident in the capacity and ability of the public servants we do have. I think we are all aware we have challenges right across the board, but in particular, in the policy shops.

We are concerned, obviously, and we have put a coordinated approach and the coordinated push to try and tackle the issues around capacity specifically, at the policy level. That is something that is going to require a lot of our energy, time, and investments.

To your question, I am confident in our ability to be able to analyze accordingly. With that, I would just like to thank the members for allowing us to carve out the cabinet advisors' functions because we know how critical that role is. As cabinet we have to have the best information, the most up-to-date information to make that decision.

As such, we reorganized under the big reorganization we were able to do just last year, and through that, we have carved out the functions for that very specific purpose. For that, I want to say "thank you" for the support the committee here and I look forward to filling the vacant positions right across that play these roles. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I thank the Premier for the update. There were a number of positions that were created to support cabinet last year, and it like the Premier mentioned, a reorganization of that division. What are the current staffing levels? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Pauloosie Akeeagok.

**Hon. P.J. Akeeagok:** Thank you, Mr. Chairman. Right now, there are three of seven and the vacancy rate right now in that division is 43 percent. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. I have no more names on my list. Branch Summary. Executive and Intergovernmental Affairs. Nunavut Cabinet. Total Operations and Maintenance, \$5,812,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Members, go to B-7. Commissioner of Nunavut. Executive and Intergovernmental Affairs. Branch Summary. Commissioner of Nunavut. Total Operations and Maintenance, \$351,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Members, go to B-8. Branch Summary. Executive and Intergovernmental Affairs. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. On March 25, 2022 the Government of Nunavut and Nunavut Tunngavik Incorporated announced the signing of a Nunavut Partnership Declaration. When will the Nunavut Partnership Declaration be tabled in the Legislative Assembly? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Pauloosie Akeeagok.

**Hon. P.J. Akeeagok:** Thank you, Mr. Chairman. We did release it immediately after we signed it, but the next phase of that is the work plans. I am hopeful we will have those completed before next session, the spring session. Thank you, Mr. Chairman.

**Mr. Hickes:** Thank you, Mr. Chairman. How many meetings has that committee held since its establishment? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Pauloosie Akeeagok.

**Hon. P.J. Akeeagok:** Thank you, Mr. Chairman. There are different commitments throughout that agreement, and I can say we have had a very constructive working relationships with Nunavut Tunngavik as well as the board. I just want to thank them for their involvement and their partnership there.

We have had many senior officials' meetings to look at the priorities that we are hoping to pass. We are currently scheduled right now to be able to go beautiful Baker Lake on March 19 to be able to go through the work plans that we've been working with them to identify key areas. That meeting is yet to happen, so I am hopeful that we will be able to review in depth and to be able to pass those work plans.

My apologies, Mr. Chairman, I was just advised that the deputies have met multiple times, specifically on the work plans that are leading up to it. In terms of the officials, we're very excited to come March 19 to be able to meet with the leadership to then endorse the work plans that have been worked upon. Thank you, Mr. Chairman.



**Chairman** (interpretation): Thank you. (interpretation ends) Just for clarity then, that will be the first meeting between the Executive and Nunavut Tunngavik Incorporated? Mr. Pauloosie Akeeagok.

**Hon. P.J. Akeeagok:** Thank you, Mr. Chairman. Yes, that would be the second one since the first inaugural meeting to endorse the work plans. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) I have no more names on my list. Mr. Simailak.

**Mr. Simailak:** Thank you, Mr. Chairman. Good evening, minister and officials. One of the priorities is to continue to nurture strategic partnerships with Inuit organizations and federal, provincial, territorial governments to advance the goals and aspirations of Nunavummiut.

Earlier today, I questioned, I believe it was human resources, on the Makigiaqta Training Fund. I was wondering if the minister can speak to that a bit. Are there any other proposals coming from the Government of Nunavut for the committee from the Makigiaqta Training Fund, which Nunavut Tunngavik is a partner of? Are there any proposals from the Government of Nunavut coming forward? If so, what are they? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Pauloosie Akeeagok.

**Hon. P.J. Akeeagok:** Thank you, Mr. Chairman. Thank you for that question. To my knowledge, no I don't know any other proposals, but I could get back to the members to see if there are any that I'm just not aware of. I know the importance that the member had brought forward today, as we were listening, but to my knowledge right now there is none. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Simailak.

**Mr. Simailak:** Thank you, Mr. Chairman. Staying on the topic of Nunavut Tunngavik and Makigiaqta Training Fund, the priority does say for goals and aspirations of Nunavummiut. I am wondering, how does the Department of Executive and Intergovernmental Affairs collect that kind of data? The goals and aspirations of Nunavummiut, to use the example toward Makigiaqta Training Fund. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Pauloosie Akeeagok.

**Hon. P.J. Akeeagok:** Thank you, Mr. Chairman. Could I ask the member to point to the page number that he is referencing, just so provide a more thorough response. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) Mr. Simailak, please point out the page. Mr. Simailak.

**Mr. Simailak:** Thank you, Mr. Chairman. It's page 13 of your business plan, Priorities (2024-25). It says, "Continue to nurture strategic partnerships with Inuit organizations...to advance the goals and aspirations of Nunavummiut." The Makigiaqta Training Fund has been around for a number of years now. I am just wondering how the Premier or the department finds out what the goals and aspirations of Nunavummiut that would be the utilized by the Makigiaqta Training Fund. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you, Minister Pauloosie Akeeagok.

**Hon. P.J. Akeeagok:** Thank you, Mr. Chairman. Thank you to the member for clarifying that question so I could follow its priorities for April to October 2025. With that, I work very closely with the members that sit on the Makigiaqta board, as we have two seats under that board. I am very fortunate to have incredible ministers, that are very capable, that push the priorities of government around that board.

With that, I really rely on the importance. As a central agency, we do provide the support, if there is anything that does come, that we would provide the necessary supports to the two members that we do have. I welcome the priority areas, as members I've heard many around here, for us to grab those for us to consider. Right now, I rely on the priority setting of the two members that are there. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Simailak.

**Mr. Simailak:** Thank you, Mr. Chairman. For clarity, who are the two members from the Government of Nunavut? Is it department-specific that these goals and aspirations are borne out of that when you meet with Nunavut Tunngavik on the Makigiaqta Training Fund? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Pauloosie Akeeagok.

**Hon. P.J. Akeeagok:** Thank you, Mr. Chairman. Again, thank you for that. The two members are Minister Qavvik, as well as Minister Nakashuk. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Simailak.

**Mr. Simailak:** Thank you, Mr. Chairman. Is it department-goal specific? So if it's Minister Qavvik and Minister Nakashuk, does that means that its geared towards family services, or human resources, or Nunavut Arctic College, or environment that meet with Nunavut Tunngavik for the Makigiaqta Training Fund? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Pauloosie Akeeagok.

**Hon. P.J. Akeegok:** Thank you, Mr. Chairman. Thank you for that question. They are just representatives, so it's not specifically driven by the college, or human resources. It's broader. However, with the specialization that they do provide, in terms of training specifically for Inuit, they're best positions, as they are the two individuals that bring out the different types of programs, and the different types of services, where we see Inuit getting the necessary training to fulfill Article 23 of the Nunavut Agreement. As such, they are best equipped, but it doesn't limit them from advocating, or supporting other initiatives moving forward. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Simailak.

**Mr. Simailak:** Thank you, Mr. Chairman. Moving on to the next question, as government liaison officers are the first point of contact in each community, currently, how many positions are vacant? When do you expect to fill those vacancies? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Pauloosie Akeegok.

**Hon. P.J. Akeegok:** Thank you, Mr. Chairman. I thank the member for that question. Right now, to the information I have, there are currently five vacancies of the 26. It doesn't mean that there is nobody there.

As mentioned, there are a few casuals that are brought in when there are instances where the indeterminate position does have to go on medical leave, for example. So we try our best to ensure that we backfill that position because they do provide such critical service to the communities. The importance of having that voice of Nunavummiut, any concerns or assistance that they need, whether it's applications for drivers licenses, we try our best to do that.

I believe the other question was which of those communities are they. So it is GLO for Igloolik. We are currently at the screening phase. It's the GLO the Resolute Bay, it's also at the screening phase. The GLO for Arctic Bay as well is currently at the screening phase. The GLO for Qikiqtarjuaq is another one as well. There are two other regional supervisors that are there as well, but I think your question was specifically to the GLO's and the communities. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) I just want a clarification. Premier, you mentioned that the two board members from the Executive Council are not dedicated to a department, they are just picked. What are the criteria for picking the two ministers on Makigiaqta board members and who picks them then? Minister Pauloosie Akeegok.

**Hon. P.J. Akeegok:** Thank you, Mr. Chairman. Thank you for that clarification. As I had indicated, their two portfolios align best with the delivery services that they provide as the specific Inuit employment opportunities that are with the Department of Human Resources and the capacity that they have. Further, Mr. Chairman, the incredible work

that Nunavut Arctic College does in providing opportunities, so just the alignment of the two best fits that representative of that board. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) The other part of the question: who picks them? Minister Pauloosie Akeeagok.

**Hon. P.J. Akeeagok**: Thank you, Mr. Chairman. It would be the Premier. (Interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) I have no more names on my list. Branch Summary. Executive and Intergovernmental Affairs. Total Operations and Maintenance. \$5,435,000. Agreed?

**Some Members**: Agreed.

**Chairman** (interpretation): Executive and Intergovernmental Affairs. Branch Summary. Devolution Secretariat. Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. In regard to devolution, on January 18 this year, although there was an agreement signed, to what extent does the final devolution agreement...? My question is: how many employees from the federal government will be transferred to the Government of Nunavut after the devolution was signed? (interpretation ends) Approximately how many federal positions will be devolved to the Government of Nunavut? (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Pauloosie Akeeagok.

**Hon. P.J. Akeeagok**: Thank you, Mr. Chairman. (interpretation) Thank you. That's a very good question. At this time, I cannot tell you exactly how many federal positions will be after the signing of the devolution. We have established a committee, and they will identify how many positions will be devolved, therefore, I cannot tell you exactly how many there will be. We have an expectation of how many there will be, but we don't exactly know how many, as we are currently reviewing that. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. Why before the signing of the devolution agreement does it seem to be delayed with this appointing of committee members? That's my question. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Pauloosie Akeeagok.

**Hon. P.J. Akeeagok** (interpretation): Thank you, Mr. Chairman. Thank you, member. They are not delayed. It is identified in the agreement in that we still have three years to negotiate, but we know that the federal government operation for devolution is a little bit

unique, so we have to look at the differences and the details. They will be reviewed and that is what we're doing.

We have to look at how many positions and it took us three years to negotiate. We still have another three years to negotiate because we just started working on devolution. We are going to start meeting and I expect that the upcoming three years, prior to the three years being over, we will know exactly when. We will continually inform Nunavummiut as we progress with this devolution agreement. Thank you, Mr. Chairman.

**Chairman** (interpretation): Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. Moving on, I know that this signing was just done recently, but the federal government positions or for Crown lands, approximately how many federally owned and leased staff housing units and types of properties will be transferred to the Government of Nunavut? Are you looking at how it will be and how many there will be? Will they be transferred to the government? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Pauloosie Akeegok.

**Hon. P.J. Akeegok** (interpretation): Thank you, Mr. Chairman. I thank you for your good question. Yes, at this time, the federal government staff will be transferred to the Government of Nunavut. They have already identified these issues. The federal government had leased staff housing. Once they transfer to the Government of Nunavut, the housing will be transferred as well. To date, they have been identified. Thank you.

**Chairman** (interpretation): Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. Thank you for your response. (interpretation ends) Chapter 11 of the *Nunavut Lands and Resources Devolution Agreement* concerns the net-fiscal benefits. In respect to resource revenues, approximately how much additional revenue is the Government of Nunavut expected to receive on an annual basis as a result of the signing of the agreement? (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Pauloosie Akeegok.

**Hon. P.J. Akeegok**: Thank you, Mr. Chairman. If you will allow, I would like to swap my witnesses. We have Mr. Suvega, who is the chief negotiator here, who will be able to provide responses. If you will allow, I would like to swap my witnesses. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Sergeant-at-Arms, please escort the witness in, and escort the other witness out. Minister Pauloosie Akeegok, if you could introduce your official to the committee.

**Hon. P.J. Akeegok:** Thank you, Mr. Chairman. To my left is the chief negotiator who got us to the finish line of the devolution agreement. I'm very humbled to be sitting next to him and the incredible work. To the member's question, if you'll allow, I would like Chief Suvega to provide supplementary responses to the question. (interpretation) Thank you.

**Chairman** (interpretation): Thank you. Mr. Suvega.

**Mr. Suvega** (interpretation): Thank you, Mr. Chairman. Thank you, Premier and your madam. My response will be two fold. The interest will not be change too much, but there won't be any new money, some new money will not come out. In regard, to your questions about, in English, (interpretation ends) net fiscal benefit (interpretation ends), like if there was a new mining development, net fiscal benefit they would be able to accumulate only if there is a mine established in the future. According to whether it is Crown or Inuit land with Inuit entities, according to the way they are identified. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Killiktee.

**Ms. Killiktee** (interpretation): Thank you, Mr. Chairman. Are you going to review it again or will net fiscal benefit be in place for quite some time? So along response that's what I'm asking. Thank you.

**Chairman** (interpretation): Thank you. Minister Pauloosie Akeegok.

**Hon. P.J. Akeegok** (interpretation): Yes, thank you, Mr. Chairman. Thank you for your good question. After we set this, and if they want to change that sometime in the future, but I want to tell you that the federal government Crown lands, we are not able to do mining development in Crown lands but we have also reviewed the Inuit lands. Mining is operating but at this time we won't be able to go on the Crown, but we do sometime in the very near future we'll be reviewing this. This will be considered in the future, thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) Mr. Hickes, following the names on my list.

**Mr. Hickes:** Thank you, Mr. Chairman. I was just looking through the agreement for a specific part and I am unable to locate it. So Mr. Suvega, I'm glad he is at the table, he will probably be able to answer this. What is the cap on resource revenues according to the devolution agreement? Thank you.

**Chairman** (interpretation): Thank you. Minister Pauloosie Suvega. Sorry. Minister Pauloosie Akeegok. Sorry.

**Hon. P.J. Akeegok** (interpretation): Thank you. \$9,000,000. Thank you.

**Chairman** (interpretation): Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. So when I look at... there was some recent documents that I saw that shows the resource revenue paid out by the Government of Canada to Nunavut Tunngavik or to one of the regional Inuit orgs, I can't remember which one it was, but it was in the neighborhood of twenty plus million dollars.

When I think of that, and I look at what happened in Northwest Territories and in Yukon with their caps on resources royalties available, was this really the best time to go through this process of devolution? \$9 million per year seems like very insignificant amount and it, in some respects, might be offset by other territorial transfers as we've taken on more responsibility. I'd just like to get the Premier's position on that. Thank you.

**Chairman** (interpretation): Thank you. Minister Pauloosie Akeeagok.

**Hon. P.J. Akeeagok:** Thank you, Mr. Chairman. My apologies. I thank the member for that question. That \$9 million is in different phases and devolution agreement outline when those checkpoints are. That \$9 million isn't necessarily a cap that really changes the formula that would come afterwards.

Perhaps if I could get Chief Suvega to be able to expand a bit more on the pathways that happen thereafter because that does have a huge impact in terms of the different types of revenues that potentially could come. These are hypothetical because we don't know what mines may come, or when they would come, or the type of resource. If you will allow, Mr. Chairman, I would like to get Mr. Suvega to be able to elaborate on that.

**Chairman** (interpretation): Thank you. Mr. Suvega.

**Mr. Suvega** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Thank you, Premier and thank you, member, for that question. As laid out in the agreement under chapter 11, Net-fiscal Benefit, under 11.3(a), some of those details are laid out; a greater of \$9 million. Under (a)(2), zero dollars, or in the future, be upon election of the Government of Nunavut, the total resource revenues lesser of, (b)(1), 50 percent of resource revenues, or (b)(2), 5 percent of the GN's gross expenditure base used in the determination of the GN's territorial formula financing payment for fiscal year to which resource revenues are debatable.

Part of the analysis behind some of these, we are also trying to forecast what future activities may take place in the territory, depending on the types of mining activities and recreation that may occur in the future years. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I appreciate that response. I will have to go through it in a little bit more detail to fully wrap my head around that response. I've always been of the strong opinion that resource development in the territory has a very

positive impact on job creation, providing more economic benefit to surrounding communities.

I know my colleague, Mr. Simailak, has brought up numerous times, the quality of life and disposable income that is available to people that are working in the resource sector. It is challenging; the scheduling and everything like that, but when I look at the net-benefit as it sits right now, we get some revenue from income tax, we get some revenue from property tax, although there is some dispute under that category, but we won't go down that path. Or at least I won't. Maybe one of my colleagues will.

I think it is an important factor to really consider it has been a challenge in the past where I feel the financial benefit to the Government of Nunavut has a very minimal impact as far as revenue generation. To have that offset by the devolution agreement, initially at 100 percent, is something that I'm going to follow up with.

Again, I'm glad Mr. Suvega is at the witness table. The Premier mentioned that Mr. Suvega brought us to the finish line. That's my next question. With the Devolution Secretariat, now that we have hit this finish line and it is transitioning over to more of an implementation role, what is the complement of the Devolution Secretariat? How is it going to change with that shift in focus?

It is one thing to have a negotiator to have that history of the process and the players at the table, but it is somewhat of a different focus when it comes to implementation. What is Mr. Suvega's role going to be going forward, as one, and I'm sure there are other members of his team that have been long working to get through this process. Now that we're at that implementation phase, how is the shift in focus of the Devolution Secretariat going to impact the numbers and the team members? Are there going to be additional duties that are going to be needed to be brought in, additional expertise that are going to be needed to be brought in, to bring us over to that next finish line? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Pauloosie Akeeagok.

**Hon. P.J. Akeeagok:** Thank you, Mr. Chairman. Again, I thank my colleague for those comments earlier. I couldn't agree more when you're looking at 20 percent of Canada's land mass and really bringing that decision-making closer to home. That is so important. In the past we have had ministers make decisions that have no direct impact or awareness at all of our lived experience, our realities, the connections we have to wildlife, our environment, and they are thousands of kilometres away making that decision. I just wanted to appreciate the member's comment on that particular one.

The member is absolutely right. There is a lot of work now and the hard work is actually just here with the signing. There is a huge shift that has had to happen already since the signing. Paul Suvega, as well as his team, have been meeting with their counterparts and continue to meet with the leadership team members of Nunavut Tunngavik Incorporated, as well as the federal government on, really, the next steps.



Right in the agreement, it outlines how the frequency and the implementation rolled-out and I know they've already met several times since, most recently in Ottawa, I believe. As mentioned before, we are very excited on the human resource strategy that has rolled-out. It is so important to ensure we are ready for the jobs that will be coming. As such, we have put together the Inunnguqsaivik, which is really a comprehensive human resource development strategy that is directly tied into devolution.

On that note, I would like to give members a quick update. Just since the launch a few weeks ago, we have already had 45 individuals that have shown interest in terms of being a part of that process. We have done an extensive targeted audience outreach to Nunavummiut, and it shows that we have hit almost 2,000 people wanting more information from it. So that outreach has started around that.

Obviously, there are a few things that are happening, but there are a lot of details around it. I know Mr. Suvega has been extensively busy since the signing because really the hard work that is happening now is the implementation of it. I look forward to keeping the members informed as we progress through the next steps around the implementation, but in particular, the human resource strategy. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I'll just close with a comment. I would appreciate the Premier and his office keeping us up to date regularly. I don't want to have to try and draw information out where I think the sooner and the more frequently, we get updates and information, it may help alleviate a lot of the questions, a lot of the confusion surrounding what this devolution actually means at a comprehensive level. I'm glad to hear Mr. Suvega hasn't worked himself out of a job just yet. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) That was just a comment, so I will go to the next person on my list. Mr. Simailak.

**Mr. Simailak:** Thank you, Mr. Chairman. I wanted to touch base on resource development specifically. The Nunavut draft land use plan in its present state, I'm told, is going to prevent and actually scare off the mining sector from Nunavut. I understand the Nunavut-Northwest Territories Chamber of Mines was actually going to submit an official complaint letter or official letter opposing the draft land use plan in its present state. I want to get the minister's position on how he feels about the draft land use plan, in its present state. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) This ties up with devolution and the possibility of royalties. I'll allow the question. Mr. Pauloosie Akeegok.

**Hon. P.J. Akeegok:** Thank you, Mr. Chairman. Again, thanks to my member colleague for that very good question and his continued interest. On that, as we've mentioned in the House many times, it's currently being reviewed. The Minister of Environment, as well as the Minister of ED&T, through our central function, as well, had enquired if there are

any concerns, or any issues that different departments may have. Right now, we're at that review stage.

I can't comment, in terms of where that is, but I have heard, directly, the potential concerns that were voiced right at the public hearings. I was very fortunate to have attended, just one of the public hearings, that one was held here. I, directly, heard from the resource extractive industry of the potential concerns, and even, from the Inuit organizations, themselves, as well, in terms of different corridors that might be prohibiting Inuit lead, Inuit driven projects.

I am confident that the review process will factor in those concerns that we've heard so far. It would be premature for me to say what position I have, as the Premier, when we're at the review stages, at this point. I can assure the member that I heard, loud and clear, that we have to find a balance, and we have to strike a balance between conservation and opening up our lands, because it really does provide incredible opportunities. We're reviewing those, at this moment, as we speak. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) I have no more names on my list. Executive and Intergovernmental Affairs. Branch Summary. Devolution Secretariat. Total Operations and Maintenance. \$2,714,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Members, go to page B3. Details of Expenditure, to be Voted. Executive and Intergovernmental Affairs. Total Operations and Maintenance, to be Voted, \$21,889,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Do members agree that we have concluded Executive and Intergovernmental Affairs?

**Some Members:** Agreed.

**Chairman:** Brief closing comments. Minister Pauloosie Akeeagok.

**Hon. P.J. Akeeagok:** Thank you, Mr. Chair. I would like to thank you all for your questions and your comments. I take them very seriously in the work that we do collectively. For that, I would like to take the opportunity and the incredible staff I am very privileged to work, starting that with the person to my right, our deputy, for her incredible leadership that she provides to the department, and all the departments and agencies, at that.

For that, I am very thankful, as well as the officials that were here. We have Mr. Atienza and Mr. Suvega, that were here at the witness table, as well as the many, many that aren't here, that provide incredible work for us to able to provide service to Nunavummiut.

With that, I want to thank you, Chairman, for allowing us to be present at your committee, and providing us with support for us to do the incredible work that we're hoping to do this coming year. (interpretation) Thank you.

>> *Applause*

**Chairman** (interpretation): Thank you. (interpretation ends) Sergeant-at-Arms, please escort the witnesses out. Members, stay in your seat. We'll go straight into the Office of the Legislative Assembly.

>> *Committee recessed at 20:59 and resumed at 21:00.*

### **Bill 37 – Appropriation (Operations & Maintenance) Act, 2024-2025 – Legislative Assembly – Consideration in Committee**

**Chairman** (Mr. Hickes): Thank you. I would like to call the committee meeting back to order. We have the Legislative Assembly. I am going to ask the Speaker of the House, Mr. Akoak: do you have officials that you would like to appear before the committee with you? Mr. Speaker.

**Speaker:** Yes, I do. Thank you, Mr. Chairman.

**Chairman:** Thank you. Does the committee agree to allow the Speaker to have witnesses appear before them?

**Some Members:** Agreed.

**Chairman:** Thank you. Sergeant-at-Arms, please escort the witness in. Mr. Speaker, you can introduce your official, when you're ready, and proceed directly, with your opening comments, at your leisure. Thank you, Mr. Speaker.

**Speaker:** Thank you, Mr. Chairman. Sitting beside me on my right is the Clerk of the Legislative Assembly, Mr. Quirke.

(interpretation) Thank you, Mr. Chairman. I am pleased to appear before you today to present the 2024-25 Main Estimates of the Office of the Legislative Assembly of Nunavut.

The Legislative Assembly's proposed 2024-25 main estimates reflect the financial and human resources required for the operation of the institution, as well as the offices of its independent officers.

For this fiscal year, we are requesting a total of \$30,183,000 in funding. This represents a modest increase of just \$455,000, or 1.5 percent, from the previous 2023-24 fiscal year.

As members are aware, this year marks the 25th anniversary of the creation of Nunavut and the first sitting of the first Legislative Assembly, which was held on April 1, 1999. This year also marks the resumption of the Speaker's Mace Tour. By the end of this year, the Mace will have visited schools and other facilities in all of Nunavut's 25 communities. I wish to acknowledge and thank Her Honour the Commissioner for being a part of this initiative and presenting Commissioner's Awards to a number of Nunavummiut.

As members are also aware, the next general election for the Seventh Legislative Assembly is required by law to be held on October 27, 2025, during the upcoming 2025-26 fiscal year. The Management and Services Board continues to invite applications for the position of Chief Electoral Officer, which is a critical position that must be successfully filled in order for the election to be held as scheduled. I wish to take this opportunity to urge all members to consider encouraging qualified constituents to submit applications for this important role.

I will be pleased to answer any questions members may have. Thank you.

>>Applause

**Chairman:** Thank you, Mr. Speaker. Are there any general comments to the opening comments? Seeing none, Assembly Operations. Total Operations and Maintenance, to be Voted. \$10,119,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Please go to page A-5. Expenditures on Behalf of Members. Total Operations and Maintenance requested. \$13,547,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Please go to page A-6. Independent Officers of the Legislative Assembly. Total Operations and Maintenance, to be Voted. \$6,517,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Members, please go back to page A-3. Detail of Expenditures, to be Voted. Office of the Legislative Assembly. Total Operations and Maintenance, to be Voted. \$30,183,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Do members agree that we have concluded with the Office of the Legislative Assembly?

**Some Members:** Agreed.

**Chairman:** Thank you. Some brief closing comments, Mr. Speaker.

**Speaker:** Thank you, Mr. Chairman. Thank you for passing your budget. This is your budget. I'm happy that we have a Clerk that looks after everything on behalf of us, so it should be a facility running well and he looks after what we need. Thank you, Mr. Clerk. (interpretation) Thank you.

>> *Applause*

**Chairman:** Thank you. The witnesses can be excused. Do members agree that we have concluded with Bill 37?

**Some Members:** Agreed.

**Bill 37 – Appropriation (Operations & Maintenance) Act, 2024-2025 –  
Consideration in Committee**

**Chairman:** Thank you. I ask members to go to Bill 37 in your legislative binder for the clause-by-clause review of Bill 37.

Bill 37, *Appropriation (Operations and Maintenance) Act, 2024-2025*. Clause 1. Agreed?

**Some Members:** Agreed.

**Chairman:** Clause 2. Agreed?

**Some Members:** Agreed.

**Chairman:** Clause 3. Please go to Schedule on page 2. Amounts Appropriated for the Fiscal Year Ending March 31, 2025. Total Appropriation. \$2,134,563,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Clause 3. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Clause 4. Agreed?

**Some Members:** Agreed.

**Chairman:** Clause 5. Agreed?

**Some Members:** Agreed.

**Chairman:** Clause 6. Agreed?

**Some Members:** Agreed.

**Chairman:** Do members agree to Bill 37 as a whole?

**Some Members:** Agreed.

**Chairman:** Do members agree to put Bill 37 on the orders of the day for third reading?

**Some Members:** Agreed.

**Chairman:** Thank you. I will now rise to report progress to the Speaker.

**Speaker:** Item 20. Report of the Committee of the Whole. Mr. Hickes.

### **Item 20: Report of the Committee of the Whole**

**Mr. Hickes:** Thank you, Mr. Speaker. Mr. Speaker, your committee has been considering Bill 37 and would like to report that Bill 37 is immediately ready for third reading, pursuant to Rule 73. Mr. Speaker, I move that the Report of the Committee of the Whole be agreed to. Thank you, Mr. Speaker.

**Speaker:** There is a motion on the floor. Is there a seconder? Ms. Gross. The motion is in order. To the motion.

**Some Hon. Members:** Question.

**Speaker:** All those in favour. Opposed. The motion is carried.

>> *Applause*

Item 21. Third Reading of Bills. I recognize Minister Kusugak.

### **Item 21: Third Reading of Bills**

#### **Bill 37 – Appropriation (Operations & Maintenance) Act, 2024-2025 – Third Reading**

**Hon. Lorne Kusugak:** Thank you, Mr. Speaker. I move, seconded by the Hon. Member for Quttiktuq, that Bill 37, *Appropriation (Operations and Maintenance) Act, 2024-2025*, be read for the third time. Thank you, Mr. Speaker.

**Speaker:** The motion is in order. To the motion.

**An Hon. Member:** Question.

**Speaker:** All those in favour. Opposed. The motion is carried and the bill is ready for assent.

Item 22. *Orders of the Day*. Mr. Clerk.

**Item 22: Orders of the Day**

**Clerk** (Mr. Quirke): Thank you, Mr. Speaker. *Orders of the Day* for March 12:

1. Prayer
2. Ministers' Statements
3. Members' Statements
4. Returns to Oral Questions
5. Recognition of Visitors in the Gallery
6. Oral Questions
7. Written Questions
8. Returns to Written Questions
9. Replies to Opening Address
10. Petitions
11. Responses to Petitions
12. Reports of Standing and Special Committees on Bills and Other Matters
13. Tabling of Documents
14. Notices of Motions
15. Notices of Motions for First Reading of Bills
16. Motions
17. First Reading of Bills
18. Second Reading of Bills
19. Consideration in Committee of the Whole of Bills and Other Matters
  - Bill 38
  - Bill 39
  - Bill 40
20. Report of the Committee of the Whole
21. Third Reading of Bills
22. Orders of the Day

Thank you.

>>*Applause*

**Speaker:** In accordance to the authority provided to me by Motion 29 – 6(2), this House stands adjourned until Tuesday, March 12, at 10 a.m.

Sergeant-at-Arms.

>>*House adjourned at 21:14*



