Standing Committee on Oversight of Government Operations and Public Accounts Review of the 2014 Report of the Auditor General of Canada – Follow up Report on Child and Family Services in Nunavut Iqaluit, Nunavut September 16, 2014

### **Members Present**:

Tony Akoak Pat Angnakak Joe Enook George Hickes, Chair David Joanasie Simeon Mikkungwak Samuel Nuqingaq Allan Rumbolt Joe Savikataaq Alexander Sammurtok, Co-Chair

## **Staff Members**:

Siobhan Moss Nancy Tupik

## **Interpreters**:

Attima Hadlari Mikle Langenhan Mary Nashook James Panioyak Thomas Suluk Blandina Tulugarjuk Simon Okpakok

## Witnesses:

Ronnie Campbell, Assistant Auditor General
Michelle Salvail, Principal
John MacDonald, Acting Deputy Minister of Family Services
Mark Arnold, Deputy Director, Child and Family Services
Ambrose Ojah, Territorial Child Welfare Specialist

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**Ͻʹϧʹͱ**: ϤϮL ΗϤʹϤͺ LΔϤʹ Ϥ<sup>ʹ</sup><sup>ヘ</sup>ΡΗϤ<sup>ʹ</sup> ΓϤϲ Ϥ<sup>/</sup><sup>β</sup> ϞΔΓィ <σϷϞ<sup>ͽ</sup> ĊΓ ィン<sup>β</sup> <Ϥ<sup>-</sup>Ω ϽͻύϞ<sup>β</sup> አΔL<sup>6</sup> Ϸ<sup>®</sup><d<sup>5</sup>

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 Γረኆ ኣϷʹሚΔ, ႪϷኦኣኈጦ└∟
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>>Committee commenced at 13:28	>>bNL><< <>
<b>Chairman</b> (Mr. Hickes): Good afternoon, everyone. I would like to welcome everyone to this committee meeting on oversight of government operations and public accounts hearing of the Auditor General of Canada's 2014 Follow-up Report on Child and Family Services in Nunavut.	<b>Δν/ «ϷϹ·</b> » (ΗΔ <sup>ϧ</sup> )(ϽϞϷΛͿϚ): Ϸ° ϿϞͽϭ ΔϿ° Ⴍϟ. Ͽ° Ϟυϟʹϭϭ«Ϟϟ ϹͼϭϤ ϷΛLϷϚϲϤ ϷΛLσ <sup>ϧ</sup> υ <sup>°</sup> Ͽ <sup>°</sup> υ«L <sup>®</sup> d <sup>°</sup> ΔνϲΛͼ ΛΙσ <sup>°</sup> υ <sup>°</sup> Δο <sup>°</sup> Δοταλ <sup>°</sup> 2014-Γ Δοταλ <sup>®</sup> σ <sup>°</sup> Δα <sup>°</sup> Γ.
I would like to ask Mr. Mikkungwak to lead us in prayer, please.	CAL ጋኑረፋናውግና LጋΔጭረናਰርና୮ኦና ୮ኑር ୮P° ህላጭ.
>>Prayer	᠈᠈ᠫ᠋᠋᠋᠋᠈᠈ᠫ᠋᠋᠈᠈ᡔ᠋
<b>Chairman</b> : Does everyone have a copy of the agenda in front of them? Any comments or questions?	<b>Δ»/ペϷϹ·ͽ</b> (ϽϞϞႶͿͼ): ႦႶĽ <sup>ͺ</sup> ϞͺϺͽϧͺϹͼ Λ៸ĽϞΔ°ႭϷႱϞϟ ϷͼϷϲϞͼϧͼϾͼϷͼ <br ϭΛͼͼϭϽϞͼ
I would like to start the proceedings with my opening comments.	ᲮᲘLԺჼჼ ለቦ⊲ჼჼᲘJL≪ና ϷჼᲮ₽୵ჼďჼ Lጋ∆ჼ_J ለቦ⊲₽ႶჼᲮჼႫ⊲ჼჼჂჼ ϷჼᲮ₽Lヶ୮Ⴋჼ.
Again, good afternoon. I would like to welcome everyone to this meeting of the Legislative Assembly Standing Committee on Oversight of Government Operations and Public Accounts.	Ϸ՟ച⁵ᲮናႶ⊲ሊነረ. ጋ°∿ႱራናႶ⊲ჼჂረჂ ርĽኑረ C°ੴ LႠႱႠϷჼልႷႠና. ᲮႶჼLC ĊŀᲥഛႱ ᲮႶႾჂናċഛ. CdჼᲮናႠϷႶ՟ჂႶና Ⴑ֎Ľჼď ⊲ϷϲσႢჂჼႱഛ.
We have convened today to begin the Standing Committee's hearings on the Auditor General's 2014 Follow-up Report of the Auditor General of Canada on Child and Family Services in Nunavut. This report was tabled in the Legislative Assembly of Nunavut on March 18, 2014.	▷፦שך טרגילחיטיסַלייסטי כינשילגיילסייּחסי 2014-ך ססיטכּלאס״ר°סי ∧ילחכ״סי ספשיך לדלישי ∆בילה״שיש אזיחדי ססיט״ריסי לדלישי אניחדים אירחדי ספי גרערסיאסשי גייףכסבסיילגי גיל 18, 2014-ך.
I am delighted to welcome representatives from the Office of the Auditor General back to Iqaluit. I would like to recognize Assistant Auditor General Mr. Ronnie Campbell, who has appeared before this Committee a number of times over the past several years.	ϹၬL <sup>ͼ</sup> ᢣ᠘ᢣ᠋ᡃᢛᢣᢂ᠖᠋ᠺ᠓ᡪᡃ᠌ᠺᢌᡶᢨᠣ᠌ᢁ᠋ᢤ᠖᠉ᠫ ᠫᢩᡥ᠋ᡶᢞᡅ᠋᠆ᡔᠣ᠖᠘ᠮᠦ᠋ᠴᡐ᠌᠌᠌᠌᠌᠌ᡘ᠋᠋ᡭᢑ᠋ᠧ ᠘᠆ᢣᡅᡶ᠋ᡗ᠊ᠴ᠋᠍᠍᠍᠍᠘᠄ᡶ᠋᠌᠌ᢛᢣ᠘ᢞᢛᡗᢂ᠖᠋ᡗ᠋᠌᠌ᢁ᠘ᡷᢛ᠓ᡷᡁ ᡬᠦᡖᡫᠫ᠊, ᠖᠒᠘ᢣᡪᡄᡄ᠋᠋᠋᠋ᡬ᠆ᡠ᠖ᡃᡉᠧ᠋᠋ᢁ᠘ᢄ ᡏ᠋ᡬ᠕᠘ᡩ᠘᠘᠘᠘᠘᠘᠘᠘᠘
As you will recall, we last met with the	᠘᠋᠋᠋ᡃ᠋ᢐ᠋ᢄᡶᢞᡃ᠋ᢣᢄ᠋᠀ᢣ᠂᠋᠍ᢦ᠘᠋᠋ᠬᡄᡄ᠋᠋ᠺ᠋᠆᠆᠕᠅ᡩ᠋᠋᠋ᠳ ᢗᡃ᠋᠋᠋᠋ᡶ᠋᠋᠋᠋᠉ᢣ᠘ᢞᢛᠡᢂ᠖᠋᠕᠋ᠺ᠋ᡪ᠋ᠺᢌᡶ᠍᠂ᠳ᠋᠌ᢁ᠅᠋ᡶᢛ᠌᠌ᠵ

Office of the Auditor General in April of this year to review two reports relating to education in Nunavut and the safety of schools and child care facilities in the territory. Given the emphasis being placed by Nunavut's Fourth Assembly on the importance of education in our future as a territory and the ongoing need to ensure the highest levels of safety for our children, I believe all Members of the Committee will agree that those hearings were very productive and informative.

Today's hearing will again focus on the safety and protection of our children and youth, although from a different perspective. I am confident that these hearings will be equally as productive and informative as those held in April.

I would like to take this opportunity to note that the report being considered today is a follow-up to the Office of the Auditor General's 2011 Report on Children, Youth and Family Programs and Services in Nunavut. The 2011 report, which provides the basis for the current 2014 follow-up report, was tabled and reviewed during Nunavut's Third Assembly before most of the Standing Committee's current Members were elected.

Today, therefore, presents a unique opportunity to learn from the work of our predecessors, to share new insights and observations, and to move forward in addressing issues of concern that have been raised over some time.

Indeed, there have been some significant changes in the interim between the presentation of these two reports from the Office of the Auditor General, with amendments to our *Child and Family Services Act*, the creation of the new Department of Family Services, as well as

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CΔLΔ°σ∿レ۵, ϷʹͻΓ Λ&ʻbʻ®∩CϷ··ህϤϹʹϷϟ°ዺ·Ϸ>ປ ΔϚʹϚʹϚϷՈቦ·Ϸϐ·ϭ·ϭϤʹϷͺͻՈͱϭͰʹͻ LϲႱϲϷͽ·ͶϷϲϷʹͽϽϚ ΛϲϲϤ&ϭ·ʹϷʹͼͷ, ϿϹϭ· CdͻC ϷʹϞϲͻϹͻ ϤʹͰ ϟϘͿϤϷϤʹϚʹϲϤͻႶͱϭ ΔϟϳͻϹϷʹϷϚϾ·ϟͰϟϽ·ϷϷϲʹϷϽ·.

the passage of legislation to establish the	
Office of the Representative for Children	
and Youth.	
On that note, I would like to acknowledge	᠘ᡄᡃ, ᠡ᠀᠋᠂᠆ᠬ᠅ᡬᡃ᠋ᡃᡝ᠊ᠴᠣ᠊᠋᠌᠌᠌ᠣᡆ᠀ᡃ᠋᠋ᡏ ᠙ᡃ᠋᠋᠋᠋᠋ᡰᢑ᠋᠔᠘ᢣ᠋ᠵᠣ᠋᠋᠋᠆ᡐ᠋᠋᠋᠋᠉᠋᠊᠋᠋᠋ᡔᢑ᠂ᠽ᠋
Ms. Sherry McNeil-Mulak, Nunavut's first	2, 2014-F C°C Noda%CDCD5LS JL D5_F
Representative for Children and Youth in	2, 2014-1 C C 11:00 "CVCV"L" V-L V J C°&&;bCV-jj bNLJC^^~
Nunavut, who was appointed on June 2,	50°°C72°Ω°σ452°. 2°°U76°. 74Ω.
2014 and is here today in the Gallery to	
observe the proceedings. Welcome, Sherry.	ዾዻዻ bበLσჀσ⊲ჼどርና ସ፞፞፞፞፞፞፝፞፞፝፞ቝፘዾኯዾኇኯዸ
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Our schedule indicates that we will	کם تک کו '' כב דבל דע דע בסודד שבישר לאריכ שמטירי אילחלי לאיני ש
commence our consideration of the Auditor	Δείκινος της του Αγίης της της της της της της της της της τ
General's 2014 Follow-up Report on Child	
and Family Services in Nunavut today and	ይገር ነ ነ ነ ርጉሪ ነ ዓ ዓ ዓ ዓ ዓ ር ዓ ር ዓ ር ዓ bበLነፈርሥቴ
continue tomorrow as necessary. This will	ل الا لا الحالي المراجع ال
provide ample opportunity for the	ᡆ᠋ᠴᡆ᠘ᡃᠵ᠘ᢞᡆᢩ᠂ᠳᡏ᠖᠖᠘᠂᠂᠂᠈᠂᠋ᠴ᠋᠋
government to publicly account for what	⊲⊳∠⇒⊿≿⊲∩⊸ ५∞₽೯∩∠⊳₅೭∿₺∿Ր೯ ⊲ၬ∟
specific actions have been taken to address	᠂᠘ᠴ᠘᠆᠘᠘
the issues and concerns raised in the	
Auditor General's report.	ᢄᡔᢑ᠋ᡠ᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆ ᠈᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆
I further anticipate that the Standing	ᡔ᠋ᡊᢂ᠋᠆ᢞᢑ᠘᠋᠖᠘᠘ᢣᡪᡄ᠋ᠺ᠊ᢂ᠋ᡔᢑ᠘ᡔᡄ
Committee's report on these hearings will	᠌ᡄᢩ᠃ᠳᠳ᠉᠕ᢣ᠋᠊ᡣᡄᡄ᠘ᡄ᠋᠋ᢄ᠂᠋ᢐ᠉᠋
be presented to the House after it	ᢣ᠋᠋᠋᠅᠋᠋᠋᠋᠙᠘᠄ᡔᡆ᠋᠈ᠳ᠋ᢧ᠆᠆᠃᠆᠆᠆᠆᠆᠆᠆᠆᠆
reconvenes for its sitting next month. As	ᢗᡃ᠋ᡥ᠋᠋₽᠌ᢧᡆ᠋ᢀᠫᡏ. ᠘᠆᠋᠋᠋᠆᠆᠘᠆ᡐ᠋᠋᠋᠉ᠳ᠘᠉ᠳ
my colleagues are aware, Rule 91(5) of the	L⊂ሁኈ
Rules of the Legislative Assembly of	<i>᠘᠆᠆</i> ᠕᠋ᡥ᠋᠆᠆ᡔ᠖᠋ᢄ᠆᠘᠖᠆᠘
Nunavut requires that the government	᠙᠌ᡔᢣᡅ᠋᠋ᡏᢠᡃᠣ᠘ᠳᠣᡗ᠂ᡩ᠋᠋ᠴ᠅᠋᠋᠋᠋᠋᠌ᢓ᠋᠋᠋
produce a formal response to a report of a	୳℠₽⊂⋗∊⋗℠Ո՟ <i>ℶ</i> ⅃.
Standing Committee within 120 days of its	
presentation.	ᡆ᠋᠋ᠴᡆ᠘᠋᠋᠋ᢛᡝ᠋ᡃ᠋ᡖ᠘ᢞᡆ᠘ᢞ᠋ᡅ᠘ᡄ᠋᠋ᡭ᠆ᠳ
<b>T</b> 11 1 1 01 1 1 1	ᡏ᠋ᠫᡅ᠋ᠫ᠋ᡃᢑᡆ᠋ᡎᡄᡄᢕᡱᠣᢛ᠂ᠳ᠋᠘᠋᠋᠋᠘᠘᠘ᢣ᠋ᡔᢣᡅ᠋ᡜᡄ᠅᠋ᢍᢛ
I will now briefly cover some logistical and	ᡖᡣ᠘ᠳ᠋ᡃ᠋᠖᠕ᡗ᠊᠋᠆ᡩᡄᡅᡄ᠌᠌ᢂ᠆ᡥᡉ᠋᠋᠅ᢕ᠋ᢩ᠆
housekeeping matters.	
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These hearings are being televised live	
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services of both the Bell and Shaw	
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Transcripts of this hearing will be produced	$\Delta \subset P^{sb}C^{sb}C^{sb}C^{sb}$
and posted on the Legislative Assembly's	∆₽⊲ኈ₽ልኈՐ∩Jና.
website at a later date.	⊃ڶڬڎ؇ڮ ڡ؇ڮڗڔڮڎ∆؇ۮ٢ٵ٩ۮ, ۮڗڮڎ؇ڷ
In order to assist our intervent 1	۲. ۲۵۵٬۵۶۵۲۲۲ ۵٬۲۵۲٬۵۱۰ ۵٬۲۹۵۲ ۲. ۲. ۲. ۲. ۲. ۲. ۲. ۲. ۲. ۲. ۲. ۲. ۲. ۲
In order to assist our interpreters and	4%dA%b%C%d&4%C%b.

technical staff, I would ask that Members and witnesses go through the Chair before speaking. I would also ask all Members, witnesses, and visitors in the Gallery to ensure that their cellphones, BlackBerrys, and other electronic devices do not disrupt these proceedings.	LᡄႱᡄϷჼჼᡤႽ, ჼႦΔჼdᢣϷϟLϞʹ ላኑL >ᡄᢆᡅ᠊᠋ᠺჼᢦᢣ᠘ᢣ ϷჼbᡄϷႶℾჼჾჼ ላᠨ <sup>ᢌ</sup> ᡥ᠊ᠳᡃᡱ <sup>ᢩ</sup> ᡠ᠂Ϸላᢣ᠌᠌ᡠჼንႫჼ ჼႦℾჼႶჼdትᢣჼႦ ᲮႶLσႢᢣᢟና ᲮጚჇናႶႯჼႫႯჼLና.
I would also like to mention that if people could keep their speaking to a fairly steady pace to assist our interpreters in their great work.	ϤᡃL౨ Ϸʻbʻᡄ∿σϤΡ່γ ϽϤል౨ϤʹσϤ⁰∿Րϲϒ ϽϞϷͼ Ϲ·ͿϤ ΔγLΓ·⋂ϤʹͻΓ·.
I would also like to again welcome Assistant Auditor General Mr. Ronnie Campbell to our hearings and invite him to deliver the opening statement from the Office of the Auditor General. Thank you.	Ϥᡃ᠋ᡶ᠋ᠴ᠄᠋ᠫᢩᡥ᠋ᡃᠾᢣᡃᡃᡉ᠖ᡃᡦᠯ᠋ᡘ᠖᠉ᠳ᠘ᢄ᠃᠘᠂᠉᠘ᡩ᠉᠘᠖ ᠘᠋᠋ᡋᡶᠯ᠋᠖ᠿᡆᠣᡃ,᠄ᡠᠦ᠄ᡠᡃᢣ᠋᠆ᠮ᠈᠋ᡬᡃᡘ᠋᠋ᢩ᠘ᢩᡥᡁᢗ ᠫ᠋᠋᠋ᡪ᠋᠋᠋᠋᠋᠋᠃ᠺ᠘᠆ᡩ᠋᠋᠋᠋᠋᠋ᠶᢗ᠋᠋ᠺ᠄᠂ᡁ᠋ᢣᢩᢁ᠆ᠮ
<b>Mr. Campbell</b> : <i>Unnusakkut</i> . Good afternoon, everyone. Thank you, Mr. Chairman, for this opportunity to discuss our follow-up report on child and family services in Nunavut – Department of Family Services. Joining me at the table today is Michelle Salvail, the audit principal who was responsible for this audit.	<b>ὑ·&gt;·</b> (ϽϞϞϷϭ·): Ϸ°ϿϞϷϭ· ΔϿ°ϱϟ ʹϭϭϷͺϹͰϿ ΔϷϟ≪ϷϹʹϐ Λልʹͽϐ·ϺϹϷʹʹ·ህϤϹʹϐϟʹͼϥ Ϸϭ·ϷϿϷϟʹͽʹϭϭʹϳϿʹ·ϧ ϟϨϟ°ϿϚ Δϲ;϶ͺϲʹͽϿ ΛϷ·ϚϨͶͼ ϭϫϿϚ ΔϿϲϲͺϷͽϭϐϿϚ. ϳϭʹͽϴͶϲ϶Ϸ ΓϞϷ·≪Δ ϞϷʹϔϷʹ, ϤʹϧϞͼϧϲϧϷ;ͼ ϹͱͺϲͼϟϲϷͼϧͶϲϧϷϲͽ
In this audit, we looked at whether the Department of Family Services had made satisfactory progress in acting on key recommendations from our 2011 Report on Children, Youth and Family Programs and Services in Nunavut.	CLጋLơ ᡩ᠋ᡗᠮᠻᡆᡄᢂ᠋᠅ᠫ᠍ᠮ᠘ᠴᡄ᠋ᠬ᠉ᡃᡆ ᡤᡠᡆ ᠕ᢟ᠆᠋ᡏᠬᠺᢋᠴᡏ᠋᠋ᡶ᠋᠋᠅ᡭᡥᢁ᠊᠕᠋᠄ᢣᠯᡠᡃ ᡏ ᡆᡄᡃ᠋᠇᠋ᢤ᠉ᡩᠴ᠋ᢃᡩᡃᠾᢞ᠕ᢣ᠋ᡟᠺᡊᡊᠴᠬ ᠖ᠴ᠘ᢩ᠆ᡬ᠆ᡩ᠋᠋᠋ᡶ᠅ᡁ᠄
More specifically, we looked at whether the department had taken steps to strengthen and improve its ability to deliver services to children and their families.	᠕᠋ᠴ᠌ᡏ᠄᠋᠀᠋᠋᠋ᡏ᠄ᠻ᠋᠋᠋ᠮ᠄ᠻ᠌ᢄ᠂ᡄᡄᢂ᠋᠖ ᠋᠋᠄ᡃᠦ᠌ᠴ᠘᠆᠋ᢄᢞᢦ᠘᠋᠋᠆᠋᠄᠘ᡷᡠ᠙᠄᠘᠋᠋᠅ᠺᢄᡆᡄᢄ ᠘᠋ᡃᠳᡆ᠕᠈ᡩ᠋᠒᠋ᡗᡤ᠂᠈ᡝ᠋᠈ᢞ᠂᠌ᠴ᠋ᢄᡩ᠋᠋᠅ᡶᢝ.
I would like to provide you with a brief overview of the report findings.	ᡆ᠘ᡃᡄ᠋᠋ᡣ᠋᠋᠋᠋ᢛᢣ᠘ᠴᡗ᠋᠄ ᠘᠌᠌ᡟᡆ᠋ᠡ ᢂᡔ᠋ᢦᡃᡠ᠋᠋᠋ᡣ᠋ᡗ ᡆᠴᡆ᠘ᡃᠣ᠋ᠫᡃᢛ<᠀᠋ᡗ᠘᠆ᡘᢘ᠅ᡔ᠙᠘᠆ᠺ᠉ᡦ
Following the tabling of our 2011 report,	2001-୮ Þσᡃ᠋ᡠᡄᢂ᠋ᡃᢑ᠋᠔ᡔᡄ᠋ᡘᢣ᠋ᡆᡄ ᢤ᠋ᠴ᠋ᠴ

what was then the Department of Health and Social Services put in place a number of measures to address our	ΔሮϷჼჾႦሏᡄϷჼჾჂႽ ፈርኦፖኦ՞ጐቦናጋσჾ ርჾdჃ ፈጋሮናፈትሮፈሲᡄϷჼჾჂጵና ΔሮϷჼჾႦჼჾርϷσፈናLC.
recommendations. For example, we found that the department made satisfactory progress in developing and providing training for community social service workers.	ϷϧϽͶϹϿϧͼͺϒϭͼϲϤͼͶϤͼͳϧϳͼͺϥ;ϧϧϧϧ ϒϲϝͳϜ;ϷͶϘϼͺϘϿϲϓ;ϿͼͺϤϽ;ͼϹϷϫϤ;ͽϽϲϼ ϤͲϫͺϲ;ϲ;ϥϥͺϒϫϫϫϫ
Also, the department's efforts to fill vacant positions have contributed to positive results. We found that the occupancy rates for community social service workers and supervisors increased from 63 percent in 2011 to 83 percent as of July 2013. A significant proportion of the positions were filled by casual staff.	ϤͰͺͺͻͺͺϹ <sup>ͱ</sup> ͽͿϤͺΔϼϲͺͺϧϷϤ <sup>ϲ</sup> ͺΔͼϼϹϘ;Ϳͺͼͼ <sup>ͼ</sup> , ϹʹϿϭͼ ΔͼϧϼϿͺϿͼ ΑͼϧϼϿͺϤͺϧϲ Αͼϲ Αφοτά
In this report, we recommended that the Department of Family Services continue to work with the Department of Finance and the regions to ensure that community social service workers' positions are filled with permanent staff in all communities.	ϷϭϤϫϭͺϷϭͼϧϫͺϤϽϲͺϥϡϲϹϧϧᡪͳϯϥϲͺ ϭͲϲϓϧϥϛͺϤ;ϹϿͺϭϧϧϲͿϧ;ϷͿϧ; ϗϿϲϓϧϥϛϫͺϤ;ΓϿͺϤϗϧϽͼϧϯϯϚ ϿϿϲϓϧϲͺϿϫϧͺϲͺϿϫϧϹϷϫϤ;ΓϹ ϿͼϧϷϭϿϒϿͼͽϫϤϧϽϫϧͺϿϭϲϲϲϳϫϲ
Mr. Chairman, as presented in Exhibit 6 of our report, we found that serious gaps remain in the department's compliance with key child protection standards of the <i>Child and Family Services Act</i> .	Δ <sup>ϧ</sup> ϟ≪ϷϹʹͽ, Ϲʹ·ͺ ϹϭϧϧͺͼͺϬͺϷϭͼϧϲͺϽͼ ϷϷϹϷϟϹϭϫͺϭϫϿϫϪϧϪϟϹϞͼͺϟ;ϟͼ ϫϿͱϹϷϟͽϹϷϟϹϭϫϹͼϫϲϹϲϧϲͼϫ ϪϲϷͼϧϾϷϟϹϭϫͺϫ;ϲ Λ;ϭϧ;ϞϭϧϾϭ.
For example, less than one-third of children in care received visits from a community social worker at the frequency required under the standards. In addition, once foster homes had been approved, the department performed annual reviews of those homes in only 4 of the 32 files that we reviewed.	ϷͻϽͶϹϿͿͺͶͺϧϤϚϿϤϽϪͼϫϪͼͺΫϟϳͼͺϦϴͰͽͼ ϐϹϹϧϷϚͺͼϷϷϧϒ;ͽϹϷ;ϷϲϹͼͺϧϹϿϤͼϽͼͺϤϯϹϿ ϹϪͽϥϤͺͶͿϤͼͺϿϥͼϼϭϥͼϫͺϧϲϿ ϤϧϲϧϲϷ; Ϥ;ϲϳϹϳͼͽͺͼϧϲ;ϧϧϧϲ Ϥ;ϲϳϹϳͼͽ ; Ϥ;ϲϳ Ϥ;ϲϳ ϲ Ϸ Ϸ Ϸ Ϸ Ϸ Ϸ Ϸ Ϸ Ϸ Ϸ Ϸ Ϸ Ϸ Ϸ Ϸ Ϸ Ϸ Ϸ
Compliance with the requirements of the <i>Child and Family Services Act</i> is essential to ensure that children are protected from abuse, harm, and neglect and to help prevent future problems.	ϟϟͼ Δϲϧϫͺͻ ϹϹͽϥϥ ϚϿͱϹϷϥϚͳϹϤϫϥͽϷϿͼ ΛϭͼϿͼϹϷϭϥͽϧͰϳϹ ϤͼϭͼϒͼϲϷϭϥͼϷͱϹϹ ΔͼϞͼϫϥ;϶ͼϲϲͻͺϫϿϭͼϚϹͻ ϤϷϷͼͼϹϷϟͶϹͼϷͼϭͼϲϲϲ

We also found unsatisfactory progress in the collection of basic information on children in care. This information includes data such as date of birth, care status, and foster placement. For example, we found that the department was still unable to produce about one-quarter of the monthly reports that the community social service workers should have submitted during our audit period.

The information is needed to allow the department to adequately plan for the needs of children in care. It is also necessary for meeting the reporting requirements under the *Child and Family Services Act*.

Parents are primarily responsible for a child's well-being; communities contribute to the child's protection. In 2011, we recommended that the department should engage parents and communities in a dialogue focused on keeping children safe. We found that the department had made little progress in this area. In this report, we are reiterating the need for engaging parents and communities.

Mr. Chairman, I am concerned that children are not getting the level of protection and care set out in the *Child and Family Services Act*. Addressing these recommendations will require the department's sustained effort and attention, as well as collaboration with other departments.

The Department of Family Services has agreed with our recommendations and has made several commitments in its response. Mr. Chairman, your Committee might want to seek details from officials about some of these actions. In particular, your Committee may wish to ask how the department is addressing compliance with <i>

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the standards.	ΔϧϞϭϷϹ;ͽʹʹϹΓͽϷϿͼͺͳϽϽ;ͽϞ;ϥϢϷ
Mr. Chairman, this concludes my opening remarks. We would be pleased to answer any questions your Committee may have.	ፈላጭር <sup>™</sup> , ርርንታውም <sup>2</sup> ርጋሏ <sup>™</sup> የፖናበႪ. «ለ <sup>™</sup> dበ <sup>™</sup> ነbዖነት የኦ <sub>ଦ</sub> ትዖ <sub>ש</sub> ትናσላ <sup>™</sup> ሁ< <sup>™</sup> b. ናਰታ <sup>®</sup> ሲΓ <sup>™</sup> .
Thank you. <b>Chairman</b> : Thank you, Mr. Campbell. I invite Acting Deputy Minister Mr. MacDonald for his opening comments.	<b>Δ৽៸⋞ϷϹ··</b> ͼͺϽϞϞႶͿͼ);ͺ·ͼͿϧͼϫϹϷͺϹͺϷͻ϶· Ϲϭ·ϹϷʹͺϽͽϹͼͽϧͺϹϫϲͺϹͻͼͺϹϽϪͼϧϫϥϽͼϷͼ ϽͼͽϧͶͼͶϹͼϹ;
<b>Mr. MacDonald</b> : Good morning, Mr. Chairman and Members of the Standing Committee. I am pleased to have this opportunity to meet with the Standing Committee and representatives of the Office of the Auditor General to discuss the follow-up report to the 2011 Report on Children, Youth and Family Programs and Services in Nunavut.	<b>L<sup></sup><sup>1</sup>C<sup>2</sup>σ</b> <sup>4</sup> (ϽϞϞΛͿϭ): Ϸ <sup>2</sup> <sub>2</sub> ΔϞ <sup>1</sup> σ <sup>4</sup> Δ <sup>1</sup> /2ν <sup>2</sup> L <sub>C</sub> <sup>1</sup> C <sup>2</sup> ν <sup>4</sup> Λ <sup>2</sup> <sup>4</sup> Λ <sup>3</sup> δ <sup>1</sup> <sup>4</sup> <sup>4</sup> <sup>4</sup> δΛ <sup>3</sup> δ <sup>1</sup> <sup>4</sup>
As Members of the Committee are aware, the new Department of Family Services was created on April 1, 2013 and we have now been operating for 17 months. The creation of the new department was a decision made by the Legislative Assembly to provide an even higher priority on the social determinants of well-being for Nunavummiut in order to address the high- risk factors, including child abuse, exploitation, and neglect, which we face in Nunavut.	ϧομράζες το βαρίας το δαράζου το δαράζου του δαρία το δαράτου του δαράτου
The 2014 audit report covers the period from March 2011 to August 2013. Although this only impacts on five months of actual operations of the new department, the report does provide an important and helpful evaluation of the strengths and weaknesses in our Children and Family Services Division as we move forward in our renewed commitment to family services in Nunavut.	2014-۲ Þరాట్ సార్ ఏరా 2011-గా ఉని 2013-సా ఎసారా, Cరాదించింటు చెళాగింపాగా ఎసారాగిందించింటి సింగా సింగా సంగా సింగా సంగా సింగా సింగా సంగా సింగా సింగా సింగా సింగా సంగా సింగా సింగా సింగా సింగా సింగా సింగా సింగా సింగా సిర
The Children and Family Services Division	۲۶، Δ۵، Δ۰، Δ۰، Δ۰، Δ۰، Δ۰، Δ۰،

was substantially reorganized at the time the new department was created. The division was expanded to include a family violence strategy and tasked to implement that strategy. It inherited the social advocacy portfolio with reference to age, disability, and gender.	ἀʹჼ৽Ρ৽ϟʹჼ৽ϹϷʹ·ϷϭϲϷʹჼͽϽϚͺͺϚʹͼϷϹϷϛϷʹϺʹ϶Ϲ ΔϼϲͺϧϞϲϹϳϚͺϷϼͼͱϟϹϥͼϹϷʹ϶ϽͰϿ ϽϼͿϥϨͶʹ·ϚͺϤͰϹϿͺϥϽϲʹͼͶϹϷϞϟͶͼϧʹͼϹͽͼ ἀʹͼ·ϷͼϟϪʹϿϹͺͺϥͶϲϷͼͳϫϘͼͺϹϪͼͿϥͺϥϞϷͼͻϪϳͼ ϪϞϥϲϛͺϥϭϳϧʹϹͽϛͺͶϹϹͿϛͺϥϟϨͶϲʹ϶ϼϛ ϥϟʹʹϹ϶ϼʹϿ
Further, as noted in the 2014 report, the responsibility for correctional services was transferred to the Department of Justice. To provide a sense of the breadth of programs and services delivered via this division, it is now responsible for the provision of child welfare, adoption, foster care and kinship care, family violence, social advocacy, adult residential care, and public guardianship in all 25 communities across	2014-Γ ΔΟΡΕΡ <sup>5</sup> ν/L <sup>4</sup> ΔΔΟΓΛ <sup>2</sup> ) <sup>5</sup> b <sup>5</sup> d <sup>6</sup> σ <sup>b</sup> Δb <sup>4</sup> <sup>5</sup> <sup>6</sup> CP&ΓΛ <sup>4</sup> . L <sup>6</sup> α C <sup>5</sup> d <sup>4</sup> bLΓ <sup>3</sup> <sup>5</sup> b <sup>5</sup> Γ <sup>4</sup> <sup>2</sup> <sup>2</sup> <sup>2</sup> bLΓ <sup>3</sup> Pσ <sup>6</sup> Γ <sup>6</sup> Δ <sup>6</sup> , ΠJ <sup>4</sup> <sup>6</sup> <sup>3</sup> J <sup>4</sup> <sup>5</sup> b <sup>5</sup> σ <sup>5</sup> , Δ <sup>4</sup> C <sup>6</sup> Δ <sup>6</sup> bLΓ <sup>3</sup> Pσ <sup>6</sup> Γ <sup>6</sup> , σ <sup>6</sup> <sup>5</sup> <sup>5</sup> <sup>5</sup> CPσ <sup>6</sup> Γ <sup>6</sup> , Δ <sup>6</sup> αΔ <sup>6</sup> <sup>4</sup> C <sup>6</sup> CP <sup>4</sup> <sup>6</sup> J <sup>4</sup> <sup>6</sup> Δ <sup>6</sup> <sup>4</sup> <sup>4</sup> L <sup>3</sup> 25 Δα <sup>6</sup> σ <sup>6</sup> ΔΔ <sup>6</sup> <sup>4</sup> <sup>6</sup> P <sup>3</sup> P <sup>3</sup> P <sup>4</sup> .
Nunavut. Currently, we have 57 community social services workers, supervisors, and managers who are responsible for implementing all of the above-mentioned programs and services, which work to support vulnerable Nunavummiut from early childhood to adults and elders.	ŰႭ 57-σჼ ΔϿϲͺͺ͵ϡ;ϷʹϿͿϚ. ϤͼϒϞʹͼϷϷͶϭͼ ϤϷϲͺϚͶϞͼϔͼϫͻ ϤϽϲ·ͼͶϚͶϘʹϲϤϞϭͼ Ϸϭϭͼ ϹϪͼϷϷ;ϭͼ. ϹϹͼϤϤ ϤϞͼϭͼϧϪͼ ϿͼϿϹϷϹϪͼ ϷϹͿͻϷͼͶϤͼϭϥ;Ϲ ϪϿϲͺ;ͼϷϷϷϭͼϔͼ ϪͼϿϲͿϲʹͼϭͼϔ
Child welfare programs described in the Auditor General's report provide important services to children, youth, and families and are one component of general workloads for these staff in our communities. This scope of practice, although best suited for our small, isolated communities, does make for unique challenges in social work practice and is unlike social work practised elsewhere in Canada.	ϤၬͺͺͻͺͺϹၬͺϧϟͺͰͺͼϧϟϷͼϧϦϒͺϷϭͼϼϧϧͺͺͺ Α;ͺͺ Δͼͺͺ Δͼͺͺ Δͼͺ Δͼϧ Δ. Δ. Δ. Δ. Δ. Δ. Δ. Δ. Δ. Δ. Δ. Δ. Δ.
Further, it should also be noted that these staff are providing emergency after-hour services in their communities. We recognize that the work performed by our staff is difficult and demanding and appreciate the positive comments received	దోంరందర్గా ఎంది సంసారా సాగా సింగా

from the Auditor General's office	<sup>;</sup> ͼͿϞͽϲϳͺͼϝϭϫϲͺϹͲϼϥͺͺϨͼϷϼϭ ͺͺͺ
regarding the commitment and positive	√L_
contribution of our staff, caregivers, and of	᠋᠊᠋ᡏᢄ᠆᠋ᢛ᠘ᡓᢘᢕᢄ᠆᠘᠆᠋᠉᠘᠆᠋᠉᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆
course, our volunteers.	
	۲۶،۲۰ کرنے کا ۲۹،۲۰ کر
Quality Protects is the Children and Family	
Services Action Plan that sets out the work	∆ຼຉ൳൩഻ <sup>▶</sup> ഄ഻ഀ ∧൳൩ഀഀഀഄഀ഻഻഻഻഻഻഻഻഻഻ഀഀ൳ൎഺഀഀഀ൶൞ 2015-⅃ഀ
priorities for the Department of Family	ΠΡΥL <sup>6</sup> Δ <sup>6</sup> , α Δ <sup>6</sup> <sup>6</sup> γL <sup>6</sup> Δ <sup>6</sup>
Services between the present and	
December 2015. Quality Protects has	ᢀ᠌ᢄ᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆
established specific measurable, realistic,	
and time-bound goals that will address	
critical areas of operations for the	
department.	
	ᢙᡔ᠋᠆᠋᠕᠆ᡩ᠆ᡗ᠆᠅᠋ᡗ᠅᠋᠆ᡩ᠆ᢕ᠉᠘ᢣᡀ
Some highlights of the recommendations:	
On workforce management issues, Quality	᠘᠋᠋᠋ᡃ᠋ᢐ᠋ᠣ᠘ᡃ᠋ᢦ᠋ᡃᡊᢆ᠄᠕᠋ᢩ᠆᠘ᡔ᠅᠋᠆᠘᠅᠋ᢩ᠆ᡘ᠉ᡩᢕᠴᢗ᠄᠙ᠣ᠋᠋᠄ᠳᢄ
Protects will address the fundamental	
human resources development challenges	
by focusing on recruitment and retention	Δ <sup>ω</sup> δαΔγ <sup>ω</sup> ΠĊ <sup>ω</sup> Ͻ <sup>ω</sup> < <sup>-</sup> ⊂ασα <sup>ω</sup> Ͻι <sup>-</sup> Δω <sup>ω</sup> Ω <sup>-</sup>
and training. This will enable the	
Department of Family Services to focus on	Δ( "Ρ'0 "ጉΡኛ0" Ч'L_ Δ <sup>‰</sup> baΔ۶Δ <sup>°</sup> a <sup>°</sup> σ4 <sup>‰</sup> ጋσ <sup>6</sup> . Δρςαλ <sup>6</sup> d <sup>c</sup>
developing a workforce that is reflective of	ለ እ ት መደረጃ የ መስ ነው
the population it serves and is sustainable	
over time. The ability of the Department of	へで、くびか、いちかってののかっていていた。 へんの、くびないいちかっていていた。 くんの、くびないいちかっていていた。
Family Services to deliver quality services	$\Delta^{\text{tb}}ba\Delta^{\text{tb}}D^{\text{tb}$
to vulnerable children and youth is based	
upon its ability to attract and retain	
qualified, competent staff. The department	
will work with our regional directors, local	
housing committees, and the Nunavut	᠆᠆᠆ ᠆᠆᠆᠆ ᠆᠆᠆᠆ ᠆ ᠆ ᠆ ᠆ ᠆ ᠆ ᠆ ᠆ ᠆ – – – –
Housing Corporation to secure priority	
number one, staff housing, as well as with	
the Department of Community and	
Government Services to ensure that office	
space is available for our staff.	
The department has made significant	
progress in revising our statutory training	
program for staff doing child protection	᠘ᠴᡄᡅᢣᡃᠣ᠋ᠮ᠕᠊ᢤᡃ᠆᠋᠋᠋᠋᠋᠋ᢞ᠋᠆᠋᠋᠋᠉᠘ᡄ᠘ᢕ᠋᠋᠘ᡄ
work during the past year. This training	᠘᠆᠋ᠳᠣ᠋ᡏ᠋ᢓ᠋᠘᠆ᡩᠣᢙ᠋᠉ᡔ᠘ᡩ᠖᠉ᠫᠴ᠘᠋ᢤᢄ
provides much greater emphasis on case	᠘᠋᠋᠋᠉ᠣᡄ᠕ᢣᡧ᠋ᢕᡄ᠋ᠴᡄ᠂᠘ᢣᢛ
management standards using evidence-	ᢣᠵᡃ᠋ᡏ᠌᠋Ϸᢞ᠋ᡃ᠖ᡔ᠘᠊᠋᠋᠋ᠴ᠋ᢞᡴᡄ,ᢀ᠋᠌ᢄᡄᢗᢂ᠋ᠬ᠋᠕᠋᠋ᠮ᠖᠋ᠴ
based approaches that are oriented to	ᢗ᠘ᡃᠣᠯᠫᠴ᠂ᢣ᠋᠋᠋ᢞᠧ᠋ᠣᢟᢈ᠋᠌᠌ᠫᢟ᠋ᡶ᠋᠕ᠲ᠘
building on strengths and keeping children	୳℠ℙൎ۶℠Ո℉Ո⅃ℂ ୷ୖ୵୷ୢୢୢ୰ୣୖ୰ଽୢ୶ୖ୰ୢୢୖ୶୷୷୷୷୷୷୷୷
	᠘ᠴ᠘᠋ᡗ᠈᠋ᢂ᠂ᠰ᠘᠊᠉ᡩ᠕᠘ᢞ᠙᠂ᠺ᠘᠋ᠴ

In addition, the department is now offering a full training calendar of events and resources to support our staff with a wide range of skill development in areas such as legal services, family violence prevention, substance abuse, child and youth development, resiliency, and parenting skills. These new training resources are very important in promoting high-quality social work practice in our communities and supporting staff who are often working alone.	ϤϤ ΔϼϲͺϷͽϤ ΔϲͼϭϤϨϽϷϞϲϷͽϟͿϲϤ ϷʹϿͽϟϷϽϽͿϾ ͼϿͼΔϟͽͺͽϭϞϣ ΛϲϤϷϞͽϹϷϭϤϤϹ ϲϳͽ LϲυͼϭͼϲͺϭͼϚ, ϭϞႱϭͼͽϲͼͽϲϲϲϽͼϽϭͼϒϷ, σϷͽϟϐϭͼϒϷ ϭϽͼͼͽϫͼϔϲϿ ϽΓͿͼ ΛϷͼʹϔϲϿϭͼ LͽϤϿϿͼ ϟϨϟͽͼ ϽϛϞυϲ ϤϤϿ ͼϨϿͼϞႱϐϲϽϭͼϭϔ. ΛϤͺϷϲ ϹͿͽϭϤ ϞͽϷϽϷϭϚϷͼ ΔϼϿͼʹϔϲϿϽϷ ΔͽϷͼΔϟͼϭϤϤϹ.
The department has completed training with all staff on the new amendments to the <i>Child and Family Services Act</i> introduced this year that embedded Inuit societal values into the law. The Department of Family Services is committed to continuing to develop and expand both our in-house training programs and cooperation with Nunavut Arctic College to build the Social Services Worker Training Program and further develop social work practice in Nunavut.	దంలా సింత్ దరారా శాంగా గారికి దంతా ఉంటి విశారి ఉంటి సింగా రాంతి శాంగా సింగా రాంతా వంలి సింగా సింగా రాంతి సింగా సింగా ఉంటి సింగా సింగా విందా సింగా కింగా సింగా సింగా శాంతి శాంతా సింగా రాంతా సింగా సింగా సింగా శాంతి వింగా సింగా వింగా సింగా సిరి సింగా సింగా సిరి
On the OAG's recommendation related to workloads and standards, Quality Protects will also focus on critical areas of client services by improving case file standards accountability. Our social workers carry generic caseloads, including adult, family violence, and foster care files. The Department of Family Services will work closely with regions to develop a consistent means and a tool to capture this important and relevant work. The Department of Family Services will amend the Child and Family Service Standards and Procedures Manual to reflect generic and specialized caseloads. These initiatives will be	<ul> <li>ፚ, ርካሪላናርኦ ሮኒኒ የረጉ የአንድ የአንድ የአንድ የአንድ የአንድ የአንድ የአንድ የአንድ</li></ul>
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safe. Inuit societal values have been fully integrated into all aspects of this training. This new statutory training will be offered for the second time in October 2014.

completed during the 2014-15 fiscal year. On the OAG's recommendation to expand support for both parental and community engagement work, the department will increase accountability for the provision of quality services and will expand the scope of practice to ensure more community involvement so that children are kept safer and their opportunities are improved. The Department of Family Services is expanding the regional activity reporting system to include more information on work undertaken by staff that engages parents and communities, such as work with parent groups, community support activities; for example, food cupboards, housing committees, child care centres, youth groups, and elders' groups. The department will provide additional training resources to staff as required to support their work. Changes to the reporting system will be implemented by December 2015.	Ċ <sup>i</sup> dd C <sup>i</sup> L <sup>i</sup> <sup>i</sup> <sup>i</sup> L <sup>i<sup>i</sup></sup> <sup>i</sup> <sup>i</sup> <sup>i</sup> <sup>i</sup> dD <sup>-i</sup> <sup>i</sup> d <sup>i</sup> <sup>i</sup> <sup>i</sup> <sup>i</sup> <sup>i</sup> Λ <sup>i</sup> <sup>i</sup> <sup>1</sup> Δ <sup>i<sup>i</sup><sup>i</sup><sup>1</sup><sup>i</sup><sup>2</sup> ΔL<sup>a</sup> Δ<sub>c</sub><sup>*</sup>σΓΡCP<sup>i<sup>i</sup><sup>2</sup><sup>i</sup><sup>2</sup></sup> ΔL<sup>a</sup> Λ<sup>i<sup>i</sup></sup><sup>2</sup><sup>1</sup><sup>1</sup><sup>2</sup> Δ<sub>c</sub><sup>*</sup>σΓΡCP<sup>i<sup>i</sup><sup>1</sup><sup>1</sup> P<sub>D</sub><sup>i<sup>1</sup><sup>2</sup><sup>1</sup><sup>1</sup><sup>2</sup> Δ<sub>c</sub><sup>*</sup>σΓΡCP<sup>i<sup>i<sup>1</sup></sup><sup>1</sup><sup>1</sup><sup>1</sup><sup>1</sup><sup>1</sup><sup>1</sup><sup>1</sup><sup>1</sup><sup>1</sup><sup>1</sup><sup>1</sup><sup>1</sup></sup></sup></sup></sup>
In response to the recommendation on community engagement and input, the Quality Protects Action Plan will develop a client database system that is a critical component for monitoring quality of services, providing accountability and planning in a modern children's services system. This database is essential in Nunavut where the challenges of serving children and families widely dispersed over a vast geography in remote communities make communications a critical factor for improving quality of services and improving outcomes.	ወﻮ፫ጐኇና ለ፫ኪႪበሶቦላႪናውዮና ር᠘≗ዉ በበናኰርϷዴናϲ⊲σ⊲Ⴊ>ና ርL≗ዉ ႪϷትኣႪርϷናłϤჇჼውና ለኦናናႪርϷናłϤናኌሏቴኒጐႱር, ኣርϷϞϧϷႱኌϤჼႱჀႱჂ ውሏጵΓϷውና ለ፫ኪϤኪታϷϞና. ለየሰና ለኦናናႪርϷኌበ፦ Δϲሶ՟ኌ ውﻮႠጐσ Ϥၬጔ ጋኣϷLበርϷናłϤናኌበጐ ርΔL՞ዉ ለኦናłናႪርϷናበϤჇჼႭჼႸჂ
The department established the Residential Care Action Plan in 2013. This initiative has focused on improving the quality of care and outcomes for children and youth in our care by focusing on improved planning, monitoring, and tracking. The Placement, Planning and Review	రీరిన దోంరందింగినింది రాటిందింది దిల్లింది దిల్లిందిందింది దిల్లింది దిల్లింది దిల్లింది దిల్లింది దిల్లింది దిల్లి దిల్లింది దిల్లి దిల్లు దిల్ల దిల్లు దిల దిల్లు దిల్లు దిల్లలు దిల్లు దిల్లు దిల్లు దిల్లలు దిల్లు దిల్లు దిల్లు దిల్లు దిల్లలు దిల్లు దిల్లు దిల్లు దిల్లు దిల్లు దిల్లు దిల్లు దిల్లు

Committee is now well established. meeting over 160 times to review all requests for children and youth placement. This has been a very effective process to establish high-quality case plans for the children, youth, and families we serve. By the end of 2014, all residential facilities providing care for children and youth will be evaluated and the majority of this work is now completed. As well, the department has established a residential care tracking tool, which now provides complete, timely, and essential information that is required for our staff to monitor and supervise the quality of care for all children and youth who are in residential care. This tracking tool provides an excellent foundation to build a new client database system across Nunavut.

More work that's ahead:

The Quality Protects Action Plan will require a considerable amount of coordinated work with headquarters, the three regions, and the Iqaluit area office and support from other divisions within the department. The Department of Family Services is committed to working well with other government departments and agencies to access the resources and support that is needed to move this action plan forward.

This action plan will require both the reallocation of existing resources and new resources in order to succeed. The action plan has been established to ensure that the request for new resources is realistic and within the capacity of the government during the next two fiscal years. New business cases will be prepared as identified for these additional resources.

The Department of Family Services strongly believes that the follow-up report

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# ᠕᠆᠋ᡅ᠕᠆ᡆ᠖᠆᠉᠆ᠺ

<u>Γϧʹ</u>ʹͻϲ <ͼσδυ;ρελαιτάς C. Δεργιόριος ᡬᡃᢆᢐᡰᡐᠴ᠕᠋᠋᠋᠋᠋᠋᠆᠘᠄ᢣᠴᠴ᠋ᠣᡄ᠆᠋ᡃᠯᡧ᠋ᠬᢣᢂᢞᢈ᠘᠋᠋ᠶᡃᠣ᠆ ᠕᠆᠋᠋᠋ᠺ᠖᠆᠕᠆᠙᠘᠆ᡁ᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘ ۵۵۲۶۵۲۲۹۳۵۵۵۲ ک<sup>۵</sup>۳۵۲ ک<sup>۵</sup>۲۵ CL⁵d⊲.

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∆™baibibMCDJ°aidi\_r baCF  of the Auditor General of Canada provides<br/>excellent direction to further develop child<br/>and family services in Nunavut. The six<br/>recommendations provided are clear,<br/>focused, and attainable. The Quality<br/>Protects Action Plan has created 19 specific<br/>measurable, realistic, and time-bound steps<br/>to address these recommendations. This<br/>work will be a priority for our department<br/>in the next two years and we look forward<br/>to providing the Legislative Assembly with<br/>regular updates on our progress during this<br/>time. $CL^{\circ}a_{-}/2$ <br/> $A^{\circ}\cap <G_{-}$ <br/> $A^{\circ}\cap <G_{-}$ Finally, some lessons learned: $Q^{\circ}G_{-}$  $A^{\circ}G_{-}$ 

The two-year period between 2011 and 2013 was not enough time to accomplish all of the tasks contained in the 20 recommendations from the 2011 report. They indicated progress in some key areas such as human resource development and were critical of lack of progress in other areas such as case management standards. The real lesson to be learned from our Inuit societal values as we go forward is that problems and challenges that seem too big to change can be solved through good planning, working together, and finding new resources.

I would also like to take this opportunity to express our sincere regrets that our Deputy Minister and Director of Child and Family Services are not here today with us. Our deputy is unavailable due to an unforeseen medical condition and the director is away on approved leave.

With me here today are Mark Arnold and Ambrose Ojah from the department and they will be helping me provide answers to any of the questions that the Committee has. Thank you.

Chairman: Thank you, Mr. MacDonald.

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**Δ•/≪>C፣•** (כלארטט: יטאיםדי, דיכ גיבי. הובאי מ∧ייטריגישייל, מישראישייליפייל?

Do Members have any general comments or questions?	Г`С ۵۵ <sup>ь</sup> .
or questions? <b>Mr. Enook</b> (interpretation): Thank you, Mr. Chairman. Good afternoon wishes to you as well as to our fellow Nunavummiut. I would like some clarification, Mr. Chairman, prior to moving on to our questions and with your permission, if I can ask a question about Mr. MacDonald's presentation, I would like to request further clarification with my question. Firstly, I want to ask about paragraph 3 in particular because it states that the audit report covers the period of March 2011 to August 2013. It further states that a five- month period of operations is impacted for this new department. I want to ask about the language first of all, as I thought and felt I understood that the legislation wasn't changed, although a new child and family services department. It was then changed to family services. I would like further clarification.	Δ <b>σ</b> <sup>b</sup> : <sup>5</sup> db <sup>a</sup> af <sup>b</sup> Δ <sup>b</sup> / <sup>2</sup> QÞĆ <sup>b</sup> . P <sup>a</sup> Δ <sup>b</sup> d <sup>c</sup> . P <sup>a</sup> Δ <sup>b</sup> d <sup>c</sup> ΔΔ <sup>a</sup> Q <sup>b</sup> C <sup>b</sup> . Č <sup>b</sup> dΔ <sup>b</sup> L Δ <sup>b</sup> / <sup>2</sup> QÞĆ <sup>b</sup> DP/P <sup>4</sup> PLDΔ <sup>a</sup> Δ <sup>b</sup> D <sup>b</sup> L, 4Λ <sup>st</sup> dD <sup>b</sup> LΔ <sup>a</sup> L C <sup>b</sup> / <sup>2</sup> L C <sup>b</sup> C L <sup>b</sup> C <sub>D</sub> <sup>c</sup> P <sup>5</sup> DP/L <sup>5</sup> C <sup>b</sup> C <sup>c</sup> P <sup>a</sup> D <sup>c</sup> . 4Λ <sup>st</sup> dD <sup>b</sup> L <sup>5</sup> D. ΔΔ <sup>sb</sup> / <sup>2</sup> P <sup>4</sup> P <sup>4</sup> P <sup>4</sup> D <sup>b</sup> 4Λ <sup>st</sup> dD <sup>b</sup> L <sup>5</sup> D <sup>5</sup> L. P <sup>2</sup> Øσ, Pa / <sup>2</sup> P <sup>c</sup> - <sup>6</sup> <sup>4</sup> C 4Λ <sup>st</sup> dD <sup>b</sup> L <sup>5</sup> D <sup>5</sup> U. P <sup>2</sup> Øσ, Pa / <sup>2</sup> P <sup>c</sup> - <sup>6</sup> <sup>4</sup> C 4Λ <sup>st</sup> dD <sup>b</sup> L <sup>5</sup> D <sup>5</sup> U. P <sup>2</sup> Øσ, Pa / <sup>2</sup> P <sup>c</sup> - <sup>6</sup> <sup>4</sup> C 4Λ <sup>st</sup> dD <sup>b</sup> L <sup>5</sup> D <sup>5</sup> U. P <sup>2</sup> Øσ, Pa / <sup>2</sup> P <sup>c</sup> - <sup>6</sup> <sup>4</sup> C 4Λ <sup>st</sup> dD <sup>b</sup> L <sup>5</sup> D <sup>5</sup> U. P <sup>2</sup> Øσ, Pa / <sup>2</sup> P <sup>c</sup> - <sup>6</sup> <sup>4</sup> C 4Λ <sup>st</sup> dD <sup>b</sup> L <sup>5</sup> D <sup>5</sup> U. P <sup>2</sup> Øσ, Pa / <sup>2</sup> P <sup>c</sup> - <sup>6</sup> <sup>4</sup> C 4Λ <sup>st</sup> dD <sup>b</sup> L <sup>5</sup> D <sup>5</sup> U. P <sup>2</sup> Øσ, Pa / <sup>2</sup> P <sup>c</sup> - <sup>6</sup> <sup>4</sup> C 4Λ <sup>st</sup> dD <sup>b</sup> L <sup>5</sup> L <sup>5</sup> D <sup>5</sup> U. P <sup>2</sup> Ø <sup>b</sup> C 4D <sup>5</sup> D <sup>5</sup> 3, P <sup>5</sup> D <sup>5</sup> H <sup>2</sup> L <sup>5</sup> L <sup>5</sup> C <sup>5</sup> D <sup>4</sup> U <sup>5</sup> L <sup>5</sup> D <sup>5</sup> U. P <sup>4</sup> P <sup>b</sup> C <sup>4</sup> D <sup>5</sup> D <sup>5</sup> 3, P <sup>5</sup> D <sup>5</sup> H <sup>2</sup> L <sup>5</sup> L <sup>5</sup> C <sup>5</sup> D <sup>5</sup> D <sup>5</sup> U. P <sup>4</sup> P <sup>b</sup> C <sup>4</sup> D <sup>5</sup> D <sup>5</sup> 3, P <sup>5</sup> D <sup>5</sup> H <sup>2</sup> L <sup>5</sup> L <sup>5</sup> C <sup>5</sup> D
Mr. Chairman, since the legislation that is the foundation remains in effect as they were already law, I didn't think the legislation was changed when the new duties were being transferred. If I am mistaken in my assumption, Mr. MacDonald should clarify it for me. Thank you, Mr. Chairman.	ለናፅታናር ርΔbፚኊዮኇዺዸኦናረቦናbናርናചላኈጋቦና ዻ፞ኈ፞፞፝፝፝፝፝፝ቝኯ፟ዸዺኯ፟፟ዸዾ፨ጋበና፟፝፝፝ጏ. ለናፅታፑ ፝፝ ላፖኦትኈጋና፟፟፟፟፟ጛናኯርዾዾ፝ዹ፞፝፝፝፝፝፝፝፝፝ኯ፟፟፟፟፟፟፟፟፟፟፟፟፟ ለሮሲላካ፟፝፝፝፝፞፝፝፝፝፝ኯ፟ኯዸዾ፝፟፟፟፟፟፟ ለሮሲላካሲታዾ፟፝ጜ እዮረዋኦርጭ. ይካረዋኦርጭ.
<b>Chairman</b> : Thank you, Mr. Enook. Mr. MacDonald, do you have a response for that?	<b>Δ•/ペኦርጭ</b> (ጋኣትበJና): <sup>ና</sup> dታ°ዉ广ঁ•, Γ'ር Δ.ഛ. Γ'ር Lኮር፞ഛና የኦንኆቦኣናቴኈለና ርኮਰፚኈሁ?
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. I would like to thank the Member for the question. I believe that section in the introductory comments was referring to the amount of time in which the department was in operation. If I	<b>لەڭە</b> ()لەكەرىكە: ئەلەھەت ئەخچە كە ھەللەكە ئە. كەھە ئەلەكە كەنتە ھەلەكە ئەتە ئەلەكە ئەتە كەلەك ئەتىكە، ئەھە ھەمە مەرىيە كە كەركە ھەت ئەت ھەتە ھەتە ئەت كەركە ھەت ئەت ھەت ھەتە كەركە ھەت ئەت ئەت كەركە ھەت ئەت ئەت كەتەك ئەتە ھەت ھەت ھەت ئەت كەتەك ئەتە ھەت ھەت ھەت ئەت كەتەك ئەتە ھەت ھەت ھەت ئەتە

understand your question correctly, the legislation would have been in effect over the course of that time. For example, the <i>Child and Family Services Act</i> would have been transferred into the new department, but what I was referring to, I believe, is the change in the organizational structure of the department. Thank you.	
<b>Chairman</b> : Mr. Enook, do you have a follow-up?	<b>Δ֊/ペϷϹና</b> Ϸ(Ͻ <sup>ϳ</sup> ኣትႶͿና)։ Γ <sup>៶</sup> Ϲ Δ.ഛ ϤΛሲՐϤ <sup>ϧ</sup> ϐ·ϭ·ͽΛና?
<b>Mr. Enook</b> (interpretation): Thank you, Mr. Chairman. Not to that one, but to another question for clarification under paragraph 7. It states that "Child welfare programs described in the Auditor General's report provide important service to children, youth, and families"	Δ.Φ': 'dbeate Δ'2 & C'. C'2 & Defendence 4'L. JP2 Control Co
What I would like clarification on is "This scope of practice, although best suited for our small, isolated communities, does mak for unique challenges in social work practice and it is unlike social work practised elsewhere in Canada." Can you clarify to me exactly what that means? Thank you, Mr. Chairman.	<ul> <li>Ρα Ρ'δδ<sup>®</sup>γLσ<sup>®</sup>υ ϽΡγΓΔ<sup>4</sup> Δυ , CL<sup>®</sup>α</li> <li>Λς Λγρσ<sup>®</sup>υ, C<sup>V</sup>Q<sup>®</sup><sup>®</sup>υ<sup>6</sup> ΛΓΔ<sup>4</sup> Δυ.</li> <li>Δβρσ<sup>®</sup>&lt;<sup>4</sup>υ<sup>4</sup>υ Δα<sup>6</sup> Δας<sup>®</sup>Δ<sup>6</sup> ΓΡ<sup>®</sup>σ<sup>®</sup>Δρ<sup>4</sup>υ<sup>6</sup></li> <li>Δ<sup>1</sup><sup>1</sup><sup>1</sup><sup>1</sup><sup>2</sup><sup>2</sup> Δ<sup>1</sup><sup>1</sup><sup>2</sup><sup>1</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>1</sup><sup>1</sup><sup>1</sup><sup>2</sup><sup>2</sup> Δ<sup>1</sup><sup>1</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>1</sup><sup>1</sup><sup>1</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>1</sup><sup>1</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>1</sup><sup>1</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>1</sup><sup>1</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>1</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>1</sup><sup>2</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>1</sup><sup>2</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>1</sup><sup>2</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>1</sup><sup>2</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>2</sup><sup>2</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>2</sup><sup>2</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>2</sup><sup>2</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>2</sup><sup>2</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>2</sup><sup>2</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>2</sup><sup>2</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>2</sup><sup>2</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>2</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>2</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>2</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>2</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>2</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>2</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>2</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>2</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>2</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>2</sup><sup>2</sup></li> <li>Δ<sup>1</sup><sup>2</sup></li> <li>Δ<sup>1</sup></li> <li>Δ<sup>1</sup><sup>2</sup></li> <li>Δ<sup>1</sup>&lt;</li></ul>
<b>Chairman</b> : Thank you, Mr. Enook. Mr. MacDonald.	Δ• <b>/ &lt;&gt;C ··</b> Δ• <b>/ &lt;&gt;C ··</b> L <sup>b</sup> ĊΔ <sup>c</sup> .
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. Thanks again for the question. I believe what that section is referring to is the unique breadth of programs and services that social services workers in Nunavut are responsible to deliver in the communities in which they live. I think the point that we were addressing with that introductory statement was that in other jurisdictions, such as other provinces and territories, social workers would, more often than not, be delivering one type of program more specialized whereas our social services workers deliver multiple	<b>L<sup>b</sup>Ć_D<sup>c</sup></b> (ጋኣኦበJና): Δ <sup>b</sup> / ペPC <sup>ib</sup> , <sup>i</sup> dኦ <sup>a</sup> _L <sup>b</sup> ⊲ለ <sup>b</sup> dCP J <sup>c</sup> C <sup>a</sup> በበና <sup>b</sup> /L <sup>c</sup> <sup>b</sup> P <sup>b</sup> D <sup>b</sup> <sup></sup>

programs or services in the communities in which they serve. Thank you.	
Chairman: Thank you, Mr. MacDonald. Mr. Enook.	<b>Δ•/ペϷϹና•</b> (ጋኣት∩Jና): ናਰዎ॰፬广• Γ <sup>、</sup> ር L•Ċ፬ና. Γ <sup>、</sup> ር Δ፬•.
<b>Mr. Enook</b> (interpretation): Thank you, Mr. Chairman. In paragraph 11, it states that "The department has made significant progress in revising our statutory training program for staff" The final sentence states that "Inuit societal values have been fully integrated into all aspects of this training." With that, also in paragraph 13, it states that "The department has completed training with all staff () that imbedded Inuit societal values into the law."	Δ.Δ. <sup>6</sup> : <sup>5</sup> db <sup>6</sup> a <sup>f<sup>6</sup></sup> Δ <sup>6</sup> d <sup>9</sup> C <sup>6</sup> . 4 <sup>1</sup> L. à \Phi <sup>6</sup> b <sup>7</sup> L <sup>4</sup> <sup>6</sup> , <sup>6</sup> a <sup>j<sup>6</sup></sup> Λ <sub>7</sub> α <sup>8</sup> δP <sup>4</sup> <sup>6</sup> CLD <sup>6</sup> <sup>1</sup> Δ <sup>6</sup> σ <sup>4</sup> δ <sup>6</sup> <sup>6</sup> η <sup>6</sup> η <sup>5</sup> <sup>1</sup> b <sup>4</sup> d <sup>6</sup> <sup>6</sup> d <sup>6</sup> <sup>6</sup> η <sup>1</sup> L <sup>4</sup> L <sup>4</sup> , P <sup>5</sup> b <sup>6</sup> <sup>6</sup> <sup>4</sup> L <sup>5</sup> <sup>2</sup> <sup>5</sup> D <sup>4</sup> P <sup>4</sup> <sup>4</sup> <sup>6</sup> <sup>6</sup> <sup>4</sup> N <sup>4</sup> C <sup>6</sup> A <sup>4</sup> C <sup>6</sup> D <sup>4</sup> N <sup>4</sup> C <sup>6</sup> A <sup>5</sup> <sup>6</sup> <sup>4</sup> A <sup>5</sup> <sup>6</sup> <sup>5</sup> <sup>6</sup> <sup>4</sup> A <sup></sup>
I just wanted to get clarification, Mr. Chairman. Every time we ask the Hon. Minister in regard to Inuit societal values, if they are incorporated or included in the law, the Minister keeps stating that the Department of Family Services is already incorporating them into the program, but it seems like it is just starting. It seems like they are now just starting to be embedded. There seems to be a conflict between the two. I was wondering which one is the real one. Thank you, Mr. Chairman. <b>Chairman</b> : Thank you, Mr. Enook. Mr. MacDonald.	<ul> <li>Ϸͺ ϽΡ/ΓϤΡLϧϚ, Δϧ/«ϷϹͽ, Ϥ Ϟͽϧͽ Γσ, ϤΛΛϧ; Ψις Π, ΔΔΔς Λομγ, Γς</li> <li>Δς ϷΛΟΡ, Γ, Ένας Γς ΑΓο, Γς</li> <li>Δος Λραφουία Ασιο Γς Γραφους, ΟΔΓο, Δς ϷΛΟΡ, Γα, Τα, Τα, Τα, Τα, Τα, Τα, Δς ΦΛΟΡ, Γα, Τα, Τα, Τα, Δς ΦΛΟΡ, Γα, Τα, Δς ΦΛΟΡ, Γα, Δς ΦΛΟΡ, Γα, ΔοΔο, Γά, Δς ΦΛΟΡ, Γα, ΔοΔο, Γά, ΔοΔο, Γά, ΔοΔο, Γά, ΔοΔο, Γά, ΔοΔο, Γά, ΔοΔο, Γά, ΔοΔο, Γά, ΔοΔο, Γά, ΔοΔο, Γά, ΔοΔο, Γά, Δο, Γο, Δο, Γο, Δο, Γο, Δο, Γο, Δο, Γο, Δο, Γο, Δο, Γο, Δο, Γο, Δο, Γο, Δο, Γο, Δο, Γο, Δο, Γο, Δο, Γο, Δο, Γο, Δο, Γ</li></ul>
Mr. MacDonald: Thank you, Mr. Chairman. Thanks for the question. I don't believe that there is a conflict. I think that the child and family services legislation had been changed and there were great pains to incorporate Inuit societal values into that legislation.	<b>Δ<sup>6</sup>/«ϷϹ·</b> <sup>6</sup> (ϽϞϷΛͿϭ): <sup>6</sup> dϞ <sup>6</sup> αϹ <sup>6</sup> Ϲ <sup>5</sup> Δ. <sup>1</sup> <sup>1</sup> <sup>1</sup> <sup>1</sup> <sup>1</sup> <sup>1</sup> <sup>1</sup> <sup>1</sup>
What I was referring to in that section of the introductory statements was new training that was being developed for social services workers. I think part of that was to ensure that the training that was developed	▷ ፡፡ ፡፡ ▷ ፡፡ ፡፡ ፡፡ ዾር፡ ΔርጎኦበጎኦላΔና ፙ፨ሥርኦペና ላና LcႱነጋና Δርታኦሏቶና ሲና ኮምሪኒስር ΔL°ዉ ኦ፡፡ ርኛዊው ኦ፡፡ ኮንዶንሲ፦፡፡ ኮኦ፡፡ Δር°ዊው ኦ፡፡ ኮንዶንሲ፦፡፡ Δር°ውላ፦፡ በናበር-፡ LC Δως ሲንቃሪና Δως ሲንዮረና

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general questions of material that is not covered as part of the review, just under the opening comments. Mr. MacDonald.

Mr. MacDonald: Thank you, Mr. Chairman. I would like to thank the Member for the question. In terms of training, when a community social services worker is transferred from one community to another, normally what they would receive is a briefing from their supervisor. If possible, if there was overlap with a predecessor who was in the area, a debrief on case files and aspects of the community that the worker would need to be aware of, very often that doesn't occur, but we do try to ensure that the supervisor has an opportunity to debrief the new worker coming into the community. Aside from that, I think that there is no formal training that occurs with respect to the community itself. Thank you.

Chairman: Thank you, Mr. MacDonald. Anyone else with any general comments? I've got a general comment.

Upon receiving the Quality Protects Action Plan this afternoon and I appreciate having that document put in front of us.... At our last proceedings.... I'm hoping that people from other departments with upcoming reviews from the Office of the Auditor General across the Government of Nunavut will pay particular attention to this. We would prefer and wish to get those reports sooner than the day of the hearing. It doesn't give us an opportunity to go over the material that's covered within it. It also doesn't give us time to answer some of the questions amongst ourselves of how to proceed with these hearings.

The Office of the Auditor General made a suggestion during the last hearing that we receive these types of documents a week to

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two weeks in advance of the hearing so that we can make it part of our packages as well too.	<⁵⁰₽৮⊳ል⊳< ∆೨⊲়⊄℃ጋ₢ँ
With regard to the opening comments, there was a residential care action plan that was mentioned in the opening comments. I was wondering if that report will also be made available to this Committee before the end of the proceedings. Mr. MacDonald.	Ϲ <sup>ͼ</sup> ᡆ <sup>ͺ</sup> ϹϷ <sup>ͺ</sup> ͽͺϤϽΔͼϫϨͽϹϷϭϤϲͺͼʹϷϭͼϸϲϥͽ ϧͶϹϭϪ϶ϗͺͼϲͼͶϷϿϹͺͶϞάϲϷͼͼͶͼϭͼ Ϲ;ϹͺͳͼϳϿͼ
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. When that report is complete, the department would be more than happy to table that so you could take a look at it. Thank you.	<b>LºĊ౨</b> ˤ (ጋኣ፞፝፝፝፝፝ኯ፟፟፟፟፟፟ት፝ <sup>፟</sup> ጛዸ፟፝ ዾσቴ፟፟፟፟፟፟ቔ፟ ዾ፝፝ዀ፟፝፝፝ ዾ፝፝ዀ፟ጞኯ፟ዀጜ ዾ፟ዀዀ ዀኯ፟ዀ ዀኯ፟ዀ ዀኯ፟ዀ ዀኯ፟ዀ ዀኯ፟ዀ ዀኯ፟ዀ ዀ ዀ ዀ
<b>Chairman</b> : Thank you, Mr. MacDonald. Any other general comments? Being none, at this time, we will take a 10-minute break and we will return with the paragraph-by- paragraph consideration of the 2014 report. Thank you.	<b>Δ•/«ϷϹ·</b> • (ϽϞϷႶͿϚ): ϚͿϧͼϫϾϷ, Γ·Ϲ ͺϷϾϫϚ. Ϥ;ʹ·ϷͼϷϚϷϚϷϒϷϛͼϹͼϷͼϚ? ΛϹϚϷͼϫϷϚϚ ϹͼϫϷ;ͼ 10 Γσ·;ϒΓϚ ϚΡϷϷϪͼϫͼϭϤϚϚ ϷͶϚϭϤͽϽͿϚ ϪϲϷϳͼͶϲϫϽϚͼϫϧϷͶͼϲ ϚϼϝϲϿϫͺϿϹ 2014-Γ ϷσͼϷϲϤϲϧϷ;ͺϹ
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<b>Chairman</b> : Welcome back, everyone. At this time, I would like to, following the agenda, go to No. 8, the paragraph-by- paragraph consideration of the 2014 Report of the Auditor General of Canada to the Legislative Assembly of Nunavut – Follow-up Report on Child and Family Services in Nunavut. I would like to start off with the introductions, paragraphs 1 through 13. Any questions or comments? Ms. Angnakak.	<b>Δ•/«ኦር·</b> (ጋኣኦበJና): ነሪታ°உቮ ኦቦናነረ. ៃ°உሪና ኦበሬ፡ግ ኦግሬ አንድር ነው የነው የነው የነው የነው የነው የነው የነው አንድር የሰን የነው የነው የነው የነው የነው የነው የነው የነው የነው የነው የነው የነው የነው የነው የነው የነው
<b>Ms. Angnakak</b> : Thank you very much, Mr. Chairman. Good afternoon to everybody here and watching on TV. Keeping in mind that this department is a very difficult area of the government to provide a service for, there's nothing easy	<b>Ϥ·ͼͺϧ··</b> (ϽϞϞႶͿϚ): ·ϭͿϒ·ͼϹϳ·, ΔϧϟϘϷϹʹ·ͽ. Ϸ·ϼϛϧϐͼ Δͺ϶·ͼͺϟͺϹʹͼϭͼϚϽϟͺϹϲͺͺͺͺϗϛϧͼ Ϲϐ·ͼͺ·ͽϽϚ, Ϸ·ϼϛϧϐϲ. ΔͽϧϷͿϫͺϒϲϲͺͺϫͼ Ϲϐ·ͼͺ·ͽϽϚ, Ϸ·ϼϛϧͼͿϲ. Δͼͼ ϒ; Α; Α; Α; Α; Αν

about doing social work.	
In reading the report, though, I was quite alarmed to read about standards not being met. I wonder, then, as a department, how do you know that the children under your care are safe? It's the standards that ensure that correct procedures are being followed to ensure the safety of children. I guess I would direct that to the department. Thank you, Mr. Chairman.	Þኇ፟፟፟፟፟ レ ኦሮር አንድር አንድር አንድር አንድር አንድር አንድር አንድር አንድ
<b>Chairman</b> : Thank you for that question. Mr. MacDonald.	<b>Δﻪ/≪ϷϹናゅ</b> (ጋኣ̀ኦ∩Jና): ᠂dᢣ°Ⴍ广ϧ, ୮៸ᡃ ⊲∿ႭႱႪ. Γ·Ϲ LϷϹʹϼና.
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. Thank you for the question. I think you make a good point and I'm not going to mince words with you. I think that it's very difficult for the department to have a true understanding of whether children are safe if our own internal reporting procedures are not as accurate or timely as they should be.	<b>L<sup></sup>Ċ_Ͽ<sup>ϲ</sup></b> (ϽϞϷႶͿና): ჼdᢣ°ႭϹϧ, Δϧϟ≪ϷϹʹͽ. Ϲ°Ⴍ ΔჼϧϐʹϲϷႶቦϧΔϚ ϤϧϟϤͺϿϧ ϤϽႶʹϧʹϧϳͼ·Ͻ;ϧ ϷϟϤϭ Ϲ°ႭΔϲϧ ϤʹϧϾϗϴͶϥϚ ϒϧ;ϿͺϧϲϽϽϿ;ΓϚ ϟ;ͽϥϨͼϧϟ;ϹϢϤϭʹϥϧͺͼϧͺϞ;ϿϞ; ϤϲϹ;ϭͺϧϾϲϽϲͽϿϲͳϫϳϹ ͶͶϚ;ϧϚ;ϲϤϧϥϤ;ϼͼϲϗϧϲϹϷϧϾͶϲʹϿϲϲ ϫϲͺ;ϧϥͶϟͳͼϧϲͶϲϿϲϲ ϷϧϤϲ;Ϸϲϲ
I think the report by the Office of the Auditor General pointed that out and we're in full agreement with that. As we go through the action plan, I am confident that some of our plans to try to address that very issue will kind of make our way forward clear. Thank you.	ϹϪ <sup>ͼ</sup> ႭͺϹ <sup>៲</sup> ͺLʹͽϟͺͰͺ;ͽϟϷͶͽϭͼͺϷϭͼϳϲͺϤʹͼϧͼ ϷʹϷϲϷʹͰͼͺϹϪϹͼϥͺͺϹϪϹϪͼϭϚʹͽϹϷʹϿϹ ʹϷϹͼϿͼϣϐϐϢͺϤϷϲʹ;ϞϪϹϤϨͶͼͺϚʹͼϪϷͶͼͺϾͼϟͿͼϧ ϷϷϹϤϨͶͼϷͼϧϗϒϹ;ͺͺϲϭϷͼ ͼͺϿͼϪͼͶϤϷͼϭͼϧϒϹ;ͼͺͺͼϥϧͼϫϹϳͼ
<b>Chairman</b> : Thank you, Mr. MacDonald. Ms. Angnakak.	<b>Δ•/ペÞርና•</b> : (ጋኣሰኦጋና) ናਰኦ°፬广•, ୮ <sup>៶</sup> ር ᠘•Ć፬ና. ୮៸ <sup>៶</sup> ⊲∿፬5° <sup>6</sup> .
<b>Ms. Angnakak</b> : Thank you, Mr. Chairman. Thank you for that answer. I think there's a lot of work to do there.	<b>ዻኈዹьኈ</b> (ጋኣ፞ትበJ <sup>ς</sup> ): የਰታ°ዺ广፟ <sup>ኈ</sup> , Δ <sup></sup> ዮረኞኦር፟ <sup>ና</sup> ፟ የਰታ°ዺ፫ናርኦኈ
Can you tell us what is the current social worker or supervisor occupancy rate right now? I know that there have been some challenges in filling those positions. Thank you, Mr. Chairman.	<sup>ͼ</sup> ϷϿΔϹ <sup>ͺ</sup> ͺͺͺϹΔϷ Ϫ <sup>ͺ</sup> ϼϲϹϷͼϷϲͼͼ; ϪϧϫͼϲϷͼϲͼ; ϫͼϫͼϲϫͼ ϫͼϫͼ ϫͼϫͼ ϫͼϫͼ ϫͼ ϫͼ ϫͼ ϫ ϫ ϫ ϫ
	<b>△▹ィ⋞⋗⊂</b> ናۥ (ϽϞᢣ∩Jˤ): ˤdᡃᢞᡅ᠋ᠮᡃ, ᡏᠠᡃ ⊲∿ᡅᢧᡃᢛ.

Chairman: Thank you. Mr. MacDonald.	۲٬۲ ۲۰٬۵۲.
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. I would like to thank you for the question again. At the moment, I'll just run through some statistics for you just so that you're aware.	<b>L<sup></sup>΄C.Δ<sup>C</sup></b> (ϽϞϷΠͿ <sup>C</sup> ): <sup>5</sup> d۶ <sup>e</sup> αΓ <sup>i</sup> <sup>b</sup> Δ <sup>i</sup> ν αΡζ <sup>5</sup> <sup>i</sup> . <sup>5</sup> d۶ <sup>e</sup> αΓ <sup>i</sup> <sup>b</sup> σ <sup>is</sup> <Γ <sup>C</sup> αΛαυας. μ <sup>e</sup> αρζ <sup>5</sup> <sup>i</sup> Ρσ <sup>i</sup> <sup>b</sup> bicbΔ <sup>e</sup> α <sup>s</sup> c <sup>i</sup> <sup>b</sup> CΔ <sup>i</sup> dα, <sup>5</sup> bΡλμσαςα <sup>c</sup> <sup>5</sup> bΔα <sup>-</sup> Ρ <sup>i</sup> <sup>b</sup> <sup>c</sup> <sup>c</sup> <sup>1</sup> <sup>b</sup> <sup>i</sup> <sup>b</sup> Δ <sup>is</sup> <sup>b</sup> <sup>b</sup> αΔσ <sup>-</sup> P <sup>i</sup> <sup>b</sup> <sup>i</sup> <sup>c</sup> <sup>1</sup> <sup>c</sup> Δ <sup>is</sup> <sup>b</sup> <sup>b</sup> <sup>b</sup> <sup>b</sup> <sup>c</sup> <sup>1</sup> <sup>c</sup>
Total staff we have currently in place are 44 social workers, we have 7 supervisors and 3 managers, and there are 3 vacancies right there. Of those, there are 14 beneficiaries and 46 non-beneficiaries and that translates into 23 percent beneficiaries and 77 percent non-beneficiaries. Thank you.	ŰΔΡϞ <sup>®</sup> 44- <sup>9</sup> ΔΡΓ ΔρΓ <sub>Λ</sub> <sup>λ</sup> ς, 7 4 <sup>°</sup> υκ <sup>®</sup> b <sup>c</sup> , 4 <sup>ι</sup> L <sup>3</sup> 3 4 <sup>°</sup> υκ <sup>®</sup> b <sup>b</sup> <sup>°</sup> σ <sup>c</sup> , 4 <sup>ι</sup> L <sup>3</sup> 3 Δ°Δ <sup>°</sup> CP <sup>2</sup> L <sup>®</sup> <sup>°</sup> <sup>°</sup> C <sup>2</sup> Δ <sup>®</sup> b <sub>Δ</sub> Δ <sup>λ</sup> <sup>c</sup> Δσ <sup>c</sup> . C <sup>«</sup> « <sup>°</sup> u <sup>®</sup> Lκ <sup>°</sup> σ <sup>c</sup> 14- <sup>9</sup> υκ <sup>°</sup> Δα <sup>5</sup> b <sup>®</sup> b <sup>®</sup> Lκ <sup>°</sup> 4 <sup>ι</sup> L 4Δ <sup>&lt;&lt;<sup>°</sup></sup> Γ <sup>c</sup> <sup>1</sup> b <sup>-</sup> Δ <sup>1</sup> <sup>°</sup> <sup>°</sup> C <sup>2</sup> Δ <sup>1</sup> b <sup>®</sup> b <sup>®</sup> b <sup>*</sup> L <sup>4</sup> <sup>c</sup> 4 <sup>ι</sup> L 4Δ <sup>&lt;&lt;<sup>°</sup></sup> Γ <sup>c</sup> <sup>1</sup> b <sup>-</sup> Δ <sup>1</sup> c <sup>*</sup> C <sup>2</sup> 23 > <sup>1</sup> <sup>°</sup> Δα <sup>2</sup> b <sup>0</sup> CP <sup>2</sup> L <sup>4<sup>c</sup></sup> 77 > <sup>1</sup> <sup>°</sup> Δα <sup>2</sup> b <sup>0</sup> CP <sup>2</sup> L <sup><sup>®</sup></sup> Γ <sup>2</sup> C <sup>2</sup> Δ <sup>1</sup> b <sup>0</sup> Δ <sup>2</sup> b <sup>0</sup> Č <sup>1</sup> C <sup>1</sup> <sup>1</sup> b <sup>9</sup> α <sup>1</sup> b <sup>1</sup> .
<b>Chairman</b> : Thank you, Mr. MacDonald. Ms. Angnakak.	<b>Δ•/ペϷϹ·</b> Ϸ(ϽϞϞႶͿϲ): ·d৮°Ⴍ广Ϸ Γ·Ϲ LϷϹʹϼϚ. Γϲ <sup>ϧ</sup> Ϥ <sup>ϧ</sup> ႭϷ <sup>ϛϧ</sup> .
<b>Ms. Angnakak</b> : Thank you, Mr. Chairman. Thank you for that answer. For Iqaluit specifically, I think, in the House in June, I asked a question about social workers in Iqaluit and whether or not they could speak Inuktitut. The answer was that there was nobody who was bilingual. Has that position changed now currently? Thank you, Mr. Chairman.	<b>Ϥ·ϼϧ·ͽ</b> (ϽϞϞͶͿϚ): ·ϭͿϒ·ͽϲϳʹ· ΔνγϘϷϳϚ. ·ϭͿϒ·ͽϳϚϹϷʹ· ΡϷϞϥϺ·ϧͻϚ. Δ·ϧͻΔϚ ϽϚʹϧϧϥΓ ϷϾϭ ϲϲϧͼϫϗϲ ϭϫ ϭϫ ϭϫ ϫ ϲ Ϸ ϲ Ϸ ϲ Ϸ ϲ Ϸ ϲ
Chairman: Thank you, Ms. Angnakak. Mr. MacDonald.	<b>∆▷୵⋞⋗ርናኈ</b> (ጋኣጓ∩Jና): ናਰ⊁°உ广ካ ୮۲ኣ ⊲∿உb™. ୮ኣር Lኮር፞ጔና.
<b>Mr. MacDonald</b> : Mr. Chairman, I would like to refer that question to Mark Arnold, Deputy Director of Child and Family Services. Thank you.	<b>Ľ°Ć으</b> (ጋኣትበJና): Ċ°Ⴍ የϷϞϷናⅆϞϚͻϭϚ Ľ° ጳ迪ᆚº ᲮĽϞᆚና ጋჼቦႠჀᢣϷᢣᠬ ՃഛႠჀჂჼď°Ⴃ. ናⅆᢣ°ႭႠჼ.
<b>Chairman</b> : Thank you, Mr. MacDonald. Mr. Arnold.	<b>Δ•/≪⊳ርኈ</b> (ጋኣኦ∩ሪ፡): ናਰኦ°ዹ广 Γ·Ϲ LኮĊഛ. Γ·Ϲ ⊲໋፭ና.
<b>Mr. Arnold</b> : Thank you. Yes, that position has changed. We now have a social worker who is fully bilingual. Thank you.	<b>ፈቃሩ</b> (ጋኣትበJና): ናਰታቄሏ፫፦. Ճ, ርΔቄሏ Δና፦bฉՃን፦ኣ፦ ፈላ፦ኦ፦ረL፫፦ጋ፦ ΔውሮჀትናኮጋር CLኮሶቄσ፦ ϷናԵϷፖሮ-Γ፦. ናਰንቄሏ፫፦.
Chairman: Thank you, Mr. Arnold. Ms.	<b>Δﻪ/≪ϷϹ·</b> Ϸ(ϽϞϞ∩Jና): ˤdϞ°ႭϮϷ Ϛ·Ϲ ∢໋ഛና. ୮ィኣ ⊲∿ႭႱ℠.

Angnakak.	
<b>Ms. Angnakak</b> : Thank you, Mr. Chairman. Can the department tell us if all communities have bilingual social workers working in them? Thank you, Mr. Chairman.	<b>ዻኈ፞፞ዾጛኈ</b> (ጋኣ፞ኯበሪነ: ፣dታ°ዺቮ፞፞ Δኯ፞፞፞፞፞፞፞፞፞፞፞፞ዺዾፘ፞ዀ ለ፫ሲልበሆ ዾናbዾኦታዾኆ፝፝፝ዹዀለር፟
<b>Chairman</b> : Thank you, Ms. Angnakak. Mr. MacDonald.	<b>Δﻪ/≪ϷϹ·</b> Ϸ(ϽϞϷ⋂ͿϤ)։ ·dϷឩϹϷ ϹϒϞ ⊲∿ႭႦჼϷ. ϹʹϹ ͺϷϹʹϼϚ.
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. Currently, no, not all communities have bilingual social services workers. We do have vacancies and most of the social services workers are unilingual. Thank you.	<b>L°Ċω</b> ς (ϽϞϞႶͿና): ·dϞ°ႭϮϷ ΔϷイ≪ϷϹʹϷ. ŰႭϷϭϚ ϭϞႱ, ϼႭϲϲϲĹͿ <sup>ͼ</sup> ʹϒϚϽϚ LናϷʹͼϭϷ ϷʹϐϷϟϲʹͼϭϷ ΔϼϲͺͺϞϹʹϐ· <sup>ͼ</sup> ϓϚϽϚ ΔϼϚϹͺͺϤʹϐϧϿʹϐϚϿϭʹϷϽͿϚ ϭͰϹϿ ϭϹʹϒϚϿϷϽϚ ΔϼϲͺͺϞϚ LናϷͼ ϷʹϐϷϟϲϷϿϚ. ·ϭϟ·ឩϮϷ.
Chairman: Thank you. Ms. Angnakak.	<b>∆•୵≪⊳⊂ና•</b> (ጋኣ̀ኦ∩Jና): ናਰኦ≏ዹ广•. ୮ィ <sup>,</sup> ⊲∿∝b <sup>.</sup> •.
<b>Ms. Angnakak</b> : Thank you, Mr. Chairman. What kinds of challenges does that pose for your department? I think right away about confidentiality and having to have interpreters and the availability of interpreters. How do you deal with that problem? Thank you, Mr. Chairman.	<b>ዻኈ፞፞ዾጛኈ</b> (ጋ፟፟፟ኣኦበJና): ፣dሃ°ዺቮ፞ <sup>ኈ</sup> Δ <sup></sup> ዮሪጅ. ፣bፚΔናጋሙ ለሃ፣σ <sup>ኈ</sup> ቦናጋኈርና፟፟፟፟ጜ <sup>ኈ</sup> < ፚ/፟፟፟፝፞፞፞፞፞፝፝፝፝፝፝፝፝ ሪ/፟፟፟፝፝ ረና፟፟፟፟፟፟፟፟፟፟ ስርኊዻኊ፝፞፝፝፝ ላርኊዻኊ፝፞፞፝፝፝፝፝ ላርኊዻኊ፝፞፞፝፝፝፝፝ ላርኊዻኊ፟፝፝፝
<b>Chairman</b> : Good question, Ms. Angnakak. Mr. MacDonald.	<b>Δ•/≪ϷϹ</b> ና• (ጋኣንትበJና): ⊲ለ∿ਰ∩ና∩⊲≪•, ୮૮ <sup>៶</sup> ⊲∿ዾጛኈ. ୮ <sup>៶</sup> ር L⊧ር፞ዾና.
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. Thanks for the question. There's no question that it does put a strain on the clerk interpreters and we rely on them to a greater degree than would otherwise be the case if we did have bilingual social workers. In order to deal with that issue, we tend to try to rely on them more and more training in an attempt to address that deficiency. No question that it is an issue. Thank you.	<b>L<sup>6</sup>C໋ϼϚ</b> (ϽϞϷηͿϚ): ϚϭͿϷϿͺϹϷ ΔϷϒϘϷϹϚϷ. ϚϭͿϷϿͺϤͳ·Ͽ ϤΛʹϷϭͿηͿϚ. ͼϿϥͺϐ·ϘΓϘϽϷ ΑϧϚϭͺϚϚϒϹ·ϽϿ ΔϚϷϷϿϽϪϐ·Γ ϽϞϷϼϚ ϤϽϲͺϤϚϷͻϤϚϷϘϽͿͿϿ, ϹϐϷͼϿ ϹϚϷͼ ϷϚϷϷϒϲ΅ͼϷ ΔϼϲϲϫϒϷϝϚϹ ΛϷϭʹϷϞϷυϟͽϽϭ. ΔϹϷϭͺϤʹϷʹϚϾϘϚ Δϲ·ͼϭϤʹϷʹϚϾϷ ϹϹϐͺͺͺϚϭͿϞϐϥϳϷ.
<b>Chairman</b> : Thank you, Mr. MacDonald. Ms. Angnakak.	<b>Δ<sup>ϧ</sup>ϟ≪ϷϹ·</b> ͽ(ϽϞϡΛͿϲ)։ ·dϧͼϥϹͼ ϹϒϹ ϹͼϽϿͼ. ϹϞ ϭϧͼϼ <sub>ͼ</sub>
	<b>ዻኈዹьኈ</b> (ጋ፟ኣኯበሆ): ኀሪታ፝፞ዹ广፞፞ ፚዾ፞፞፞፞፞፞፞፞፞፞፞ዾኯዸ፟፟፟

Ms. Angnakak: Thank you, Mr. Chairman.	᠆ᡝ᠆ᡗ᠋ᠵᢛ᠂ᡆ᠕᠉᠊ᡆᢄᠣᡄ᠕ᠴᡄ᠋᠕ᡷᢄ
I have a question again regarding social	
workers. I often wonder if it's better to	᠘ᡔ᠘ᢁᡃᠣ᠋ᠴ᠋᠊᠋ᠺ᠘᠕ᢂ᠋ᡔᡦᢛᡃᡞᢂ᠋ᢣ᠉᠋ᡬᢘ᠋
have a social worker work in the	᠘ᠴᡄ᠋ᡅᢣᢗ᠋᠋᠋᠋ᡃ᠋ᢄ᠂ᢧᡆᡄᢩ᠂ᠣ᠋᠋᠋ᡏ᠋ᢄᠺᢀ᠋᠂᠋ᡬ
community who is not from the	ᠻᠡᡃ᠋ᡐᠦᡃᢈ᠋᠋ᠵᢑ᠋᠕ᡄᢩ᠆ᠳ᠋ᡆ ᠕᠈ᡔᠳᢛᡃᡕ᠈᠋ᢁᡧ᠋ᢧ᠋᠕ᢛᢆ᠑ᠣ
community, yet on the other hand	ᠴᡆᡄᠲᠣ᠋ᡏᠵᢗᠵ᠋᠕ᢥ. ᠋᠋ᠳᡄ ᡘᠴᡄᡅᢣᡃᡆ ᢗ᠋᠘᠋᠋᠋ᠶᢞ᠋᠋ᡕ
sometimes it's better to have somebody	₫°°°°′∠<<<<<<<<<<<<<<<<<
from the community who knows the	
community and knows the issues. What's	
your stand on that? Thank you, Mr.	
Chairman.	
<b>Chairman</b> : Thank you, Ms. Angnakak. Mr. MacDonald.	<b>Δ•/≪ϷϹ·</b> • (ጋኣት∩Jና): ᠂d৮°Ⴍ广ჼ Γ៸ᡃ ⊲∿ႭႱჼჼ. Γ'ር LჼĊጔና.
Mr. MacDonald: Thank you, Mr.	
Chairman. Thanks again for that question.	<b>᠘ᡃᡃĊᠴᢩ</b> ᠈ (Ͻᡃᡪᢆᢣᢕ᠋᠋᠋᠋ᢣ᠋᠋): ᠋᠂ᢅdᡃᢞ᠌ᢩᡅ᠋ᡏᡃ᠂᠘ᡃᡟ᠙᠌᠌ᢂ᠋᠅
Well, I think our stand, if I was to be so	᠈ᡃᡆᡏᡃᠴᢩ᠂ᡏᡘ᠉᠊ᡆ᠋ᡣᡅ. ᠘᠘᠘᠆᠋᠋᠋ᠰ᠘᠘᠘
bold, is that ideally, we want social	᠘ᠴᡄ᠋᠋᠆ᠬ᠋ᡃᢐ᠋ᠫᡄ᠘ᠴ᠋ᡗ᠊᠌ᢀ᠋ᡠ᠋ᢩ᠅᠋᠖ᡃᠫᠣ᠋ᡃ,
services workers who are representative of	ᢄ᠘᠘᠘ᡔᡃᢆᡲᡃ᠋᠋᠘᠘ᢗ᠊ᢗᢂ᠋᠖᠕ᢞᡞᢙᢐ᠘ᢞᡆᢪᠥ. ᡬᡃ᠍᠊ᡆ
the population in which they serve, so	ϽϚᢆ᠍ᡰᡊ᠊ᡆ <i>ᡊ</i> ᡃᢈᢗᡪ᠋ᠴᢀ᠋ᢟ.
much like any other government	
department or group of employees. That's	
the goal which we're trying to achieve.	
With that being said, that line of work is a	
difficult line of work and there are	ᢄ᠘᠘᠘ᠴᡏ᠋᠖᠆ᠴ᠋᠋᠋ᢖ᠋᠘ᠴᡄ᠋ᠬᢣ᠌ᢂ᠋ᠴ
	$\Lambda + \sigma^{+}$ ک $\Lambda = L^{-}$ איס $\Lambda = \Lambda^{+}$
legislative requirements as part of that. We	∆∟Րᢣ▷ᡃᠴᠣ. የィ⊲ჾႠ
try to walk a fine line between ensuring	ᠫ᠋ᡏ᠋᠋᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆
that we have individuals with the requisite	᠘᠋᠋᠋᠋ᢛ᠋᠋ᠣ᠘ᢣᢛ᠋᠋᠋ᠬ᠋᠋ᢑᢄ᠕ᢞ᠋ᢩ᠆᠋ᠴ᠖᠕ᢞᢩ᠋᠋ᠴ᠋᠋᠂ᠳ᠖᠋ᠬ᠋
qualifications for that role and then also,	᠘ᠴᡄᠬᢣ᠌᠌ᢂ᠆᠋ᡗ᠆ᡐ᠘ᡔ᠋ᠴ᠕᠆᠕᠆᠕᠆ᠺ
with some of the items in our action plan,	
to try to increase efforts to develop a local	᠕᠋᠋ᡄ᠇᠘᠊᠋᠋ᡦ᠖᠋᠕᠋ᠿᢛ᠋᠘ᡄ᠋ᢥᢄ
skilled workforce to fill that capacity.	
Thank you.	
Chairman: Thank you. Ms. Angnakak.	<b>᠘৽৴《Þᢗ᠋᠃</b> (ϽϞ᠈ᠺ᠕᠋᠋ᢗ): ᠮ᠔ᡃ᠆ᠳᡬ ᠮ᠈᠂ᡧ᠋᠋ᠴ᠋᠋᠘᠖ᡃᢛ
Ms. Angnakak: Thank you, Mr. Chairman.	<b>⊲∿ᡅ᠋᠋ᢑ</b> ᠖᠋᠋ᠫᡃᡞᢣᢉ᠋᠋᠋᠋᠋ᢣ᠋᠋ᡗ᠄᠂ᡃᡆᡃᢞ᠌ᡅ᠋ᡤᢆᢦ᠘ᡃᢦ᠌ᢂᡔᡬ᠅
I think what I'm getting at more is when a	
social worker is tied to his or her	ᡏᢕᡏ᠘᠆᠈᠖᠘᠘᠂᠘ᠴᡄ᠇ᠳ ᠕᠋᠂᠋᠘᠆ᡁ᠘᠆᠖᠘᠘᠘᠘᠘᠘
community through family, I think that	ACHANG, CLea
could pose some problems versus	
somebody coming from outside of the	∠
community and yet that again can pose	، ۲۵۵۵، ۲۹۹۵، ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲ ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲۵۵۵، ۲۵
some problems because that person might	· · · · · · · · · · · · · · · · · · ·
some problems because that person might	

not be as connected. I think I was kind of getting more at that rather than language. Thank you, Mr. Chairman.	ᢗ᠘᠘᠘᠆᠌ᢂ᠋ᠮ᠋᠖᠘ᡩ᠘᠅᠘᠅᠘᠅᠘᠘᠆ᠺ᠆ᢂᡩ᠘᠅
<b>Chairman</b> : Thank you. Do you have comments, Mr. MacDonald?	<b>Δﻪ/≪ϷϹናゅ</b> (ϽϞϟႶͿና): ·dϧ°ႭϹͼ. Ϸ·ϷϷϞͽϧͼ Ϲ·ϞͿͽႱ, Ϲ៶Ϲ ϹͽϹͻ;
<b>Mr. MacDonald</b> : Yes. Thank you, Mr. Chairman. I think that's a good point. I'm sorry for misunderstanding. I think it's a continuous balance and it's a fine line to walk because, on one side of course, as you pointed out, you want to ensure that there's a level of intimacy or understanding of the community and of the values that individuals and families in the community have.	<b>L<sup></sup><sup>6</sup>Co<sup>c</sup></b> (ϽϞϞΛͿϚ): Δ΄, <sup>5</sup> dϞ <sup>a</sup> Δ <sup>†</sup> Δ <sup>b</sup> ν «ϷϹ <sup>5</sup> <sup>b</sup> . Δ <sup>5b</sup> d <sup>c</sup> Λd <sup>5b</sup> C <sup>4b</sup> CL <sup>a</sup> Δ, LΓ⊲Δ <sup>5b</sup> ϽΡϤ <sup>c</sup> Λd <sup>5b</sup> DϷ <sup>3c</sup> ΓΔ <sup>b</sup> d. CL <sup>a</sup> Δ ϽΡ⅃Ϥ <sup>c</sup> Λd <sup>5b</sup> CϷϞΛd <sup>cb</sup> Ϸ <sup>i</sup> λ <sup>5b</sup> ν <sup>isb</sup> CϷ <sup>c</sup> Λd <sup>5b</sup> Dσ <sub>2</sub> . Δ΄, Ϸ <sup>5</sup> b <sup>5</sup> bĊናል <sup>c</sup> <sup>5</sup> bϷλLσ <sup>5</sup> b <sup>c</sup> Λd <sup>5</sup> σ <sup>5</sup> b <sub>4</sub> Δ <sup>5</sup> C <sup>5</sup> Δ <sup>5</sup> C <sub>4</sub> <sup>5</sup> <sup>5</sup> b <sup>2</sup> λLσ <sup>5</sup> b <sup>c</sup> Λd <sup>5</sup> σ <sup>5</sup> b <sub>4</sub> Δ <sup>5</sup> L <sup>c</sup> ΔΔ <sup>c</sup> Δ <sup>5</sup> Δ <sup>5</sup> C <sub>4</sub> <sup>5</sup> Δ <sup>2</sup> Δ <sup>a</sup> Δ <sup>a</sup> δ <sup>5</sup> C <sub>4</sub> <sup>5</sup> <sup>5</sup> <sup>5</sup> C <sub>4</sub> <sup>5</sup> <sup>5</sup> <sup>5</sup> C <sub>4</sub> <sup>5</sup> <sup></sup>
Conversely, you want to ensure that there's a certain professional disassociation as well so that somebody can deal professionally and clinically with a case. It's something that we struggle with. One of the ways in which we try to address it is to ideally have two employees working together. For example, if you have a scenario where there is a worker who has to deal with somebody in their family, then they can rely on the other member of their team. That's an example. Thank you.	ΔϲΔ°ὰ <sup>\$</sup> <sup>\$</sup> <sup>4</sup> <sup>6</sup> <sup>5</sup> <sup>6</sup>
<b>Chairman</b> : Thank you for that response. Ms. Angnakak.	<b>Δ•/ペϷϹ</b> ና• (ጋኣኦ•dና): ናਰታ≏ዉ广 የኦሁልና. ୮ሥ ዻኈ፞፞ዾጛኈ.
<b>Ms. Angnakak</b> : Thank you, Mr. Chairman. Thank you for that response, but it leads me to another question. Even if you had two, a lot of times, the social workers are related to everybody. How do you deal with a situation where your social workers, even if you had more than one, are both related to the client in question? Thank you, Mr. Chairman.	<b>Φ°Φδ</b> <sup>6</sup> (ϽϞʹϷϭϚ): <sup>6</sup> ϭͰͽͺΔϷϒϘϷϹʹϷ. ϹΔϹ <sup>®</sup> ΡϷႱϪ <sup>®</sup> ΔἐϷ, ϹϳʹϷʹϭϷ Λʹͽϧϥ Δʹ <sup>8</sup> ϷαΔϟ <sup>5</sup> <sup>6</sup> Πʹͽϧϥ, ΡϽϿϷϹϿϚ ϹϷϭϤ ΔϿΔ <sup>c</sup> ΔάϧϲʹϧͺϹ Δάϧϲ <sup>6</sup> <sup>6</sup> <sup>6</sup> <sup>6</sup> <sup>6</sup> <sup>6</sup> <sup>6</sup> <sup>6</sup>
<b>Chairman</b> : Thank you for that question. Mr. MacDonald.	<b>Δﻪ/≪ϷϹናゅ</b> (ጋኣ፞ᢣ᠈ď፡): ᠂dᢣ°Ⴍ广ჼ Γ` ⊲∿ႭႱናჼ. Γ`Ϲ ᠘ჼĊݐ <sup>ϲ</sup> .

	<b>᠘ᡃᡠᡄ</b> (ᠫᡃᡝᢣᡃᡆᡃᡄ): ᠋᠂ᡃᡆᢣᢩᢁᡤᡃ᠋ᡃ᠈᠘ᡃᢣ᠙ᠵᡬ᠅. ᡬᢩᢁᠴ
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. I would like to refer that question to Mark Arnold, Deputy Director. Thank you.	ϽσϞͰϞϚ ϽჼႱϲჀᢣϷϞ⅃ჼ ጳϷϲ·ϟϷϒ ϽჼႱϲჼႱჲჼ.
Chairman: Thank you. Mr. Arnold.	<b>Δ•/&lt;&gt;ር</b> • (ጋኣኦ•dና): ናਰኦ• ፬፫•, Γ <sup>、</sup> ር ፈቃና.
<b>Mr. Arnold</b> : Thank you, Mr. Chairman. That's a good question. We've had to handle that a couple of times. What we do is we have, really, a process in place where we have to identify where there are conflicts of interest. We involve our regional managers and supervisors. When necessary, we will have an experienced worker from another community who will go into that community where there is an issue or a problem to resolve and spend some time in that community dealing with that matter. We identify it, it's part of our training, and as a matter of fact, we've had that in a couple of situations. Thank you.	<b>ἀό</b> <sup>ϵ</sup> (ϽϞϷϧϭʹ): ͽϭϧϫͼϳϷ Δεγαρϲͼ. Δ΄, ϲ. εναιτο δειθεί το δεναιτο δεναισ δεναιτο δεναιτο δεναιτο δεναιτο δεναιτο δεναιτο δεναιτο δε
<b>Chairman</b> : Thank you, Mr. Arnold. Ms. Angnakak.	<b>∆•୵⋞⋗ርኈ</b> (ጋኣ፞ᢣ᠈ᡃݸ <sup>ϲ</sup> ): ᠂dᢣ°Ⴍ广৽ ୮ᢣᢗ ⊲́Þ൧ <sup>ϲ</sup> ҁ. ୮ኣ ⊲∿൨Ե <sup>ۥ</sup>
<b>Ms. Angnakak</b> : Thank you, Mr. Chairman. I'm just going on a little bit. In the report, it says that the department is still not consistently collecting the basic information it needs on children in care. I'm wondering if the department can tell us what are the reasons for the challenges in receiving information on child care from communities and what are you doing to address that. Thank you, Mr. Chairman.	<b>Ϥʹ·ͺͺϴͺ·ʹ</b> ͺͺϽʹϧϷϭϚ;;ͺ·ϭͿϧͺͺϹϷͺϪͼϒϘϷϹʹͼϧͺͺϹʹͼϘϭ ͶͶϚʹͼϧ᠘ͺϤͺʹϟͺϷϚͽϬͼϧ᠘ͺϤͺϚϟͺϷϭϤͺϳʹͼϧ ͼϿϷ;ϟϳϲϿϲʹϒϤ;ϤϚʹϽͺϾͼϧͺϒϲϲͺͺϼϹʹͼϷϭϷ ϐͶʹͼϟʹͼϧϹϚͶͼʹϭͼϧͺϽϹϒϤϤͶϚʹϚϚͶͼϭͼϧͺϹϪϹ ͼϿϫϤϲͿͼϷϤͼͼϧͺϿϹͼͼϧϿϷ;ϤϿϲϲϲϲϲϲϫ ͼϧϷϧϳͺϭϲ;ϒϤͼϧϲϧϲϲͼϲϲϫ ϲͿϫͼͺͺͺͼϳͼϧϷϧϲϧϲͼϫͺϒϤͼϧͺͼ
Chairman: Thank you, Ms. Angnakak. Mr. MacDonald.	<b>Δ•/≪ϷϹ·</b> Ϸ(ϽϞʹϷϭϲ): ·ϭͿϞͼϼϮͼͺϹ៶ͺͺϤͽͼϼͼͼ.ͺϹ៶Ϲ ϹͼϹϿͼ
<b>Mr. MacDonald</b> : Thank you. Thanks for the question. Well, one of the things that I think is the most and shows up as a theme, I believe, in the Auditor General's report, is our inability to collect accurate information	<b>LºĆዻና</b> (ጋኣኦካሪና): ናਰአኖዺቮካ Δካፖ≪Ϸርናካ. ናਰአኖዺቮካ ርΔL°ዹ ላለሊ <sup>ւ</sup> L°. ርΔL Δረሶህተጠያ ለሮሊናክበሶህተጠያ ር <sup>ւ</sup> L°σਰታϷናካበ ለንተጠዮጋታ ናbϷኦናታፋኈርናጋበካ ጋዋታናጠፋኈርናጋበካ ለናਰኦናርናካታL፡LC.

and there are a couple of, I think, glaringly obvious reasons for that. First, one of them has to do with, particularly at a previous point in time, our ability to collect timely information from staff through communities and through regional offices back to headquarters, and then understand that information and make decisions about it.	ϹĹჼϭϭ ᠕ᡷᡲᠺ᠋ᠬᠻᡃᠵ᠌ᢣ᠋ᠺᡬ᠂ᡆ᠋ᠴᡆ᠘ᡩᠨ᠋ᠺ᠋᠋᠋᠄ᢣ᠘ᠺᢕ᠘ ᠘ᡄᢩ᠌᠆ᡁᠦᡄ᠋᠌᠈᠂ᠥ᠕ᡷᡃᠧᢗᠵᠨ᠄ᢐ᠌᠌᠉ ᠴᢗᢂ᠋᠆᠆ᡆᢩ᠅ᡗ᠋ᠫᠣ᠋᠊ᠴ᠋ᡠᡶ᠋ᡰᢂᢩ᠂ᠳ᠖᠋᠖ᠺᡷ᠘ᢩᡆ᠄ᡃᠫᠣᢛ ᠋᠋᠋ᢐ᠋ᡶᡰᠯᠺᡃᠳᠧᢕ᠋ᠴᠺᠯᢩ᠅ᡤᠫᡔ᠋ᠥ᠋᠋᠋᠋᠊ᢐ᠘ᠬᢛ᠋ᠨᢗᢓᠺ᠋᠄᠋ᢑ ᠕᠇᠘ᡶ᠋ᢅᡣ᠋᠋᠖᠖ᢄᢓᠺ᠋᠋᠋᠋᠉ᢩᡄ.
The other issue is, frankly, the lack of a case management system. Personally coming from another area within the department such as where I come from where we have a case management system, it allows us to track employees, case numbers, expenditures, and a whole host of other performance or client-related information, and then you can develop reports and make decisions based on that information as it is fed to you in real time.	Δ <sup>ι</sup> L <sup>ι</sup> <sup>i</sup> b, በበና <sup>®</sup> ልኦ <sup>&lt;</sup> Δጋ⊲, CΔĹ Ϥ <sup>i</sup> <sup>i</sup> <sup>b</sup> PኦL <sup>i</sup> <sup>i</sup> dበ <sup>i</sup> b <sup>i</sup> <sup>c</sup> C <sup>i</sup> <sup>c</sup> <sup>c</sup> <sup>i</sup> b <sub>2</sub> <sup>is</sup> PαΓϤ <sup>is</sup> Δ <sup>c<sup>i</sup></sup> <sup>s</sup> ለ፫ሊት በΡ <sup>i</sup> <sup>i</sup> <sup>s</sup> <sup>s</sup> <sup>c</sup> <sup>i</sup> <sup>i</sup> <sup>c</sup> <sup>i</sup> <sup>i</sup> <sup>c</sup> <sup>i</sup> <sup>i</sup> <sup>c</sup> <sup>i</sup>
I think something like that is a deficiency that we recognize and we understand that it makes it very difficult for us to react in a timely manner when we learn about issues, as an example. Thank you.	CΔL CL°ዉ 'bϷትLታዎና በ⊲ናዉΔናጋኈርናbኪ⊲ናbረናLና በበናኈረLላσ ዾር፞°ኄህኈበኈርϷታΔ°ዉኈጋσŀ. በ⊲ናዉጔናዖ. ᠘, L'ዉ.
<b>Chairman</b> : Thank you, Mr. MacDonald. Ms. Angnakak.	<b>∆▶୵⋞⋗⊂ኈ</b> (ጋኣ፞≻▶dˤ): ኀd≻°Ⴍ广Ϸ ΓጎϹ LϷĊϿϚ. Γኁ ⊲∿ႭႱ℠.
<b>Ms. Angnakak</b> : Thank you, Mr. Chairman. It just brings to mind What I would like to ask you is: you say there is no case management in place, so does that mean that the previous department, the Department of Health and Social Services, that was in charge of social services and foster care, was operating without case management and, if they did, how would they go about adequately planning for what that department needs? Thank you, Mr. Chairman.	<b>Ϥʹ·ͺͺϴͺʹ·</b> (ϽʹϞϷʹϭ;; ʹϭͿϞͼͺϷ Δ <sup>5</sup> <sup>6</sup> <sup>6</sup> <sup>6</sup> Δ <sup>5</sup> <sup>6</sup>
Chairman: Mr. MacDonald.	<b>Δ•/ኆϷϹ·</b> Ϸ(ϽϞʹϷϭϲ): ·ϭͿϞͼϼϮͼͺϹ·、ϤʹϞͼϫϷʹͼ.ͺϹ·Ϲ ͺͺͺͺ

<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. Thank you for the question. If I understand your question correctly, I don't believe that the previous department wouldn't have had any case management system. I think that they would have had a case management system and that, as programs and services were delivered, they would be tracking certain pieces of information on clients, issues, and what have you. I think where the problem would lie would probably be in the ability to collect it in an efficient and effective way	<b>L<sup></sup><sup>b</sup>Co<sup>c</sup></b> (ϽϞϷ <sup>b</sup> d <sup>c</sup> ): <sup>i</sup> d <sup>b</sup> <sup>a</sup> αΓ <sup>b</sup> Δ <sup>b</sup> /«Ϸ <sup>c</sup> <sup>i</sup> <sup>b</sup> . <sup>i</sup> d <sup>b</sup> <sup>a</sup> αΓ <sup>b</sup> CΔL <sup>a</sup> α 4Λα <sup>i</sup> L <sup>c</sup> . ϽΡ/ <sup>c</sup> Π <sup>4</sup> <sup>i</sup> σP <sup>b</sup> d 4Λ <sup>is</sup> d <sup>i<sup>c</sup></sup> , CΔL, Δ <sup>i</sup> <sup>b</sup> CΔL <sup>a</sup> α Λ <sup>i</sup> b <sup>c</sup> C <sup>a</sup> <sup>b</sup> Γ <sup>i</sup> <sup>b</sup> Δ <sup>a</sup> <sup>b</sup> <sup>d</sup> ΛC <sup>i</sup> b <sup>c</sup> <sup>i<sup>b</sup><sup>b</sup></sup> Δ <sup>a</sup> α <sup>b</sup> <sup>i<sup>b</sup>C<sup>i<sup>b</sup></sup> Δ<sup>i<sup>b</sup></sup> Δ<sup>a</sup><sup>b</sup> <sup>N</sup>Ω<sup>i<sup>b</sup>b<sup>i</sup></sup>d<sup>i<sup>b</sup><sup>b</sup></sup> Δ<sup>a</sup>α<sup>b</sup><sup>i<sup>b</sup></sup> Δ<sup>i<sup>b</sup></sup> Δ<sup>i<sup></sup></sup></sup>
so that you could actually make changes or you could change what's happening with a specific case.	ϹϹՈᇿϤσ <sup>ͺ</sup> Ϲʹ·ϭ <sup>ͺ</sup> ϒͺϚϹͺϿ <sup>ͺ</sup> ͼϲͺͺ
I think what I was referring to about case management was about a case management system. I'm talking about an information technology system that workers would be able to enter in case information and that could be fed through to their supervisors, through their regional managers, and then, of course, finally to headquarters. I hope that clarifies that for you. Thank you.	ΔἐϷ ϹΔL Δ/LΓͰ۶ʹϷϚL ἐ <sup>ί</sup> ͻ Ϸͼ ϷʹϷϷϒͺʹͼϷϷͰϚ, ϷʹϷϷϒͺͼʹϷϷͰϧʹυ ͰϷϹ϶Ϛ, ʹϷϚϹϷϧϪϚ ϭϽʹϷϽϾϚ ϤʹͰ ϷϒϽϪͼͼϪϚ ϭʹϞͿ·ͰϞϯϹϚ, ៸ͰϷϞϮϳϚ ϭϽʹϷϽϾϚ ϹΔϷϭϤ ϭϽϲϳϧͺυϚͶϽ ϽσϚͶϭʹϷϹϚ϶ϹϚϿ ϭϐϚϽʹͼϒϹͶϚϿ ϫ ϚϲͺϞϷʹͼϸϹϚϿ Ͼ ϤϹ; ϲ ϤͰʹϷ ϲ ϤͰ ϲ
<b>Chairman</b> : Thank you, Mr. MacDonald. Ms. Angnakak.	<b>Δﻪ/≪ϷϹ·</b> Ϸ(ϽϞϷႶͿϚ): ·ϭͿϧ°ႭϹϷ, ϹʹϹ ϹϷϹϿϚ. Γ૮ <sup>៶</sup> ⊲∿ႭႱ <sup>ϛ</sup> Ϸ.
<b>Ms. Angnakak</b> : Thank you, Mr. Chairman. When we're talking about no case management or little case management, I'm assuming this would really affect new hires because they would really have nothing to go back on when they see clients. How are you addressing that? Thank you, Mr. Chairman.	<b>વ°ﻮ៰</b> <sup>5</sup> (ϽϞϷႶͿϚ): ·ϭͿϒ·ϱϹͺϷ, ΔϷϒϘϷϹʹ·Ϸ. ϹΔL ϷʹͽϸϚʹ·ͺͺϤϚϹ ͶͶϚʹϷϟͺLͺϞʹͽϹͼϷϚͶϤʹ·ϒ·ʹϿϭ, ϹΔL ϹϹ·ͼϥ ϪϲϲͺϷϹʹϞͺ·ϞϥϫʹϷʹϿ·Ϸ ·ϭϷϷϞϚͶϤʹ·Γ·ϿϥͿϾͼϥϚϧʹͼϷϿʹͼͽ·Ͽϲʹ···ͺ··Ͽϭ Ϥ <sup>ͺ</sup> LϿ ϷʹͽϲϹͺͰͺͿϧʹϧϾϚͶϥʹʹϔϒ·Ͽϭͺ·ͽϿͼʹϷ ϭϧϲ ϲ Ϥϲ · ϲ ϲ ϲ
Chairman: Mr. MacDonald.	<b>Δ•/≪⊳ርኈ</b> (ጋኣኑ∩Jና): ୮୯ር L୭Ċഛና.
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. New hires receive statutory training and we're in the midst of overhauling that statutory training so that they understand what their role is and what	<b>L<sup></sup>΄C.Δ<sup>C</sup></b> (ϽϞϷηͿͼ): ϳϭͿϫϿͺΓϷ, ΔϷϒϘϷϹʹͽ. ϹϷϭϤ ΛϲͺͺϷϹʹϞͼ Δϲ΅ϭϭͽϺϹϷͼϹͺͺϭͼϷϚͽϿͼ ϽΡϒϭ;ʹʹϿϭϲϚϷ;ϭ·ͻϾ ϒͼϲͺͼϲͺϭͼϷͼͿϫϳϹ, ϭͱͺ ϒͽʹϲͼϭ ϷͼϷϲϳͼϿϭͺͺϭͱͺ ͼϧϿͽ ϷʹϿϹϲϞͼͼ ϷͼϷϲϳͼϿϭͺͺϭͱͺ ͼϧϿͽ ΛϲͺͺϭͼϧͼϭϥϲͼͺϞϳͼ

processes need to be followed as a part of that function.	᠕᠆᠋ᠳᠣᡏ᠋᠋᠋᠋ᡥᡣᢗᢂ᠋ᢗᡄ᠋ᠺ᠋᠕ᡩ᠋ᢧ᠕ᢗ᠋᠂ᠳ᠖᠘᠘᠂
There is effectively a policy and procedures manual as well that they can utilize to get an understanding of what processes to follow or who to contact in unique circumstances, for example. That would be one of the ways in which we would address new hires coming on in that on-boarding process. Thank you.	የረቃናጋ ኦፄጋናርሊላቴአናኑኒ∿Ⴑር, የረምናጋ ቴኦኦσጋናናናጋበ ርሏL°ዺ ልድ°σላኈበርኦናጋናርናና ርሏLሏናጋናርኈ ልቃሮሊኦኦσላኈጋልና. ነሪኦ°ሏ广ካ.
<b>Chairman</b> : Thank you, Mr. MacDonald. Ms. Angnakak.	<b>Δ•/«ϷϹ·</b> Ϸ(Ͻ <sup>ϳ</sup> ϞͰႶͿϲ)։ ՙd৮°Ⴍ广 <sup>ϧ</sup> Γ <sup>,</sup> Ϲ LၑĊϿ <sup>ϲ</sup> . ୮៸ <sup>៶</sup> ⊲ <sup></sup> °ႭႦ <sup>ናϧ</sup> .
<b>Ms. Angnakak</b> : Thank you, Mr. Chairman. I guess what I was getting at is if I was newly hired as a social worker and I have a client before me that I have never seen before, but obviously that client has come under the care of the department and if I don't really have the background information, how are you helping him or her address that challenge? Thank you, Mr. Chairman.	<b>Ϥʹ·ͺͺϷʹ·</b> (ϽʹϞϟϚͺ; ʹϷϷϟϭϫϿϧϚ ΔϿϲϲϫϷϲ·ʹϭʹϷͺϹΔ ʹϷϷϟϭϫϧ ʹϷϫϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ
<b>Chairman</b> : Thank you, Ms. Angnakak. Mr. MacDonald.	<b>Δ•/≪ϷϹ·</b> • (ጋኣ̀ኑ∩ປ <sup>ϲ</sup> ): 'dᢣ°Ⴍ广ჼ ୮ґኣ ⊲∿ႭႱჼჼ. ΓʹϹ LჼĊ⊿ና.
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. In terms of a case management system, currently, we're operating in a bit of, I don't want to say old school, an antique paradigm where it's really paper- based and file-based, which obviously has its drawbacks.	<b>L<sup></sup>ሶር፞፞፞፞፞ଦ୍ର୍ (ጋ፟፟፟ትንብኑን): ርልLল ርL<sup>b</sup>dd በበናሁኦርኦታላልና ለነላበዮ ጋቦና ሥፈሮላዀበቃና, ለলሲላሲታኦሁላናና ወላናኒኒኒር. ልረቅ, ል ርልL, ልረቅ ላলረተናσሁሬ ላጋናቭ ጋላናናርল ላል, ኦዲሆ ል<sup>°</sup>ዉኦσዀ፟፟፝፝፝፝፝፝፝፝፝፝ ላ</b>
In all but the newest cases where the new clients would be coming through the system, there would probably be a case history there in a file on the client or the family or what have you. Unless it's a new case being created, a client walking through the doors for the very first time ever, there would be some history there.	ڶ, ﺩﻟّﺪ ﻣַּਫ਼ੑਖ਼ਫ਼ੑੑਫ਼ ୬୬੶ਜ਼୬ਖ਼ਗ਼੶ਫ਼ ਫ਼ ୬୬੶ਜ਼୬ਖ਼ ୬୦ ୬୬ ୬୬ ୬୬ ୬୬ ୬ ୬ ୬ ୬ ୬ ୬ ୬ ୬ ୬ ୬ ୬
	ᢗ᠘᠘,᠘᠋, ᢂᡏᡆ᠂ᠺᡄᡄ᠋ᢤ᠋ᡣ᠋᠋ᡗ᠋᠋᠖ᠮᠴ᠘ᡃᠶ᠋᠋᠅ᡗ᠓᠋ᠺᠮ᠖᠋᠍ᢒᠥ

I think, to be very clear, a paper-based	ᡝᡃᠴᢗ᠘᠋᠋ᡅ᠊ᡆ᠂ᡃᠣ᠋᠋᠕ᢂᢞᡳ᠆ᢞ᠊ᠣ᠋ᠬᡃᡠ᠋ᡝᠳ᠋᠘᠋᠅᠋ᢆᡁ᠉
system is not optimal and it's not what we	
would ideally like to be using because of	ᢄᢞ᠍ᡃ᠋ᡧ᠋ᡱ᠅ᡠ᠋ᡄ᠕ᠺ᠋ᡣᢂ᠋᠋᠋ᢥᡳᢕᡕᡟ᠆ᠺᠥ᠋᠋᠘ᢞᡆᠺᠴᡃ
the obvious time lag. It takes time to get	ᡣ᠖᠔᠋ᢄᡶᢨᠬᡄᢅᠴᠦ. ᢗ᠘᠘, ᢗ᠘ᠳᡆ
that information to where it needs to be in a	
timely manner and that's something that	
we want to address very quickly. Thank	
you.	
<b>Chairman</b> : Thank you, Mr. MacDonald. Ms. Angnakak.	<b>∆⊳/≪⊳⊂∿</b> (ጋኣ̀≻∩Jና): የਰ⊁°ഫ广 Γ`ር L°Ċഛና. ୮๙ ⊲∿ଘե™.
<b>Ms. Angnakak</b> : Thank you, Mr. Chairman. Just for clarification, to what number did you state again that we're going to? 13? Okay. I have another question then. Under the introduction, number two of the Auditor General's report, it talks about the 2013-14 fiscal year budget of \$50.3 million, of which \$10 million is allocated for children protection services. Can you tell us how the \$10 million is going to be used? Can you break it down? Thank you, Mr. Chairman.	<b>Ϥʹ·ͺͺͺϷͺ·</b> <sup>(</sup> ), <sup>Δ</sup> <sup>1</sup> <sup>2</sup> <sup>4</sup> <sup>4</sup> , <sup>Δ</sup> <sup>1</sup> <sup>2</sup> <sup>4</sup> <sup>4</sup> , <sup>Δ</sup> <sup>1</sup> <sup>2</sup> , <sup>Δ</sup> <sup>1</sup> , <sup>Δ</sup> , <sup>Δ</sup> <sup>1</sup> , <sup>Δ</sup>
<b>Chairman</b> : Thank you, Ms. Angnakak. Mr. MacDonald.	<b>∆•୵≪⊳⊂</b> ጭ (ጋኣ̀冷∩Jና): ናਰ≻°உ广், ୮୵୰ ⊲∿உ๖ኈ. ୮୯୦ L°Ċഛና.
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. We don't have that information with us at this moment. We would be happy to provide that information as soon as possible. Thank you.	<b>L<sup></sup>ር፞፞፞፞፞፞</b> ፞ ଦ୍ର୍ଭ୍ (ጋ፟፟ኣኦበJና): 'dሃ°ዺ广፟ <sup>ኑ</sup> , Δ <sup>ϧ</sup> ሃ «ኦሮ <sup>፡</sup> ለፖL° <sup>ኈ</sup> ቦናጋJና ፟L°ዺ 'b፟፟፟ዄ <sup>ጭ</sup> ላጋጮርኦርናኇናLኈ፟፟፟፟፟しር, የረላσ ለኆ፝፞፞ዹቝ፝፞፝፝፝፝፝፝ ለታ°ዺዀ፟
<b>Chairman</b> : Thank you, Mr. MacDonald. Ms. Angnakak.	<b>Δ•/《ϷϹ·</b> Ϸ(ϽϞϞΛͿϲ): ·d৮°Ⴍ广 <sup>ϧ</sup> Γ·Ϲ L <sup>ϧ</sup> Ϲʹϼϲ. Γ· Ϥ <sup>ͼ</sup> Ⴍϸ <sup>;ϧ</sup> .
<b>Ms. Angnakak</b> : I will leave it at that and give somebody else a chance. Thank you.	<b>Ϥ··ͺϷϧ··</b> (ϽϞϷႶͿϚ): Ϲ <sup>ͼ</sup> Ϙʹ·ͺϧͽϷ ϼʹ·ϷϷϷͶϷϪͼͺϫʹͺͻͺͿͺͺϤϒ··ϭ·ͼͺͺϒͺϪͼϷͼ·ͶϚϒ··ͺϳͼϭϥϚϹͺ ͼϭͿϫͼͺϲϳ
Chairman: Thank you. Any other	
questions from paragraphs 1 through 13? Mr. Mikkungwak.	<b>Δ•៸≪ϷϹ·</b> Ϸ(ϽϞϞႶͿϚ): ·d৮°Ⴍ广 <sup>ϧ</sup> . Δለ·ͽdႶͽϞናႦႦϭ·ͽϚ በႶϚͽϞϹϞϭ 1ϭϚ 13-Ϳና? ΓʹϹ ΓΡ°ʹͽͿ⊲ʹͽ.
<b>Mr. Mikkungwak</b> (interpretation): Thank you very much, Mr. Chairman. On page 3,	<b>୮P° ህላ</b> <sup>ໝ</sup> : L'ଦ୍ର ଏଧି

fourth bullet, I have a question. He	C∆L ▷⊲ና≀⊲™ ▷᠖ᠴᡄ▷᠖L 55-୰ᠴ⊲™ጋჾ
mentioned that there were 55 community	
social workers in the communities that	
were tested up to July 2013 across	᠘ᠴᡄ᠋ᠬᢣᢗᡃ᠋ᡃ᠋ᡃᡠ᠋᠘ᡄ ᢗᡃᢆᡟᡆᠦ ᠴᡆᡄᠲᠦ
Nunavut. Thinking about all the social	᠖᠋ᢂ᠋ᡔ᠋ᢣ᠖᠘᠆ᡆ᠘ᢄᡩᡄ᠘ᢄ᠘᠘
services workers and communities with no	
social services workers, if they all have the	
optimum of 100 percent employees, how	
many social workers would there be in	
Nunavut? That is my first question.	
<b>Chairman</b> : Thank you, Mr. Mikkungwak. Mr. MacDonald.	<b>Δ°/≪Þር</b> ጭ (ጋኣ̀ት∩Jና): ኀሪታ°ዺΓ҆° Γነር Γዖ°℃√⊲Ⴊ. Γነር L°Ċഛና.
	<b>LゥĊጔሩ</b> (ጋኣኦበሪና): ናሪታኄፈ广 Δዮረペኦርኈ.
Mr. MacDonald: Thank you, Mr.	
Chairman. If we had all of our vacancies	
filled, we would have 60 social services	
workers. Thank you.	
	<b>Δ•/ペレርና•</b> (ጋኣትበJና): ናਰኑቄፈቮ• Γኑር Lゅር፞ዾና.
Chairman: Thank you, Mr. MacDonald.	
Mr. Mikkungwak.	
Mr. Mikkungwak (interpretation): Today,	<b>୮P°୬J&lt;%</b> : ᠘, Űᡅ ᡤ <d< cm.="">&gt;៩ C<duo< td=""></duo<></d<>
in relation to existing social services	
workers from the numbers that we have,	
how many beneficiaries are there? How	᠘᠆ᡨ᠋ᠳᡐ᠑᠊᠋᠘ᡫᡃᡆ᠋᠋ᠣᢞ᠋᠋᠘᠆᠆ᠳ᠕᠋ᢩ᠕ᡩ᠋᠖ᢄ᠘
many people need to be trained? Thank	᠘ᠴᡄ᠋ᡅᢣ᠌ᢂ᠋᠆᠖ᡩ᠘ᡩ᠕᠋᠕᠆᠙᠂ᠺ
you.	
you.	
Chairman: Thank you, Mr. Mikkungwak.	<b>᠘ᢑ᠋᠈ᡧᡐᡄᢉᡃ</b> ᢦ (Ͻᡃᡪᢆᢣᡘ᠋᠋᠋᠋ᠠ᠋᠋᠋ᢗ): ᠮ᠋᠔ᡃᢞ᠌ᡅ᠋ᡤᢆ᠌᠌ᠥ ᠋ᠮᡃᢈ ᠋᠋ᡏᢨᠧ᠋᠍ᠡ᠍ᡘᡃᢛ.
Mr. MacDonald.	
Mr. MacDonald: Thank you, Mr.	<b>LゥĊڡ</b> ና (ጋኣኦበJና): ናਰኦ°ዺ广ካ ΔνረペϷርና <sub>ካ</sub> .
Chairman. Currently, there are 14	ב°ברלי⊳ 14טלי בבלי60רארלי, 23 >לטלי,
beneficiaries comprising 23 percent and 46	⊲ <sup>ړ</sup> Lے 46-ئا≺ בם_ל <sup>י</sup> bC⊳۲L∿۲°⊃°, 77
non-beneficiaries comprising 77 percent	>հฃ՟ℶՈષ. ⅆ℄Lℶ Ĺ⁰๔⊳๙୮ 27-ฃ๙ ഺ๛ႱႶႱႷ
and at the moment, there are 27 with	∩Სq⊲Სᢗ⊳୳୮५, 33-ถุาิว
statutory appointments and 33 with letters	᠕ᢞ᠊ᡅ᠋᠋᠋᠂ᡃᠣᠮ᠖ᡃᢛ᠋ᢕᢗᢂ᠘ᢞᡄ᠂ᡝᡆᡃ᠆ᡆ᠋᠋ᠮᢣ
of authorization. Thank you.	
Chairman: Thank you, Mr. MacDonald.	<b>∆▶୵≪ϷϹ·</b> Ϸ(ϽϞϞႶͿና): ·ͼͿϧ·ϥϮͽ ΓʹϹ ͺͰͽϹʹϼϚ
Mr. Mikkungwak.	୮ <sup>୳</sup> ୦ ୮P°ଂଧ୍ୟ™.
Mr. Mikkungwak (interpretation): Thank	<b>୮ቦ°୬J⊲%</b> : Ճ, L'ם, Ճኑፖペ⊳ር∿, ୯ናፖ∿Ⴑ
you, Mr. Chairman. I appreciate the	₽ÞᢣÞᢣᡃᡄᢆᠴᢦᠲ᠋᠘. ᡤᢩᠵ᠘ᡃ᠋ᠴᡆᠺᢐ᠋᠘ᢞᠣ᠋ᢁᡰᢂᡔᠧ
response provided to my question. On a	Δϲᡥ᠋ᠴᠣ᠌᠌᠉ ᢗᡩᡄ᠘ᡗᡃᢣ. ᢗ᠘᠘ ᢆ᠋ᡅ᠌ᡆ ᠘ᢆᠰᡅ 2013-᠘ᡃ
	ᡣᢨᢏJ 395 ᠴᢗ <sup>ᢛ</sup> ᡉ ᠌ᡃ᠘ᢉᢣ᠌ᢂ᠘ᠺ

related matter in the fifth line item, as of	
April 2013, there were 395 children who were under the care of social services. When a social worker is looking at these cases, especially with the numbers as they exist now, and most communities are quite varied, how many cases can a single social worker undertake related to child welfare or does a limit exist? Thank you, Mr. Chairman.	ГላσሊኦϷ՟ጋበ՟ጋ. ርΔL Δጋርሊት ርLካሪታ ፡ዖΓ፡ን፫ናጐሀΓ, ለጋላጐጋΓ ዺኣϷበϷላσካ ላΓ/՟ጋ ጋឧ፫ና ላቴርሰጊዛር. ለሮሊት ርካል ላርኦ/ኈ ፡bና/ም bLቦንካኣΓ°σካ? L'a Δካ/«ኦርኈ.
<b>Chairman</b> : Thank you, Mr. Mikkungwak. Mr. MacDonald.	<b>Δﻪ/≪ϷϹናゅ</b> (ጋኣኦ∩Jና): ናਰ⊁°உ广ካ Γነር ୮ዖ°∿J⊲™. Γነር Lኮር፞ጔና.
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. I would like to refer that question to Mark Arnold, Deputy Director.	<b>LºĊ౨</b> (ϽϞϞႶͿͼ): Δŀł᠙ϷϹჼŀ, ĊჼႭ ϤΛჼŀdϤ ϽϚʹϤႱŀͿ Ĺŀ ϤϿͼʹͿϤ, ϤϷϲϤϞϷϚ Ͻ·ϲϤ.
<b>Chairman</b> : Thank you, Mr. MacDonald. Mr. Arnold.	<b>Δ•/«ϷϹ·</b> Ϸ (ጋኣትበJና): <sup>ና</sup> d৮°உ广ካ Γ <sup>、</sup> Ϲ LካϹʹϿϚ, Γ <sup>、</sup> Ϲ ໑໋໑ <sup>ϲ</sup> .
<b>Mr. Arnold</b> : Thank you, Mr. Chairman. Actually, as of yesterday, we have 336 children and youth being served by the Division of Children and Family Services.	<b>ጳቃ፡</b> (ጋኣትበJና): 'dታ°ሏ፫ና Δዮረዳኦርጭ. ላናሩና, Δ<<ኈኣኈ በዮጋJ, 336ህረኦኈጋና ወርኈbና Δቃሥጋናے ለኦናምርኦኖ ፖንተሮሲሎቆቌ Δᢏሱናጋሮሲኦቄኇ.
With respect to the question on the workload or the number of children and youth a worker be managing, it is very dependent on the community. It can vary from some workers having eight or ten families with children and youth they are working with to a much busier community such as Iqaluit, where it can be 18 to 20. It varies and it can change very quickly.	నగ్రింటింటింటింటింటింటింటింటింటింటింటింటింటి
<b>Chairman</b> : Thank you, Mr. Arnold. If you could just acknowledge the Chairman after your answers for the sake of our microphone controller. Mr. Mikkungwak.	<b>Δ•/ペϷϹ·</b> Ϸ(Ͻ <sup>ϳ</sup> ϞͰႶͿ·): ·d৮°ႭϮ <sup>ϧ</sup> Γ·Ͻ Ϥʹ϶ϛ, ΔϲϹϚʹϷϚϹϨ°ႭϨልϷʹ <u>ͻ</u> ΔͱϟペϷϹʹϷ <b>ϷϷϮϧϚʹ·</b> ႱልϚ ϤΛʹჼͼͿͶϷϞσჼ ϭʹϺϲϷ <u>ͺ</u> ϟϘϚͺͶϞϤͶϚʹʹͻͿ. ΓʹϽ ΓΡ°ʹ·ͿϤʹჼ.
<b>Mr. Mikkungwak</b> (interpretation): Thank you very much, Mr. Chairman. Thank you very much for your response. At this time, during the audit report, they indicated that the department has to be more diligent	<b>୮P°ኄJላኈ</b> : ፚ፞, L'ዺ՟ጋላል <sup>ᢑ</sup> Δ <sup></sup> ሃላዎር <sup>Ⴊ</sup> , PÞታϷϞʹ_ጋላናLጋ. PHΔላσϲ CΔL Ϲ <sup>ၨ</sup> ሪdላ ናቴϷትዘላጮበና ናቴϷትዘላጮበና ጋቦና CLካሪታሌ LcႱናჾ ለናሪታናჾ <sup>ኈ</sup> ላጋላሁϷታሊላሮዮ ላጋና/ላሊላናቴናჾ <sup>ኊ</sup> ቦዮჾ <sup>ኈ</sup> ናቴϷትዘላጋናዮርጮበናጋቦና

about following the rules of the laws of Nunavut in regard to children and youth protection in Nunavut.	᠕ᡣ᠋ᡅ᠙᠅᠘᠆ᡘ᠆ᡘ᠕᠆ᠬᠺᠮᡧᢦᡕ᠕᠋ᡃᢑ᠋᠋ᠬᢞ᠖᠋᠕᠆ᠬ᠃ ᠘᠋ᡗᢣ᠋ᡃ᠋ᢐ᠋ᡃᢛ᠋᠋ᠬ᠆ᠴ᠋ᡅ᠂ᠴᡆᢩ᠌ᢟᡃ᠋᠋ᡏ
My question, then, is: in legislation, how many children can a social worker be responsible for or is there a set number that the caseworkers can take on? Thank you, Mr. Chairman.	ር፟ <sup>ዸ</sup> ፞ዹ፫
Chairman: Thank you. Mr. MacDonald.	<b>ΔϷイ≪ϷϹ·</b> Ϸ(Ͻ <sup>ϳ</sup> ϡϷϭϲ)։ ·ϭͰϷͼϲϹϷ. ϹʹϹ ϹϷϹϿϲ
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. To answer the question, the number of cases that a worker would be asked to carry is not embedded in the legislation. In our action plan, we're actually trying to come up with working, acceptable caseload standards for our social services workers for the territory.	<b>L<sup></sup>ሶር፞፞፞፞፞፞ଦ୍ର (ጋ፟፟፟፝፝፞<sup>1</sup>, ነ፝፝፝ የኦቦላ-ጋJ, ለነ፝፝፝፝ ለነሳታነ፟ጚላኈበJና በበናኈፖLጚኈርና፟፟፟፟፝ጜ፟፟ የሆኑና አንድ ሲኒዮ ሪኮታ ሪኮታ ሪኮታ ሪኮ ነት ይገበባ ሲሎር እ </b>
Touching back on our introductory comments, you may remember that I mentioned the fact that our social services workers are somewhat unique in terms of the fact that they deliver other programs and services aside from child protection specifically. That's a challenge that we're grappling with now as we try to find realistic caseload standards for our employees. That's one of the action items that we're intending to follow up on with our action plan. Thank you.	ΔL <sup>a</sup> αΛΓ ϷϿ <sup>&amp;</sup> ΛΓ <del>ζ</del> σ <sup>b</sup> bLΓ <del>ν</del> <sup>δ</sup> b <sup>a</sup> <sup>c</sup> Jσ ΔΔσαλ Δα <sup>δ</sup> <sup>ζ</sup> Δυζσ bLΓ <sup>λ</sup> <sup>s</sup> b <sup>a</sup> σζρσ. <i>i</i> <sup>c</sup> J ΛΓζΡΛ <sup>b</sup> ζ <sup>c</sup> Λ <sup>c</sup> σ <sup>c</sup> , Ϸ <sup>s</sup> bαζ <sup>a</sup> <sup>b</sup> b <sup>b</sup> σζ <sup>b</sup> <sup>c</sup> Λ <sup>b</sup> σ <sup>c</sup> Φ <sup>s</sup> b <sup>b</sup> b <sup>b</sup> <sup>b</sup> <sup>b</sup> Δσαλ <sup>2</sup> <sup>c</sup> Λ <sup>k</sup> <sup>b</sup> <sup>c</sup> <sup>c</sup> <sup>b</sup> <sup>c</sup> Δ <sup>s</sup> b <sup>b</sup> <sup>b</sup> <sup>b</sup> <sup>c</sup> <sup>c</sup> <sup>l</sup> LC baca <sup>l</sup> s <sup>b</sup> <sup>c</sup> Cd <sup>a</sup> a <sup>c</sup> J. ζ <sup>k</sup> C <sup>b</sup> <sup>c</sup> <sup>b</sup> <sup>c</sup> Δ <sup>s</sup> b <sup>b</sup> <sup>b</sup> <sup>c</sup> <sup>c</sup> <sup>l</sup> LC Δσαλ <sup>2</sup> b <sup>b</sup> <sup>b</sup> <sup>c</sup> <sup>c</sup> ΛJΓζ <sup>b</sup> <sup>b</sup> <sup>b</sup> <sup>c</sup> <sup>c</sup> <sup>l</sup> Cζ Δσαλ <sup>2</sup> b <sup>b</sup> <sup>b</sup> <sup>c</sup> <sup>b</sup> <sup>c</sup> Δ <sup>s</sup> b <sup>c</sup> <sup>k</sup> <sup>c</sup> <sup>c</sup> <sup>c</sup> <sup>c</sup> <sup>2</sup> Δ <sup>s</sup> c <sup>b</sup> <sup>c</sup> <sup>b</sup> <sup>c</sup> <sup>b</sup> <sup>c</sup> Δ <sup>s</sup> b <sup>c</sup> <sup>k</sup> <sup>b</sup> <sup>c</sup> <sup>c</sup> <sup>b</sup> <sup>c</sup> <sup>b</sup> <sup>c</sup> <sup>c</sup> <sup>c</sup> <sup>c</sup> <sup>c</sup> <sup>c</sup> <sup>c</sup> <sup>c</sup> <sup>b</sup> <sup>c</sup>
<b>Chairman</b> : Thank you, Mr. MacDonald. Mr. Mikkungwak.	<b>Δ•거《ϷϹ·</b> • (ϽϞʹϟͽϭϲ): ·ϭͿϟͽϫϹϳͽ. ϹͺϹ ϹϷͽϧϤϭͼϧ
<b>Mr. Mikkungwak</b> (interpretation): Thank you very much, Mr. Chairman. I would like to direct my question to the Auditor General's office. A few minutes ago, I asked if a social worker is going to do their work properly in caring for the children under their custody. If they're going to be diligent about following through with the laws, how many children could they care	<b>ΓΡ° ఫુΓΡ° ఫ్రి</b> ()

for? Thank you, Mr. Chairman.	
<b>Chairman</b> : Thank you, Mr. Mikkungwak. Mr. Campbell.	<b>Δ⊳/≪ϷϹ·</b> Ϸ(Ͻ <sup>ϳ</sup> ϡϷϭϲ)։ ·ϭͿϧ∝ႭϹϷͺϹϒϹͺϹϷϫ·ͽͿ⊲·Ϸ. Ϲ៶Ϲͺϳϧͱ>·
<b>Mr. Campbell</b> : Thank you, Mr. Chairman. Thank you for the question. As always, I'll ask Madame Salvail to correct me when I veer off a little bit if I do, but I don't believe that there's a specific number. What we have been arguing for is that there needs to be an analysis done by the department to determine what the workload should be. I know that we have been talking about case management and I think you can find that that might be a little bit of a crude measure because some cases can be incredibly complex and take an awful lot of time and other ones might be a little bit more simple.	<b>ἐ·&gt;</b> (ϽϞϷϭϚ): ͽϭϧϫͺϳϷ Δεγ«ϷϹͼ. ͽϭϧͼͺϳ ϹͺͿͺϫ Ϥ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ
If you just count the cases, you may end up in the wrong place, but we certainly do believe that there needs to be some analysis done to ensure that the department itself has a metric, a way to identify if a social worker is getting to the point that they're not going to be able to do their job properly. I think that's really important.	ΔͺͺͺϒϚͺΛϧͼ·ϚϒϚϽ;ϥϤͰͺͺͺϤͺϿ;Ϸ;ϹͱͺϹ ϷͺϹϧϷϧͺͺϤϲͺͺͺΔͺͺͺͼϚ Α;ͼ Α; Ακ Ακ Ακ Ακ Ακ Ακ Ακ Ακ Ακ Ακ
Now, if I could just make two points on that, one being that in the initial audit that we did in 2011, we identified cases where social workers told us that they simply did not have the time to do their job and that there were documents missing from files. Some social workers told us that they just didn't have time to do it because they were really scrambling with their workload.	2011-Γ, Ϲ <sup>ͺ</sup> L <sup>ͺ</sup> <sup></sup> <sup></sup> <sup></sup> <sup></sup> <sup></sup> <sup></sup> <sup></sup> <sup></sup> <sup><sup>4</sup></sup> <sup><sup>4</sup><sup>1</sup><sup>4</sup><sup>4</sup><sup><sup>4</sup><sup>4</sup><sup><sup>4</sup><sup>4</sup><sup>1</sup><sup>4</sup><sup>4</sup><sup>4</sup><sup>4</sup><sup>4</sup><sup>1</sup><sup>4</sup><sup>4</sup><sup>4</sup><sup>4</sup><sup>4</sup><sup>4</sup><sup>4</sup><sup>1</sup><sup>4</sup><sup>4</sup><sup>4</sup><sup>4</sup><sup>4</sup><sup>4</sup><sup>4</sup><sup>4</sup><sup>4</sup><sup>4</sup><sup>4</sup><sup>4</sup><sup>4</sup></sup></sup></sup>
In this audit, we're also talking about standards not being complied with in terms of children not being visited. Sometimes social workers don't have the time to do that. Apart from the impact on the social worker, there could be a big impact on the	CALA <sup>C</sup> J <sup>L</sup> L <sup>®</sup> CL <sup>b</sup> dd రారారిగిందర్ సిగిదింది దిడింరింది గినించించి దిందిందిలి దినిలి సిందిందందిందింది దిందింది దినిలి దిందిందింది దినిలి దిందిందింది దిందింది సిందింది దిందింది సిందింది దిందింది సిందింది దిందింది సిందింది దింది దిందింది దింది దిందింది ది ది ది ది ది ది ది ది ది ది ది ది ద

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child if they don't have the time to do the work.	
We don't have a single metric, but we strongly encourage the department to determine what an appropriate workload is because that way they will be able to identify when somebody is about to get into that situation. If you add a few more cases or more work to somebody, you should know that by doing that, you will put them in a situation that they won't be able to do their job properly. Knowing that in advance is better than finding out maybe months or even a year later when an audit gets done. Thank you, Mr. Chairman.	ርΔLΔናጏ፞፞፞፞፝፝፝፝└ ሩኯ፟ዾዾዀንጋ፝፟፟፟፟፟ , Ϸናወዾ ዾጔጏዀ፝፝፝፝፝፝፝ጏፚ ዾ ሰበዀ፝፝፝፝፝፝፝፝፝ ሰበዀ፝፝፝፝፝፝ኯጚኯጚጚ ሪኬ የ ት ት ት ት ት ት ት ት ት ት ት ት ት ት ት ት ት ት
<b>Chairman</b> : Thank you, Mr. Campbell. Mr. Mikkungwak.	<b>Δ•/ペϷϹና•</b> (ጋኣኣኦቴሪና): ናሪታ°ዺ广፞ <sup>ኈ</sup> . ୮ <sup></sup> ୯ ୮ዖ° <sup>°</sup> ህላና <sup></sup> .
<b>Mr. Mikkungwak</b> (interpretation): Thank you, Mr. Chairman. I'll ask a question in English. (interpretation ends) What I'm really getting at here is that when we're looking at children in services, to provide quality of assurance or quality of service for children in care. Is there a variance for a certified social worker as opposed to a a social worker in training? What is the threshold of caseloads per employee who is a certified social worker as opposed to a person in training? Thank you, Mr. Chairman.	<b>ΓΡ° ϞͿ</b> ϤʹϷ: L' ϲ ʹ ͻ ϭͺͺͺ Δν/ ϘϷϹʹϷ. ʹϷʹ ͻ ἀ. Ͻ ʹ ͻ <sup>∿</sup>
Chairman: Thank you, Mr. Mikkungwak. Mr. MacDonald.	<b>∆ﻩ୵⋞⋗ርናゅ</b> (ጋኣ̀ኦ∩Jና): ናਰ≻ੇੇੇੇ ריכ ୮₽°୰⊲Ⴊ. ୮ <sup>៶</sup> ር ∟⁰Ċഛ.
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. Well, to answer your question, I think it follows along with what the auditors have mentioned is that we don't currently have a metric. First of all, we don't truly have an accurate measure at the moment about what is the threshold for that point of time when a worker is receiving too many cases or too many other duties, as	<b>L<sup>6</sup>C<sup>ΔC</sup></b> (Ͻ <sup>1</sup> , <sup>2</sup> ) <sup>2</sup> , <sup>3</sup> d <sup>2</sup> <sup>6</sup> <sup>Δ</sup> , <sup>Δ</sup> <sup>4</sup> / <sup>4</sup> , <sup>Δ</sup> / <sup>4</sup> , <sup>Δ</sup> / <sup>4</sup> / <sup>4</sup> / <sup>4</sup> , <sup>Δ</sup> / <sup>4</sup> / <sup>4</sup> / <sup>4</sup> , <sup>Δ</sup> / <sup>4</sup>

the case may be. We don't have that. We don't have that specifically. We're more focused on a certified worker versus a trainee.	
I think that we know that in general, the productivity of qualified and certified individuals across any number of professions increases, particularly once they've had a number of years to develop and to gain valuable experience on the job. That's one of the key reasons why we want to ensure that our social workers have the highest possible level of training as they	αΓ, LdϤ ۸ϿϤʹϿℙʹ ϹΔϷϭϤ ϤʹϚʹͿႱϧʹ϶Ͽ ΔʹϷϷαΔ;ͽϿ· Λϲ·ͺͰϷ;Ϳͺ;·ϲͺͺϤϿ;ʹϞϢͺϹ ΔʹϷϷαΔ;ϭϹϲʹϚʹϧͺΓ. ϹϹͼϫ Λ;;ϤͶϚϿͿ ΔϿϲͺͺϷϿ· Δϲ΅ϭϤʹϷ;ͿϲʹͶϤ;ϭ;ͽͼ ΔʹϷϷαΔ;ͳϭϷ Ϥ;ͼʹϔΓϲͶϤϭϤ;ϹϹͺͺ·ϭͿϧͼϫͺϹͽ
are employed in their job. Thank you. Chairman: Thank you, Mr. MacDonald.	<b>Δ•/≪ϷϹ·</b> •(ϽϞϞ∩Ϳ·): ·d৮°໑Ϯ, ୮·Ϲ LၑϹʹϼͼ. ୮·Ϲ ୮ <sup>ϧ</sup> ₽ϑͿ⊲ <sup>·ϧ</sup> .
Mr. Mikkungwak.	<b>୮P° ୬ଏ%</b> (ጋኣኦበሆ): ኦ፬ ቴኦ ኖ- ኦበቦႱረጋΔ° ፬ ໑ ୦ ፬ ፊ ውስዮ ወነ ር° ፬.
<b>Mr. Mikkungwak</b> : Maybe just a point of comment in reference to that, when you look at that and with my questions here, it will be in your retention strategy, which will probably be submitted to the House later in time to deal with that matter and also to provide quality service, but at the same time, have a retention for your new	CL°α ΥΡΓΥΡΑ΄ Ο ΔΙΟΔΙΑΥΝΤΟΟ Ο Δ. Λ'
social workers who may be up and coming. Moving along, my colleague did ask a little bit under number two, again the last sentence. She did ask about the \$10 million, but I would like to ask. There's a figure in there of \$50.3 million. Out of that \$50.3 million, how much of that money is within the territory of Nunavut and secondly, how much of that is out-of- territory placement? Thank you, Mr. Chairman.	$\Delta^{L}L^{5}LdA \Delta^{5}LdA \Delta^{5}LcA - C\Delta^{2}a^{5}C$ $\Delta D - CA^{2}C A^{2}C A^{2}C$
Chairman: Thank you, Mr. Mikkungwak. Mr. MacDonald.	<b>Δﻪ/≪ϷϹናゅ</b> (ጋኣን∩Jና): ናਰ⊁≏ዉ广⋼, ୮ነር ୮ﻪ₽℃)⊲ና₀. Γነር L⊌Ċഛ.
Mr. MacDonald: Thank you, Mr. Chairman. Currently, today, we have information about caseloads. For example,	<b>LºĊ౨ˤ</b> (ϽϞϞႶͿና): ჼݸᢣ᠌ᠣ᠋ᡄᠮᡃᢆᢦ, ᠘ᡃᡟ᠙᠌Þᢗᡃ᠋᠅. Ĺᢩᠣ ᠘ݸᢍ᠋᠋ᡅ ᠘ᠴᡄ᠋ᠬ᠈ᢣᡣᠴ᠋ᢩᢑ ᠌᠘ᢣᡧᡣᠦᡃ ᠕᠘᠘ᡃᢗ ᠴᡆᢟᡕ ᡝᡄᢗᡠᠻ᠋ᠴᡠ <sup>ᢐ</sup> ᡶᢣᠥᠻ, ᠴᡆᢟᡗᠴ ᠘ᠴᢩᡐᠦ. ᠙ᡝᡐᠦ ᢗ᠘᠘᠘ᡗ᠋ᡔᠣᡃ ᡧᡃ᠋᠋᠋᠋᠋᠆ᢗ᠘᠘ᡘᠫᠥᡃ

<ul> <li>we can provide information about out-of- territory clients as opposed to in-territory, but we did not prepare a breakdown of the budgetary split between those two. We would be more than happy to provide that to you as soon as possible if that's required. Thank you.</li> <li>Chairman: Thank you, Mr. MacDonald. I look forward to those numbers. Mr. Mikkungwak.</li> <li>Mr. Mikkungwak (interpretation): Thank</li> </ul>	<ul> <li>۵) ۵ ۲ ۲ ۲ ۲ ۲ ۲ ۲ ۲ ۲ ۲ ۲ ۲ ۲ ۲ ۲ ۲ ۲ ۲</li></ul>
you very much, Mr. Chairman. I would very much appreciate receiving those numbers from your department.	
Moving on to another subject, in paragraph 12 on page 4, it indicates that you support the training of staff. Again, there are employees who have been there for a long time, but they are not given the support they need. I would like to know why that is the case. I'm sure it's different in each of the communities, but my first question is: why is there not enough support provided to the long-time staff? That is my first question on that. Thank you, Mr. Chairman.	ప్ పాట Lఎ?ిరాళశథర్ దంగ్, L<Λనర్ CLo. Lఎ?ిరానథర్ దంగ్రా గుగ్రూ/Luc, దర్శాందర్శి గాంగ్రూ దంగార్ రాళింది. CAL ఇంశాంగ్రి దంగార్ గంగన్రారింగారా. దంశారెని వెనింగా దంగారా గురింగారింగా దంశార్ దర్శాంగి దంగార్ దింగారింగా గిని దంశాం దర్శాంగి దంగారింగా దింగా దింగా దంశాం దర్శాంగా దింగా నింగారింగా దింగారింగా దింగా దింగా దింగా దింగారింగా దింగా దిం
<b>Chairman</b> : Thank you for that question. Mr. MacDonald.	<b>Δ•/ペϷርና</b> • (ጋኣትበJና): ናժታ°உ广ካ ርံ° ፈለጭਰበቦしልኦ•. Γነር Lካር፞፞ዾና.
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. First of all, I think I would have to agree with you that historically, we haven't been able to provide adequate or as adequate as we would like support for our long-time existing staff. In terms of our action plan, we capture that under our retention strategy in terms of trying to make it so that we can keep staff who have lived, worked, and contributed through efforts in the territory as opposed to being continually forced to recruit elsewhere and bring new people in and start the cycle over	<b>L<sup>6</sup>Ċo</b> <sup>c</sup> (ϽϞϞΛͿϚ): <sup>s</sup> dϞ <sup>a</sup> c <sup>†</sup> <sup>b</sup> , Δ <sup>b</sup> λ <sup>Q</sup> ϷĊ <sup>b</sup> . <sup>γ</sup> <sup>b</sup> <sup>c</sup> <sup>-</sup> <sup>b</sup> <sup>s</sup> C <sup>†</sup> <sup>4</sup> <sup>c</sup> <sup>b</sup> <sup>b</sup> <sup>b</sup> <sup>b</sup> <sup>c</sup> <sup>Δ<sup>b</sup>ba<sup>b</sup><sup>b</sup><sup>b</sup><sup>b</sup><sup>b</sup><sup>b</sup><sup>b</sup><sup>b</sup><sup>b</sup><sup>b</sup><sup>b</sup><sup>b</sup><sup>b</sup><sup></sup></sup>

again.	Δ <u>ϲ</u> ኈႱ ርΔL
One of the things that we identify as an area of weakness for us is on-boarding or bringing on new employees. We want to improve that process and make that transition a bit better. We have also worked already to improve our statutory training as well as some other in-house training, I say in-house training, professional development opportunities for our employees, so that over the course of their years with us, they have some support to enable them to do their job better.	ለ՟ےቦና ወርঁው ዺ፟፞፝፝፝፝፞፝ዺ፟ጘዯ፟ፙጚ፝፝፝ጞ ፚ፨፟፟፟፟፟፟፟፟፟፟፟ይ፝ፚ፝፝፝፝፝፝ኯ፟ኯ፝ጜ ፚኯ፟ኯጜጚ ፟ አ፟፝፝፝፝፝፝ኯጜ ኯ ኯ ኯ ኯ ኯ ኯ ኯ ኯ ኯ ኯ ኯ ኯ ኯ ኯ ኯ ኯ
I think I would also add that under that whole umbrella of retention, we recognize that it's important for us to be able to ensure that our employees have adequate housing and things of that nature. That's something that we look forward to attacking in terms of our action plan between now and the end of 2015. Thank	ΔϲՐΦϷϿϿʹ϶ϿͿͽΔ, ϹϹϽϹϷʹ ϤϹϭ ΛϒϹϚϒͰϹͶϤͽʹϚϭϓ ΔϚϹͽϒϒϹϞϤ ΛϞϹͺϷϿʹϧϲͽϧ ΔͽϧͼϪ;ͽϿͽ Δ·ϿϧϞͽͼͶϥϛϿϥϲϥϧϾͽ ϥͱϹ ϹΔϹϪϿϿϲʹϧϾϲϿϭϧ. ϹϹϿϫϿ ϭͺϷϹͼϒϥͽϧͻ ΛϲͺϥͺͱϹͺϹϥʹϧ ϚʹͼϷͶϿͼ ϪϒϹϾ϶Ͻ Ϲͽϲϲ ΛϹϥͽϧϽ 2015 ϪϒϥϿͼ. ʹͼͿϧϿͼͺϷ.
you. <b>Chairman</b> : Thank you, Mr. MacDonald.	<b>Δ•/≪ϷϹ·</b> Ϸ(ϽϞϞႶͿϤ: ·ϭͿϧͼϫϮϷ Γ·Ͻ LϷϹϫϤ. Γ·Ͻ ΓΡ·ϞͿ⊲ <sup>ͼ</sup> .
Mr. Mikkungwak: Mr. Mikkungwak: Thank you, Mr. Chairman. I guess I'll rephrase my question here. I am looking forward in some essence. At present, you have current staff who are working in your department and I'm fully aware that it's very hard to find individuals within the territory who would like to work for Family Services considering the fact that it is a very stressful career.	<b>ΓΡ°ϞͿϤ·</b> Ϸ (ϽϞͻΛͿϚ): L'ͼ Δνγ≪ϷϹ·ͽ. ϤΛ·ͽϤΛυʹϷΔ ϷʹͽϧͺϤϚϤϤϷϭͼʹϭϤϚϧϤ. L°ͼϷ;Ϟͼ, ΔͼʹϧϤϲ σͺϷͼϭͼϧϲʹͶϤϚϿϤͼϽϧͺ L°ͼϷ; ΔͼͽϧϲϽ; ΔͼϧϷͻ ΔεʹϧϽϲ ΔεʹϧϽϲ ΔεʹϧϽϲ Δε Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ
At the current situation, you do have some staff who are currently employed in Family Services who are seeking further training, but at the moment, they are going through obstacles of getting funding support or a letter of support from regional offices or headquarters. Why are those obstacles in	Ρ;Ϥσ, ͺͺͺϷϿϷ;ϫͺͺͺͺͺϫϫϷϫϫͺͺ ΛϲͺͺϞϭϫͺΔϲͺϳϫϿϲϫϫ Δϲ΅ϭϤϚͽϞϧϐ·ϭ·ϭͼ; Ϸ;Ϥϭϭ, ͺͺͺϷϿϲ Ͻͺϫͼ;ϒͺϷϿϾͼ Ͽͺϫͼ; Ϸ; « ΔͼϿͼϲ

place when you have retention problems and you are having recruitment issues? Thank you, Mr. Chairman.	<b>Δゥイ≪⊳ርኈ</b> (ጋጘንታሀገሪ): የብንድዉ፫ዮ. ୮ነጋ ୮ዮርውና.
Chairman: Thank you. Mr. MacDonald.	
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. With respect to the question about obstacles for existing employees, I am currently not aware of any situation where, for example, an employee has asked for professional development and it has been outright refused. We, like every other department in the GN, follow the Human Resources Manual and issues around professional development.	<b>L<sup>6</sup>Co<sup>6</sup></b> (ϽϞληJና): <sup>1</sup> d <sup>5</sup> <sup>2</sup> <sup>4</sup> C <sup>6</sup> Δ <sup>6</sup> / <sup>4</sup> QPC <sup>6</sup> . <sup>4</sup> Λ <sup>16</sup> dηP <sup>4</sup> J <sup>2</sup> Ͻ <sup>5</sup> <sup>16</sup> /LP <sup>6</sup> <sup>16</sup> <sup>5</sup> <sup>6</sup> <sup>5</sup> <sup>6</sup> <sup>6</sup> <sup>6</sup> <sup>5</sup> <sup>2</sup> <sup>4</sup> <sup>4</sup> <sup>5</sup> <sup>5</sup> <sup>5</sup> <sup>4</sup> <sup>4</sup> <sup>5</sup> <sup>5</sup> <sup>4</sup> <sup>5</sup> <sup>5</sup> <sup>4</sup> <sup>5</sup> <sup>5</sup> <sup>4</sup> <sup>5</sup> <sup>5</sup> <sup>4</sup> <sup>5</sup>
I can tell you that by and large, we support professional development, but I would like to say that there probably are unique circumstances where there could be a reason why somebody may be refused professional development. In some cases, it could be performance issues or it could be operational needs or operational requirements keeping that person too busy to be able to undertake those activities.	ΡΥϤσϤΟϷϿ ϷϿΡͿϤΓϞϿ ϤͽϷϷʹϒϿϿ ΛσϿϿϿ ΑσϿϿ ΑσϿ Αστο Αστο Αστο Αστο Αστο Αστο Αστο Αστο
I would like to say that I'm not aware of that particular circumstance, but in general, we are strongly supportive of professional development activities. Thank you.	ϷჼbჼႦჅႫჍႵჼႱ, ႠムႱムჼႺჼႺჂႠჼ ჂኣϷႱჼႶჼႦჂႯჼჼჂჼႱ ႼႵႯႫ ႠႱႭჼႫ<Ⴢჼ ΔႦႵჼჼჂムႱႢჼჂႱჼ ለႠႢႯჂჼ ለ֎ჼႠႯჇႶჼኣႦႵჼႭჼჼჂႫჼ. ჼdႸჼႭႠჼ.
<b>Chairman</b> : Thank you, Mr. MacDonald. Mr. Mikkungwak.	<b>Δ<sup>ϧ</sup>ϟ≪ϷϹ·</b> ͽ(ϽϞϟႶͿϲ): ·ͼͿϧͼϫϹϷ Γ·Ͻ ϹϷϹϿϚ. Γ·Ͻ ΓΡͼϞͿ⊲·Ϸ.
<b>Mr. Mikkungwak</b> (interpretation): Thank you very much, Mr. Chairman. I thank him for the response. I believe this will require further review as this seems the most obvious route here.	ͳϷឩϞͿϤ;ϷͺͺϽϯϒͶϲ;;ͺϹͿϫϲϿϤϨϷͺϘϧϒϾϷϹ;ͼ ͺͳ;ͼϫϿϤͺϧϷϫϳ;ϿϤͼͿϲ;ͺϹϹϧϭ ͼϧϧϧϼϧϼͼϫϤͼϼͼϫϤ;ͳͼ
Let me move to paragraph 12 and I will use an example from our home community of Baker Lake as that is where I am from. Based on the duties required of social	12-ዮኑትሁውና, የd፦ > Lናንሁኦቦትውና ውዮማላሮችንት ኦናጋበቦσላናናd የbL°ንጋላናΓኦርኦኖ ውስ ልውሮ እው ለሮሲላትሏና ወዲሮ > ላትቦ ትህየኦርኦኖ ው, ወዲሮ ው ወደዎተ ርሏካልላ የኦኦትናኦዮቦንፓ ወዲሮኦኖ ልውሮ እሮሲላትቦና ልው

<ul> <li>workers and with Baker Lake being amongst the highest populated communities amongst some communities in Nunavut that are not being serviced, the social worker position is vacant, as is the case for many communities. How is this challenge being dealt with? I would like to understand what the basis is, especially with Inuit people's requests not being approved. Thank you, Mr. Chairman.</li> <li>Chairman: Thank you, Mr. Mikkungwak. Mr. MacDonald: Thank you, Mr. Chairman. Thanks for the question. With respect to a particular circumstance such as that, if I understand you correctly, it sounds as if there may have been a period of time where there was not a social services worker in Baker Lake. Under normal circumstances, what we would do is schedule a worker to come in from an accompanying community.</li> </ul>	Λς ηλ C το P το
I'm not aware of the specifics to that case in terms of duration or whether there were issues involved in terms of staffing capacity or what have you. We could certainly investigate that and try to come up with an explanation for you, but we would have to take a look at those specific circumstances. Thank you.	ϹʹϒĽϷϚʹϐͻϿϪϭϲϲϒĽ϶ʹϧϲϚʹϐϷϷͰϹ·ʹ·ϷϫϹ ͼϿϿϹϹϹϪϲϫϧϲϷͼϹϫϳͼ Ϫ;ϝϿͼͼϿͼϷϲͼϹϫϳϲ ϫͼϷϫͼͶͼϒͼϲϫϲ ͼϷͻϞͼͶͼϫͼϲ ; ϲ; ϲ; ϲ; ϲ
<b>Chairman</b> : Thank you, Mr. MacDonald. If you could just slow your answers down just a little bit. Mr. Mikkungwak.	<b>Δ<sup>ϧ</sup>/ «ϷϹ<sup>;ϧ</sup></b> (ϽϞϷ∩Ϳͼ): <sup>ϛ</sup> ϭͿϧͼ <sub>Ϙ</sub> ϲϳͼ Γ <sup></sup> ʹϹ Ϲͼϲ. ΡϷϲ·Ϛͼ·Ͽϗͼ <i>ϲ</i> ͼϧΔϞ;ϳϹͼϧͼϲϼͼϫϲϗͼ. ΓʹϹ ΓΡͼͼ;Ϳϭͼ.
<b>Mr. Mikkungwak</b> : Thank you, Mr. Chairman. Maybe I'll rephrase my question. In the community of Baker Lake, which I'm using as an example because I'm the MLA for Baker Lake, you have a number of vacant positions within that office. In the audit report, it indicated that there were three communities that were and	<b>ΓΡ° ٵؚd™</b> (ϽϞϷႶͿϚ): ኘϭϧͼϥϹϷͺΔϷϒϘϷϹϚϷ. ΔϞͰϚϧ ϤΛϚϷϭͿͶͺϷϚϷϷϐ·ϭϿͼͺϫϷͿͺͺϔϧΔϞͺϷϧϽϛϗϹͿϭ; ϷϚϿͶϹϿϪͼϫϾϚͺϟʹͼϧΔϞͺ ϷϞϽϛϗϹͶϧϭ ΔϿϛϹϷϧϲͺϤϲϲϛϛϷϨ;ϒͺϹϪϷϭͺͶϹϗͼϷϚͺϪϿϤϭ. Ϲ;ϹͼϧϒϹ;ͼϧϧϧϧϧϧϧ ϫϿϿϪͼϧϒϒϹ;Ϲͺϫϧϲϲϲϲ;Ϸͼϧͼ; ϿϿϲϲͼϭͺϪͼϿϹϷϧϲͺϤϲϲϲ;ϷͼϧϳͼϿϭ.

there are other communities that probably have vacant positions in the Department of Family Services. My question here is: what strategy do you have in place to fill these vacant positions?	ᡏ᠉ᠳᡁ᠘ᢣᢓᡄ᠆᠄ᠣᠴ᠘ᠺ᠋ᢄᡄ᠂ᠵᡆᢄᢕᡬᡇᢛ᠕ᢣ ᡩᢛ᠋᠋᠋ᡥ᠘ᢣᡕᢕᢛᡡ᠊ᢗ᠋᠋ᡏᢛᡆ᠘ᢑᡨᢗᢂ᠄ᡆ᠆ᠴᡅᡗ
Right now, you have relief workers coming into communities. What is your current strategy to fill in the vacant positions so that it does not keep surfacing? Have you also looked at investing in residents who have applied and possibly employ them and, once you have employed them, further	Ű௳ Ⴖ₽ႶჼႶႱႭ°௳ჼႱჼႠϚჼჄ ഛ൨Ⴀ°ഛჼ. ჄႭႠჼ <ჼႭႦႶჼႱჼჼჁለჄ ŰႭჼჃႺ ႠႱჼჃჃ Ⴍ°ഛჼႠႦჼჃჼჂႶჼ ഛՃჼႱჼႠႭ°ႭჇჼႫჼႫჼჃႺჂႮ? ჼႱႦჂჂჼჼჄႱႻჄჼႠႦჼჼ ഛႠ°ჾႠႦႠႫჼ ለႭჄჼႱႠႦჼႱႠႠჼჄႱႵႫჼ ϪჼჼႱႭႺჂჼჼႶჼჂႶჼჂჼႱႭ ႼჼႮჾჃႮჼჂ ϪႠ°ჾჃჼჼႶႠႦႶჂႶჼ? ჼჃჂ°ႭႠჼჼ ϪჼჄ≪ႦႠჼჼ.
<ul><li>invest in their training? Has that been considered? Thank you, Mr. Chairman.</li><li>Chairman: Thank you, Mr. Mikkungwak.</li></ul>	<b>Δ•/≪ϷϹ·</b> • (ጋኣትበJና): 'dታ°ฉ广' Γ'ር Γዖ°°ህ⊲%. Γ'ር L'ር፞ጔና.
Mr. MacDonald. Mr. MacDonald: Thank you, Mr. Chairman. If I understand correctly, and I think I do this time and I'm sorry for misunderstanding originally, in terms of our action plan, we have, I think, a combination of administrative changes to how we internally as a department, particularly coming from communities to regions to headquarters, understand when we have a vacancy or a vacancy that's looming.	<b>L<sup></sup>ር፞፞፞ጔና</b> (ጋ፟፟፟፝ነትበJ <sup>ር</sup> ): <sup>ና</sup> dታ <sup></sup> ፟፟፟፟፟ጟ <sup>ና</sup> Δ <sup></sup> ትረኛኦር <sup>ጭ</sup> . ጋዖረፋናበላምd, LΓላሏ <sup>ጭ</sup> ጋዖረ <sup>®</sup> σጋ <sup>®</sup> σ <sup>™</sup> bኦሀL, <ናሏኦበናበ <sup>®</sup> σ ላኦሬ <sup>*</sup> ጚረካና ላራ <sup>*</sup> ትላ፟L <sup>®</sup> σላ <sup>ሙ</sup> /Lቲህና, ለጋላ <sup>ሙ</sup> ጋΓ ወዉሮ <sup>®</sup> ወና ላልናጋ <sup>™</sup> /Lቲờ <sup>®</sup> ኒ <sup>™</sup> ርንሪ Δ <sup>®</sup> ወርኦታሊላናb <sup>®</sup> ጋናbሮና <sup>*</sup> ህና.
Our plan is to develop an entirely new system, at least for our department, to allow us to react more quickly to those vacancies, but that doesn't address some of the fundamental problems that we do face in that sometimes, in terms of having the available labour force or skilled labour to fill that position, that's not always available. We have, I think, somewhat are shorter term and more of a medium term plan to address that.	ϿϹϚͶϤϞͺϹϧͺͰͺϷͺͺϫ;ͺͺϷͺϘϲ;;ͺͼϧͺϘͺ;;ͺϫͺ
In terms of the short term, we're contemplating working with the Department of Finance and their HR staff	ŰݮൎᆚѷႱσ <sup>┉</sup> ᢣℾ <sup>ϧ</sup> <ናჲኦႶርናႦჼኦጋႱና Δ៸᠘Ր≪ʹϲϤϧϿϚ ἀჲኦϧϲჀኦჼႻና ϤჼĹͻ ΔჼჼႦჲϪϧʹჼንϲჀϞʹͼͶϿϚ ΛϲႢʹႦႶՐჂႶϚ ϪϿϲჀϟϲႢ≪ჼϽჼჼϹჼႦჼႻჼჂႠ. ϹL°ჲ ϷσჼႦჼჼ <u>ለჼĹჀϷႶႱናႶͿ ϹL°ჲ ϪϲʹϷϳʹჼႱσჼჼ៶Ϸʹ</u> ͼϟͻϥϿና

to try to revive an older practice of having dedicated staff who work on social services worker recruitment. Obviously, we take this report seriously and we feel that it's important that that line of work be given some priority in the hiring process. In the short term, we are, to be frank, stuck in a cycle where we do have to recruit elsewhere.	᠊᠌᠉ᡷ᠊ᡄ᠌᠌᠌ᡔᠳ᠋ᡃᢐᠳ᠋ᢁ᠋᠄ᡃᢑᢣᢩᢂ᠋ᡃᠴ᠋᠋᠍ ᠘᠋᠄᠌ᡃ᠌ᢐᠣ᠘ᡃ᠋ᢣ᠋᠋᠋᠅ᠬ᠉ᢣ᠋᠉᠄ᢦᢄ᠂ᠳ᠘᠂᠘ ᠘᠄᠌ᡃᢐᠣᡆ᠘ᢣ᠄ᡃᡢ᠋ᢂᢣ᠄ᡈᢣ᠌᠌᠌ᢄ᠄ᡄᠧ᠋ᠺ᠋᠍ᠮ᠖ᡄ᠋ᠮᢦᠵ᠋
Moving into more of a medium term, we have begun working with Nunavut Arctic College to help provide input into an overhaul of their social services worker program and what we really want to do is minimize any misalignment between the training that people can go through in Nunavut to obtain accreditation, whether it's a certificate or a diploma or what have you, and with our department's hiring practices and the skills, knowledge, and attitudes that we need in frontline workers and entry-level workers as they come into the department. By better aligning that training and that Nunavut training with what our needs are, we get people into the door in a more seamless way. Of course, once you have them, it's more of the retention stuff that we discussed earlier. Thank you.	٩%৬৮৩%১৬৮, ۵۵% ۲۵%۵ ۸ « « « « ۲۵ ۵ ۵ ۵ ۵ ۵ ۵ ۵ ۵ ۵ ۵ ۵ ۵ ۵ ۵
Chairman: Thank you, Mr. MacDonald. Mr. Mikkungwak.	<b>Δ৬/≪ϷϹ·</b> Ϸ(ϽϞϞႶͿϲ): ·ϭͿϞ°ႭϹϷ ϹʹϹ ϹϷϹʹϼϤ ϹʹϹ ϹϷʹʹϞͿϤʹϷ.
<b>Mr. Mikkungwak</b> (interpretation): Thank you very much, Mr. Chairman. He answered part of my question, but I have a supplementary question. You're going to be working with Nunavut Arctic College to train social workers to provide better training for them and to give them certificates, diplomas, and so on. My question is: how many of the people who had taken social worker training at Arctic College are working as social workers at the present time? Thank you, Mr.	<b>ΓΡ° ϞͿ⊲ʹ·</b> : L' ໑ ʹ ͻ ϭͺͺͺͽ ϤΛ <sup>5</sup> Ϟ Ϥ Π Γ σ Ϥ ϲ Ϸ <sup>5</sup> Ϸ <sup>5</sup> <sup>1</sup> σ <sup>1</sup> Δ Λ <sup>5</sup> Ϟ Ϥ Π Γ σ Ϥ ϲ Ϸ <sup>5</sup> <sup>1</sup>

Chairman.	<b>△▷୵⋞⋗⊂ና</b> ▷ (ϽϞϞ∩Jና): ናਰ⊁≏ႭႠႦ, ୮୯୦ ୮ና₽°℃J⊲ናϷ.
<ul> <li>Chairman: Thank you, Mr. Mikkungwak. Mr. MacDonald.</li> <li>Mr. MacDonald: Thank you, Mr. Chairman. To be honest, I don't have an answer for you on that particular question. I don't know at the moment how many of our current Nunavut resident employees would have certification from the college.</li> </ul>	Γ'C L <sup>ь</sup> ĊϿ <sup>ϵ</sup> . <b>L<sup>ь</sup>ĊϿ<sup>ϵ</sup></b> (ϽϞϞႶͿና): <sup>ና</sup> dϞ <sup>e</sup> ႭϹ <sup>i</sup> , Δ <sup>ϧ</sup> ϒ≪ϷϹʹ <sup>ͼ</sup> . Δ΄, CΔL የϷϞイႶ <sup>ϧ</sup> Ϟ <sup>6</sup> <sup>ϧ</sup> ዮ <sup>-</sup> Ͻ <sup></sup> <sup>κ</sup> υ ΔϹ <sup>e</sup> Ͽ <sup>ϵ</sup> ϤΛ <sup>κ</sup> <sup>6</sup> dΠ <sup>e</sup> Ͽ <sup>ϵ</sup> <sup>ና</sup> bϷϟL <sup>e<sup>s</sup></sup> Γ <sup>e</sup> ႭL L <sup>e</sup> Ⴍ <sup>s</sup> b <sup>c</sup> ΠϷ <sup>L</sup> <sup>k</sup> ÜC Ϲ <sup>i</sup> odϤ ΔϹ <sup>e</sup> σϤ <sup>s</sup> ν/L <sup></sup> <sup>4</sup> <sup>c</sup> , γ <sup>2</sup> C <sup>2</sup> <sup>5</sup> <sup>k</sup> <sup>s</sup> δ <sup>L</sup> Γ <sup>c</sup> ΔϹ <sup>e</sup> σϤ <sup>s</sup> σ <sup>b</sup> γL <sup>4<sup>c</sup></sup> α.ͻαΔ <sup>i</sup> dC <sup>s</sup> b <sup>si</sup> <sup>5</sup> <sup>c</sup> .
To answer your question in a wider approach, I think that sometimes it's difficult to have a clear understanding, when somebody graduates from an academic program, if they're interested and willing to work for us or a certain organization.	ϹΔL ΡϷϭϤʹϿႶ Δϲʹ·ϐ·Ϥʹ ϤϞʹႭʹϷϚϹʹͰϚ Ͻϒ៸ϷͰϚͶϤ, ΔϲϷ ϽΡ៸ϷͰϚͶϤͺϲϤʹϷϚϚϹ ͵ʹʹͻ Δϲ··ϭϤϚϭϲϷʹϿϺͽ Λϲͺϧ·ͽϽϷႱϧͽͰͽͺϳϹ ϷʹϨϚϺ·ϿϚʹϴϷϟͰͽʹϒϾͺͼϷϾ
If I understand your question correctly, you're asking if there's a direct link between college graduation within that specific program and with our department at this time. I think that one of the things that we're trying to do in association with Nunavut Arctic College is to make sure that that disconnect is removed. Thank you.	⊲ለሊしልና ር∆L ር፟ <sup>b</sup> d⊲ ∆ሮ <sup>e</sup> σ⊲ና፟σ <sup>b</sup> γL⊀ <sup>c</sup> ር∆bσ γ <sub>c</sub> cን <sup>b</sup> \ናል <sup>L</sup> Γ ናbናበσ <sup>b</sup> ∧ሮሊ <sup>L</sup> L <sup>b</sup> ŪC, Þ≪ናበ <sup>e</sup> ഛ Δϼሮሊትd <sup>e</sup> ഛና. ΔL <sup>e</sup> ዉ∆ሮÞናγ⊲ <sup>b</sup> ንJ <sup>c</sup> γ <sub>c</sub> cን <sup>b</sup> \ናልሮኪን <sup>b</sup> d <sup>c</sup> ∧ሮኪ <sup>s</sup> bበቦഛቦ <sup>c</sup> C∆L <sup>e</sup> ዉ, Δ <sup>c</sup> <sup>b</sup> C∆L <sup>e</sup> ዉ ∧ሮኪንĊናb <sup>c</sup> Cኪ⊲ናbና <sup>c</sup> C. ናdን <sup>e</sup> ዉጦ <sup>b</sup> , Δ <sup>b</sup> γ≪ÞĊ <sup>sb</sup> .
<b>Chairman</b> : Thank you, Mr. MacDonald. Mr. Akoak.	<b>Δ•/≪ϷϹ·</b> Ϸ(ϽϞϞ∩ͿϚ): ·d৮°ႭϮϷ, Γ·Ϲ LϷϹʹϼϚ. Γ·Ϲ ⊲dd⊲℠.
<b>Mr. Akoak</b> : Thank you, Mr. Chairman. Good afternoon, Inuit and Uqhuqtuurmiut. My question is on page 3. You said that you had 55 positions filled, social services workers and supervisors. Like my colleague said, the social services worker is a stressful job and hard work.	ἰd< (ϽϞϷΠͿϚ): ·dϞͼϥϮͽ, ΔͽϒϘϷϹʹͽ. ϷϧϞͽϤς, ϷͽϟͼͻϽΓϷς, ϫϥϘϚΓϷς. Ϲͼϫ ϤΛͽϤΠΓϞϚ L<ΛυϚ 3ϮϚϽͽ, ϷʹϐϲϫϷϚϐϚ 55ͺϳʹͽ ϹϷϥϤ ΔͼϫϲϹϷϟͰͰϹ ΔϫϲϲϫϷϲ Ϥͼϒϲͼͽϲϧͼ Ϥͼϒϲͼͽ ΔϫϲϲϫϷϭϲ ΔϫϲϲϫϷϭϲ
I'm just wondering if you've ever had people come to your department saying that they do not trust a social worker and didn't want to go to that person. Did you ever have anything like that happen? Thank you, Mr. Chairman.	Δຕ <sup>、</sup> γ°ϿϤ <sup>ͼ</sup> ν᠘᠄ϷϚϹͼʹϚ Δϲ·ϒ°ϿϤ <sup>ͼ</sup> ϿʹϷϲϷ <sup>ͼ</sup> νϟͰϳϚ͵Δϲ·ϒ°ϿϤͼϟͰϭ ϤΛתϧͼϿͼϿϷ ΛϲϲͿͿϤͼϭͼϭͼϿ ϷʹϷϲϤͼϿͼϟͰϛϭͼͺΔϿϲϲϫϷϷϧϿϤϭͼ;ʹͼͿϧͼϫϳͼ

Chairman: Thank you, Mr. Akoak. Mr. MacDonald.	<b>Δﻪ/≪ϷϹ·</b> Ϸ(ϽϞϷႶͿϤ): ·ϭͿϷ·ႭϹ, ϹʹϹ ͺͿϷϹʹϼͼ
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. Actually, it's interesting that you mention that question. When the department was formed in April of 2013, we had our first senior management committee meeting in Clyde River and our first face-to-face meeting as a team.	<b>L°Ć୦</b> ና (ጋኣኦበJና): የժታ°ዺ广ካ, ΔካፖペϷርናካ. ሷ, ርሏL ርዮ <sub>ዉ</sub> ଏለጭਰብቦንታልና ଏለጭਰብናብଏዊϷ୭ጭ ଏሏ>ን፦ 2013-ъ̀ብናຼጋ, ርሏL°ዉ ቴብLኦና ቴብLሬኮማፖLሁናር ልናቴጋናጋናብላናፑ ቴብLናቴብቦና ጋቦና ርሏካਰଏ 2013-୮ ቴብLብናጋር ቴዮቦጭጋኒለና
During that process and during those meetings, our then Deputy Minister at the time asked for elders from the community to come and talk about basically social services. Quickly, the discussion was about social services as opposed to the department as a whole. It struck a chord with me particularly since a) I'm not a social services worker, I don't have that background, and I have always dealt with other areas of the department.	╘∩L∩՟ͻϹ ϽჼՐϲͺϧϷ;ͳ ΓσʹϹͿʹ Δ°ͺϽʹϧʹϭϚ ╘∩LʹϧϹϷʹ;Ϲ Δͻϲͺ·ϧ ϹϹ°ͺ ΛϞϥϽ·ʹͻͿ Ϸʹϧ·ϲʹϧϽϳϲϷʹ;Ϲ, ϹϹϧϥϭͺϧ Δͻϲͺϧϧϥͼϭ ϷʹϧϷϒ;ϸͽϿ;ϧϲϷ;ϹϚ Ϸ;ϧͽϿ;ϧϲϷ;ͳϲ ϲ Ϸ;Ϸϫʹϲͽ ϲ ϲ Ϥ ϲ
One of the things that was made extremely clear to us as a senior management team was that what has to happen with the practice of social work in Nunavut and from our department in general is that we need to be able to do a better job and that people, at the moment, particularly in some of our communities, don't have a good relationship with their social workers.	▷ናቴናበላጭጋۍ ▷ዲናበ° ዾና ላዮዮላጭቴኦስቦኑናበ° ዾና, ናቴወልሮኮሊላናቴናውበ° ዾ. ለሮሊናበላቴዮውሊላናቴና ጋላናናር ጋጭ, ርቴላልው ወልሮ°ው ለሮሊናቴስበሶናበላዮቦኑLር ልድ°ውነሪና. ልወሮሊንቄሪዮና ወልሮ°ውናጋና ልወልና ጋ, ሥና ጋ ▷ናለሊታኦጭቦናጋበና ጋ ልድዮቦና.
As you say, there may not be as much of a level of trust as we would like. To tie it back into our action plan here, one of the things that we recognize and has been made abundantly clear is that our outreach and visibility in communities needs to improve. The way in which our workers interact with families, youth, and community groups needs to be much more transparent and obvious. We're extremely hopeful that by working towards doing that, there will be less of that issue of	CΔL°Q ʹϧϷϷϲϷϚʹϹ Ϥʹϲͻ ϥͻϥΔ;ͽϹϷϟϲʹͻϭ ΔL°Q ϹϭϧϷϭͽϧϷΓϤ;ϷʹϹ ΛϲϲϷ Ͽϥϲ΅ϭ ϤʹϲͻϲϹϷʹͽ ΔϲϳϞϲ°ϭ Ϸ;Ϸ;ϲ;ϷͶ;Ϸ;Ͷϥ;ϷϲϹ;ͻͶͽ ͶϹϷϞϭͺͻ Ͽϥϲ΅ϭ ϷͶϲ;ϷͶ;Ϸ;ϹϳͻͶϲ ϟ;ͻ. ϹΔϲ ϭϲϷʹ϶Ͻͼ ϹΔϲʹϥ ϹΔϲΔ°αΔϲϷ;ͽ<; ϹΔϲ Ͻϲ Ϸ ʹΛϲϷϲͺͼͺϲϥͿ°α;ϥ;Ͽϲ ΔϿϲϲ;ϲ

distrust or miscommunication or what have you. I certainly hope that answers your question.	₽⊳⁰∩⊲ጋ⁵ኻ൨Ⴑጔ⊲ኈ<Ր⁰.
<b>Chairman</b> : Thank you, Mr. MacDonald. Mr. Akoak.	<b>∆⊳୵⋞⋗⊂</b> ⊷ (ጋኣ̀ᢣ∩Jˤ): ኀd۶°உ广҆╸ГኄϽ ⅃⊍ĊϿϚ. ΓኄϽ ⊲İd⊲ኈ.
<b>Mr. Akoak</b> : Thank you, Mr. Chairman. What would you do in a situation like that? Would you transfer the social worker out or get another person in? Thank you, Mr. Chairman.	<b>ጳdላጭ</b> (ጋኣኦበህና): ናdታ°உ广 <sup>ኈ</sup> Δ <sup></sup> ዮላዊኦርጭ. ናbኌΔ°ዺታኈለና ርΔLΔናጋ广ካሪልና?
Chairman: Thank you, Mr. Akoak. Mr. MacDonald.	<b>ΔϷϟ≪ϷϹ·</b> Ϸ(ϽϞϞႶͿϲ); ·ϭͿϞ°ႭϹϷ ϹϞϽ ໑ἰϭ⊲·Ϸ. ϹϞϽ ϹϷϹʹϼϚ
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. I think that's an operational question and I think I'll hand that over to Mark Arnold, Deputy Director. Thank you.	<b>L°Ċ౨</b> Ϛ (ϽϞϞႶͿϚ): ·ϭͿϧͼϿϹϳͼ ΔͼϒϘϷϹͼͼ. ϹϹͼͺͼϧϪͺϤϷϲϭͼͺϳϲͺϧϧϗϲͺϤϒͼϧϥ ϷϷϧϷͼϧϿ϶ϥͼϧϪͺϳͼͺϭϳϭͼͺͿͼͺͺϽϧϲϷ ϤϷϲͼϒϟϧϧϿͼ.
Chairman: Thank you. Mr. Arnold.	<b>∆•ץ≪⊳כי•</b> (כוֹקאַחטי): יּפּלי∘בריי. רי⊂ לשׂי.
<b>Mr. Arnold</b> : Thank you, Mr. Chairman. We do get concerns from community members and from families with respect to working with social workers from time to time. We want to make sure we handle each of those situations individually.	<b>ዻ፞ዾ</b> • (ጋ፟፟፟ትኦበJና): ነ፝፝፝፝፝፝፝፝፝፝ ነሳታ°፝፞፞፟ ር <sup>ዀ</sup> Δ <sup></sup> ዮረጅኦር <sup>ዀ</sup> . ወዲሮ <sup>ው</sup> ምና Δ‹ໄຼຼຼັ່ວበσ <sup>ኈ</sup> Ϸነቴኦበንኦዴናጋህ ወዲነቴ <sup>ዀ</sup> ፝ጏ፞፞፞፞ጚኇና Δຼຼርሶσ <sup>֊</sup> ຼ ለ፫ኪናቴበነቴና፟ <sup>ኊ</sup> ሀΓ <sup>ኈ</sup> Δወ፫ኪኦኦጚσ <sup>ኈ</sup> Δຼຼີຼີ ኖຼຼັັັັັັັັັັັັັັັັິິິິິິິິິິິິິິິິິິິິ
The work, as you said, is difficult. It can be conflictual and there may be misunderstandings. If we can help best resolve them directly with the people involved, it's ideal. We certainly ensure that our supervisors are involved in directly working with those family members or community members who have a concern or a complaint. We expect our supervisors to be involved.	ΛϲͺͺϤʹϞͿϞͽ, ϷʹͽϧʹϚϪϚ, Ϥ·ϟϨʹͼͺϷʹϽϘ·ͰϹ, ϽϿʹͽϟͰϷͶϷϞʹ·ͼͺʹͽϽϺ·Ϥ·ͰϿͺϪϲͺʹϔϹϭ ϿϷϟʹ·ϭ·ϿϭʹͽϹʹͽϨʹͼͺϿϽϭ·ϪϐϟϨ·ͼͺϨϚϹϿ ϤʹͽϷͿͶͽϞͿϲʹϹʹͽͿϭ·ϪϚϨϿϤͻϷϒϭͼ ϫϷϚͶʹͽϽͽ;ϞϤϚϟʹϚϽͿϚϤʹ·ϹϞʹͽϷϷͶϿϚ ϪϲϷʹ·ϿϤʹϐϹϚͼͿʹ·ϿϹϲϹϔϞͿϞϭͼ ϼͼϲ·ͰΓϷʹϐϹϷϞϭ·ʹϿʹϭϚϪϟͰϿͶʹϐʹͽϽϭͽ Ϸʹϭ·ʹͻϞϨͶʹϐͽϽϭ·ʹϿ·ϭϚͺϹ·Ϙ ϭϲϷʹϠϚͶϚʹϚͽͽͺϤʹ·Ϲ;
If it appears that a situation is unresolvable without more of a direct role, then we certainly will have another social worker go into the community. We may ask their	᠋᠋᠄ᡃᡃᠦ᠌ᠴ᠘᠆᠋᠋᠅ᡫᠵ᠋ᠺᢄᢣ᠅᠂ᡬ᠉᠙ᡁᡘ᠅᠙᠅᠙᠅᠙᠅᠙᠅᠙᠅᠙ ᠘ᡄᢂ᠋᠅ᠺᢄᡣᡏ᠖ᢄᡩ᠙᠘᠘ᡩ᠅᠘ᠴᡄ᠋ᡘᢄ ᠴᡆᡄ᠋᠆᠋ᠴᠯ᠋᠅᠋ᠺᡗᡊᡆᢣ᠋᠅ᠫᢗ᠋᠖᠘ᢣᢉᡃᢣᢗᠦ᠆ᡱ᠂ᡠ ᡆ᠋ᡃᡏᠦ᠋᠋᠉ᠴᡆᡄ᠆᠘᠄ᡩᡆᢣᢞ᠌᠌ᡆ᠋᠋᠅ᠫᠧ᠘ ᡏ᠘ᢄ᠅ᢓ᠋ᠬ᠖᠋᠖᠅ᡔᡁ᠆ᠸ᠘᠘᠘ᠺᠫ᠖ᠴᡏᢀ᠆ᠺ᠅ᠺᡃ᠋᠘ᠺ

supervisor to directly visit the community	
as well. We're fortunate that that level of intervention doesn't happen a lot.	᠘ᡃ᠋ᢣᢛᢗᢂ᠋᠆ᡎ᠅᠋᠃᠘᠆ᠺ᠂᠕᠆᠕᠆᠕᠆᠕᠆᠕᠆ᠺ
Oftentimes these matters can be resolved	
by helping guide a social worker in dealing	᠕᠆᠋ᠬᢞᡆᡗᢂ᠋ᡃᡆᡃᠴᢉ᠂᠋ᠫᠴᡃ᠋ᡥᠠ᠘ᢀ᠋ᠺ᠆ᡕ
with conflict, anger, and hurt feelings. That	م م ال
is certainly something we emphasize.	ᡩ᠋᠊ᠦᡃ᠋᠋ᢛᢣ᠘᠊᠋ᡃ᠋ᢐᡩ᠋᠋᠋᠋ᡃᡄ᠄᠘᠋᠋ᡰ᠔᠊᠋ᠯ᠕᠋ᡗᢁ᠋ᢗᢓᢦ. ᠈ᡃᠬᢞᢁ᠋᠋ᡏᡃ
Thank you.	
<b>Chairman</b> : Thank you, Mr. Arnold. Mr. Akoak.	<b>Δ•/ペϷϹ·</b> • (ጋኣঁትበJ፡): የਰੈਠੈੈੈੈ Γ'ን ἀἀͼ. Γ'ን ἀd⊲ኈ.
<b>Mr. Akoak</b> : Thank you, Mr. Chairman. Another discussion topic is with training for social workers. I think that some people go to social services to get help and sometimes the social worker seems to refer them to the housing association just to get a place to stay.	╡dবᠬᡃ (ϽϞϡႶͿና): ᡪᠯᡷ᠌ᢩᡄᡤᡃ ᠘ᡟ᠙᠋᠙ᢗ᠅. ϤϒϤʹϹϷʹ፥ ᠘ᡄᢣϷႶσͱ Λᢞᡃ ΔͻϲͺϫϷϟͲ. ΔϲͺͽՐჼϷΔἑ ΔͽΔϚ Δͽϲͺͺϫͽϐ·ͽϤʹͽ<ϞΓͰͺϹ Δϧ;ͼϹϷ;ϹʹϿϺ·. ΔϲʹͼϭϐʹϿ ΔͽϲͺϫϷϟ; ϤϒϤͽϚ ϟʹ;ͻ ΔϧͻϲͺϫϷϐ·ͽϚ ϤΔϺϞͺϳͼͻϽϹ ͺͼϳϚ&ϚϧʹϐϳϭϽϪͼͺͼʹͿϚͺϤʹϒϚϚΓ.
I'll just give an example. The housing manager in Gjoa Haven said that he would sometimes feel like he's involved in the social services position. Would there be any way that you would be able to train social workers to respond other than to refer them to a different department? Thank you, Mr. Chairman.	ϷʹϽႶቦጋΔ°ዺኁͻປ, Δ <sup>៲</sup> ͻϲჀϷϐʹϭͺϭʹϒϹϞͽϧʹϧϞ ϷͽϟͽϽΓ Δϲʹ·ϭϷϭͿϳͽ ΔϲϷϞͺϲʹͻϭϟϘ·Ϲ ΔͻϲͺͺϷϐͼͺΔͽϧͼϪ;ϞϧϹͽϲͺϹΔϹΔͱϹͼ ΔϲͺϒϷͶͼϷϛϲ;ϫͼ ϷϷϞͼϲ;ͶϥͼϲϲͼϥϲϿϲͼͺϒϲϫ Ͽ·ϭͼϧϥͶϲϽϪͼϭϫϹ;ͻϲͼͺ;ϥϒͼϫϲϳͼ
<b>Chairman</b> : Thank you, Mr. Akoak. Mr. MacDonald.	<b>Δ∘៸≪ϷϹ·</b> ͽ (ϽϞϞ∩ͿϤ): ·ϭͿϞ°ႭϹϷ Ϲ·Ͻ ⊲ἰϥ⊲·ͽ. Ϲ·Ͻ ϹϷϹʹϼϚ.
<b>Mr. MacDonald</b> : I do, actually, I think recall that instance. I think that that housing manager has a valid point. We don't want to be caught in a cycle where we're referring our clients without due care and without the proper amount of information that they would need onto other organizations or agencies or what have you.	<b>L<sup></sup>ር፞፞፞፞፞፞፞ ር</b> (ጋ፟፟፟ኣኦበJና): ርΔና/L <sup></sup> ፝፞፝፝፝፝፝፝፝፝፞፞ ርΔ <sub>2</sub> Δ <sup>L</sup> <sub></sub> ጋሮኪኦϷ <sup>ጚ</sup> Ϸ Ϸ <sup>s</sup> bናበd <sup>e</sup> σ <sup>se</sup> ጋσ.
With that being said, there are various roles for various departments and agencies. Even within our own department, we often provide referrals from one group of	ᢗ᠘᠘᠘ᠴᡏ᠋᠋ᡃᢛ᠋ᠲᡤ᠆ᠴᢣ,᠂ᡏ᠈ᢣᡤ᠌᠉᠋᠅ᡣᡗᠫᠥᡃ ᠕ᡄ᠋᠋ᡳᡳᡶ᠋ᡄᢆᠣᡏ᠋᠋᠋᠅ᢣ᠘ᢞ᠋ᡃᢐ᠋᠌ᢄᢄᠺᠧ᠋ᠺ᠊᠍᠖ᠺᢣᠦ ᡏ᠈ᢣᡤ᠌᠉ᡩᡊ᠑ᠣᡠ᠋᠄᠂ᡬᡄ᠋ᡸᡱᡠ᠋ᡏ᠕ᡄᡅ᠋᠍᠍ᢀᠺᠥ ᡏ᠘ᠽᡆᡗ᠋᠌ᠫᢪᠦᢚᡆ᠋᠋᠋ᠬ᠋ᡦᢦ᠋ᢪᡃᢆᡁᡶ᠋ᡁ᠕ᡄᡅᠺᢩᡥᢣᢂᡷᠦ ᡆᡄᡏᢡᠦ᠋ᡏ᠘ᠯᠺᡆᢩᢑ᠕ᡄᡅᠺᡃ᠋᠋᠋᠋ᢣᠺᢣᠴᢄ᠂ᡬᡗ᠋ᢆᢕᡗ᠆ᠴᢣ

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programs to another. Take, for example,	ᡏ᠘ᡩ᠙ᢣ᠘ᡩ᠕ᡙᡄᠧᠧᢄ᠘ᠴᡄ᠋᠋᠆ᡔᢄᡩᡆᢛ
there are often referrals between income	᠕᠈ᡩᡗᡃᢛᢨᠴ᠀᠋ᡃ᠘ᠴᢩᡆᢂᡃᡆ
assistance clients and social worker clients	ᢆ᠌ᡰᡆ᠋᠌ᠵᡃ᠋ᢐᡃᢛ᠋ᡣᢗᡃᡗᡥ᠋᠊᠋᠋ᠳ᠋ᢄᡃ᠘ᠴ᠋᠋᠋᠋᠋
and sometimes with some of our post-	
secondary funding clients as well through	᠘᠋᠋᠉ᡃ᠋ᡖᡆ᠘ᡃ᠋ᢆᡷᢛ᠋᠋᠋Ċᡪᢞ᠋᠆ᠴ᠋ᠴ᠋᠕᠆᠋ᡄ᠕᠆᠋ᠺᢦ᠋ᡰ᠋ᡪ᠋ᡃᡆᢕᡗᡃᡄᠬ᠆᠋ᢍᢛ
some of our labour market programs.	
In that instance, without getting into any	Cʰ冬, C∆L∆ˤᢣᡬᢑ, ÞˤbএđʰPʰbএđˤএՐˤ CLཔ℡,
details, I think, in some cases, if housing is	᠘ᡄ᠋᠋᠋ᡥᠣ᠖᠘᠘ᡃ᠋᠋᠋ᠴ᠋᠋᠋᠋ᠮ᠋᠋᠖ᢞᡥ᠕ᢣᠯᢗᠵ᠋᠍᠍᠍ᠯᠣ
a barrier, housing is the place for them to	∆'⊃⊂∿bq ><'⊃d <sup>%</sup> Jr⊃dir.'4
go Maybe not in that particular case, I	ᠵ᠘ᠵ᠋᠆᠘᠆᠕᠆ᠰ᠘᠆᠘᠆ᢕ᠘᠆᠘᠆᠘
	Ϸ·ͻϽͶͱϯϼϧϧϧϣϥ·Ϸϥϫͷϫͷϫ
wouldn't want to use that as an example of	
that, but that's certainly something that	
we're concerned about as well. Thank you.	
Chairman: Thank you, Mr. MacDonald.	
Mr. Savikataaq.	<b>∆°7≪⊳ር∿</b> (ጋኳ̀ት∩Jና): ናd≻°உĖ∿ ୮ኁጋ L°Ċጔና.
Wir. Davikataaq.	Γ <sup>,</sup> 'Ͻ ኣልbĊ <sup>,</sup>
Mr. Sombotoog, They's and Mr.	
Mr. Savikataaq: Thank you, Mr.	<b>ነልьርં</b> ጭ (ጋኳትበሆን: ናਰታዋቢዮ Δዮረዋኦርጭ.
Chairman. My question is on page 4,	⊲∆™d∩Խ๎๎๎๎ฬ๚๚๚๚๚๚๚๚๚๚๚๚๚๚๚๚๚๚๚๚๚๚๚๚๚๚๚๚๚๚๚๚๚
paragraph 10. It says that "The Child and	
<i>Family Services Act</i> was revised in 2013 to	
allow it to be interpreted according to Inuit	L⊂Ⴑჼ
societal values." I would just like an	ᢄ᠘ᡃᢐᡆ᠑ᡄ᠋᠆ᢄᡱᡆ᠄ᡩᠴᡗ᠋ᠺ᠘ᠴ᠘᠋ᡗ᠂ᠿᠳ᠕᠅ᡥ᠋᠂ᠳ
explanation of that, please. Thank you.	᠘ᡠᢇ᠋ᡥᢉᢁᠴ᠋ᠣ᠘᠋᠋᠋᠖᠆᠘᠖᠆᠆ᡣᢂ᠖᠖᠘
explanation of that, please. Thank you.	Ͻ₽ჼႦĽL∿Ⴑ°? ჼd≻°Ⴍ广ჼ ∆ჼჄ≪ϷĊჼჼ.
Chairman, Thank you Mr. Savilataa	
<b>Chairman</b> : Thank you, Mr. Savikataaq.	<b>Δ•/«ϷϹ</b> ና• (ጋኣኦ•ሪና): ናሪታ° ជኮ Γኑር ኣልbርና።.
Mr. MacDonald.	۲ <sup>٬</sup> C L <sup>♭</sup> Ċ.
Mr. MacDonald: Thank you, Mr.	<b>ዸዾ፞ጏ፞ዾ</b> (ጋ፟፟፟፟፟፝፞፝ዾ <sup>፝</sup> ዸዾ፞ዀ፞ ፚኯ፞ጞ፟፟
Chairman. I think I will refer that question	₽⊳∩°σ⊲™<ና Γነር ዾጛ
to Mr. Ojah. Thank you.	
	<b>Δ•/«Þርና•</b> (ጋኣኦ•៤፡): ናਰታ•፬广•, Γነር ኦንታ.
Chairman: Thank you. Mr. Ojah.	
Chairman. Thank you. Wit. Ojan.	
Mr. Oigh: Thank you Mr. Chairman and	
<b>Mr. Ojah</b> : Thank you, Mr. Chairman and,	
through you, to the Member. Bill 51, which	ᡤ᠆ᡆ, ᠘᠋᠋᠋᠋ᢣ᠋ᢄᢞ᠘᠘ᡄᢂ᠋᠖᠖᠘᠘ᠺ᠄᠕᠆ᡁ
was passed in the legislature, actually	∆בׂל∿רי⊂ ∧יּלליל⊲י∟י ∆ריא⊳יבס.
helped us to move the Inuit societal values	
into the Act in a formal fashion.	
In our planning, we were able to have our	᠆᠆ᠳ᠘᠋᠋᠊᠘᠋᠋᠋᠋ᢛ᠋᠘ᢑ᠋᠔ᡔᢛ᠐ᡔ
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staff fully trained in this area. We turned to	
our colleagues at Culture and Heritage,	
especially to some of our elders, and in	$\Lambda^{sb}d\mathcal{I}_{\mathcal{C}}^{b}d\mathcal{C}$
particular, Ms. Shoovenai Mike, who	⊲⊃್℃⊂∸∟∩୯. ∧∟⊲۶°⊃۵ أ&פ∆ L∆۴, C∆°פ
	᠘᠋᠋᠋᠋᠋ᢛᡃ᠋᠋ᡖ᠘ᢣ᠋᠋᠋ᡃᡖᢄ᠆᠘ᢣ᠋᠋᠋᠋᠃᠘ᢣ᠋᠉᠘ᢣ᠋

worked very closely with us in both the interpretation of the Inuit societal values and also in the incorporation of that into our training for staff. Thank you, Mr. Chairman.	ጋዖሮÞሲ՟ጋቡ ጋኣኦኦኦጋσ ሏጋሏና ሏፅሥዮጋና ዻ°σሲኦዮዮጋና ላዛሬጋናርኦኈ ለናክፖኦንያውሲኦዮና ልሮ°σላኈበርኦነላበነኣኈዮኖσ ልኈክሏኦኈበናር. ናፅኦኖሏቮ ልካረ«ኦርኈ.
<b>Chairman</b> : Thank you, Mr. Ojah. Mr. Savikataaq.	<b>Δ<sup>ϧ</sup>/                                    </b>
<b>Mr. Savikataaq</b> : Thank you, Mr. Chairman. I didn't really hear an answer I was hoping to hear there, so I think I will rephrase it.	<b>ኣልbር፞ኈ</b> (ጋ፟፟፟፝፝፝፝፞፝፝፝፞ (ጋ፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟ ጋ፟፟፟፝፝፞፝፝፝፝፝፝፝፝፝፝
The Act has been changed so it's interpreted differently. I'll use this for example: I believe that in Inuit societal values, the family unit is meant to be kept together at all possible to keep it as a family, but Family Services quite frequently and sometimes too quickly break up a family for whatever the reason may be. They have legitimate reason; I'm not saying it's right or wrong. I would just like to see where Inuit societal values would come into play there in terms of the family unit. Thank you, Mr. Chairman.	Ċ°௳ LলႱჼ
<ul> <li>Chairman: Thank you. Mr. MacDonald.</li> <li>Mr. MacDonald: Thank you, Mr. Chairman. Thanks to the Member for the question. One of the things that happened post embedding Inuit societal values into the legislation in a formal process was not only some changes that my colleague mentioned in terms of training but changes to practice.</li> <li>For example, when a decision needs to be made about taking a child in care and, for example, that last resort of removing them from their family, which I agree is</li> </ul>	<b>Δ<sup>6</sup>/«&gt;C<sup>66</sup></b> (ϽϞϷ <sup>6</sup> σ!: <sup>6</sup> d۶ <sup>6</sup> αΓ <sup>6</sup> Γ <sup>6</sup> C Ϟ&bC <sup>66</sup> . Γ <sup>6</sup> C L <sup>6</sup> C <sup>6</sup> C L <sup>6</sup> C <sup>6</sup> C (ϽϞϷ <sup>6</sup> d <sup>6</sup> ): <sup>6</sup> d۶ <sup>6</sup> αΓ <sup>6</sup> Δ <sup>6</sup> /«P <sup>6</sup> C <sup>66</sup> , αΛα <sup>4</sup> L <sup>6</sup> L <sup>6</sup> C <sup>66</sup> D <sup>56</sup> D <sup>56</sup> D <sup>56</sup> C <sup>46</sup> . Δ <sup>6</sup> C <sup>66</sup> C <sup>66</sup> C <sup>66</sup> C <sup>66</sup> Λ <sup>6</sup> b <sup>7</sup> P <sup>5</sup> P <sup>56</sup> D <sup>56</sup> C <sup>66</sup> C
something that's not ideal and it's not in keeping with traditional values, what's employed now as opposed to the past is a	దిగిల్లా సినిసింగాల్లి వా. ఓంది రిగిరింగాలు దిగిల్లి వింగా శిలిగిల్లి రింగాలి దాంగిగా దిందం దాంగిగా దాంలి

group called the PPRC. It's the Placement Planning Review Committee.

Instead of having somebody like the director make a decision more unilaterally, as might have happened on years gone by, now there is a group that makes a group decision, which we feel also is more in keeping with traditional values as well. That group would include parents, it could include the social worker, and in some cases, it may include others as well. As a group, they come to a decision and what we are finding and at least what our staff is reporting is that that's creating a much better outcome overall and reducing issues where people will be confused or upset or angry. It at least attempts to try to bridge that gap between the portion of the legislation that is dictating removal for safety of the child as well as making amends with traditional values in that respect.

I hope that answers your question or provides an example. Thank you.

**Chairman**: Thank you, Mr. MacDonald. Mr. Savikataaq.

**Mr. Savikataaq**: Thank you, Mr. Chairman. Thank you for the answer. It answers part of it. Keeping on the same subject there, I would take it then if a child has to be removed from a family, then all options would be looked at before [the child] was sent to an institution down south. I would think that that would be totally against Inuit societal values. Am I correct to say that all options would be looked at before a child is sent down south to an institution? Thank you, Mr. Chairman.

**Chairman**: I thank the Member. Mr. MacDonald.

Ċ<sup></sup>bdd ᠕᠋᠋᠋ᡃbᢣᢣ᠘᠋᠋ᠳ᠋᠋᠋᠕᠋᠃᠘᠂ᠺ᠉ᢆ᠘ᢣ᠉ᡠᢑ᠘᠂ᡔᠥ

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**Δ•/«>Cና•** (ጋኣ፞ኦ•dና): ናਰኦ•ዾ፫• ୮ኣ୦ L•Ćຼຼ៰ና. ୮ኣ୦ ኣልbር<sup>ና</sup>•.

**Δ•/≪Þርጭ** (ጋኻኦෳdና): ⁵d৮°உ广҆⁰ ୮ኁር ኣልᲮር፞ና⁰. Γኁር LゥĊഛና.

	<b>L°Ċ_୦</b> (ጋኣኦ७ď): ናਰኑ° ዾኑ/«ኦርና». ፊ,
Mr. MacDonald: Thank you, Mr.	<u>م</u>
Chairman. Yes, the idea is that all options	
are exercised prior. That's the last resort. I	᠋᠊᠋᠋᠆ᡘᢛ᠋᠋᠕᠆᠋ᢄ᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆
think that department officials as well as	ᠴᡄ᠆ᡩᡄᢅ᠋ᠫ᠅᠂ᠬ᠂ᠫ᠉᠋᠋᠋ᡣᡄᢧᠬ᠘᠆᠈᠋᠐᠂᠐᠐ ᠴᡄ᠆ᡩᡄᠫ᠅᠂ᡧ᠋ᡥ᠖ᡃᡅᢕᡬᡃᢛ᠋᠋᠋ᡬᢐᡃᡋᠺᢗᡄ᠋ᠴᠬᡅ. ᡝdᢣᢩᡄ᠋ᡗᡝᡃ
family or community members would	
agree on that point. Thank you.	୵୶୵≪⊳Ċ <sup>₅</sup> .
Chairman: Mr. Savikataaq.	<b>Δ•/ペÞርኈ</b> (ጋኣ፞ᢣ•dˤ): ጘ፞፞፝፝፝፝ ጘ፞፟፝፝፝ ጘ፞፟፟፟፟፟፟ት፦ ናካር ኣልbር፞ኈ.
Mr. Savikataaq: Thank you, Mr.	<b>\&amp;\C</b> <sup>(56</sup> ) ()\\ <sup>2</sup> \ <sup>2</sup> \ <sup>2</sup> \ <sup>2</sup> ): <sup>1</sup> d <sup>2</sup> <sup>2</sup> \ <sup></sup>
Chairman. On a different matter, on the	Ϸ <sup>s</sup> bΡγ <sup>s</sup> bϹ <sup>c</sup> <u></u> , <u>Δ</u> Ϲ <sup>e</sup> σϤ <sup>s</sup> bΛ <sup>c</sup> Λσ <sup>L</sup> J <sup>e</sup> . Ċ <sup>b</sup> dϤ
training aspect, since you're putting in	$\Delta c^{\circ} \sigma d^{\circ} h \cap Q^{\circ} c d \sigma d c s d b c h c h c h c h c h c h c h c h c h c$
more training for the social workers, back	
this spring, I asked in the House whether	
social workers are trained in the suicide	
intervention or prevention. I don't	$\Delta^{L}\Gamma\dot{\sigma}\Gamma^{h}C^{b}$
remember the exact name, but it's a course	CΔ <sup>6</sup> d4 4 <sup>6</sup> σ4720CLCA <sup>66</sup> Δα.27
that all nurses working in Nunavut have to	᠕᠆᠋᠋᠆ᠳ᠋᠕ᢗᢂ᠋᠔᠆ᡆᢄᢣ᠋᠕᠆ᠬ᠖᠆᠘
take.	
I was surprised to hear that the social	
workers are not required to take it because	CCΓ⊂ϷϚL ጋኣናL Δዾሮሲ፟ <sup>አ</sup> ዕ <sup>ር</sup>
anyone who is suicidal is referred to the	᠕᠆ᡨᠣᡏ᠋᠕᠆᠋ᡗ᠆᠋᠅᠆ᡁᠴ᠅᠋ᠴ᠋ᠴ᠋᠉᠆ᡁ᠘᠆ᡁ᠘᠆ᡁ᠘᠆ᡁ᠘
nurses. If they go to the social worker, the	᠙ᡅ᠋ᠫ᠘ᡃᡆ᠋᠁᠘ᡃᠮᡠ᠌᠌ᠵ᠘ᡃᠮ᠅᠂ᡬᢩᢛᠳ᠋ᠺᠯᢈ᠋ᢙ᠖ᠴ
social worker refers them to the nurse. I	ᠫᠣᡃ᠋ᢣᢂ᠋ᡄ᠘ᡔᡄᠬᢣᡃᡆᠲᠴᢩ᠕᠅᠆ᠺ᠘ᠴᡄᠬᢣᡃᡆᠲᠥ
was told that that's the procedure, the	¢°σ420ΩLS Jσ5064LC. CΔL°QJS
protocol, but at times, if someone is	
suicidal, then they might not have time to	ΔέͼσϧϥͼͺϪϲͿϫ;Ϸ;
be referred.	$\Delta^{\flat}$ / J^{\boldsymbol{\circ}} ) $\sigma$ a / c P <sup>\boldsymbol{\circ}</sup> ).
Do you have any plans to make this suicide	᠆᠆᠋ᢩᡄᡃᠠ᠘ᠺ᠋᠋᠊᠋ᡬᡃᢆᠣᡰ᠋ᡏ᠘᠆᠘ᡩ᠋᠋ᢛᢗ᠘᠆᠋᠘ᢕᡗᡢᠥᡃ᠋᠋᠋᠋ᠮ
prevention training as part of the social	᠘᠆᠆ᠣ᠊ᢦ᠋᠋᠋᠖᠆᠆᠘ᠴ᠆ᠬ᠘ᠴ᠆ᠬ᠘ᠴ᠆᠕᠆᠉᠆᠕ᢣᢀ
worker training program or course? Thank	∆ <sup>⊾</sup> ୵≪⊳Ċ <sup>ᡪ</sup>
you, Mr. Chairman.	
	<b>Δ<sup>6</sup>/«&gt;C<sup>56</sup></b> (ጋኣ <sup>2</sup> <sup>6</sup> d <sup>c</sup> ): <sup>5</sup> d <sup>6</sup> <sup>6</sup> C <sup>5</sup> C <sup>5</sup>
Chairman: Thank you, Member. Mr.	Γ'C L <sup>b</sup> C፞ጔ <sup>c</sup> , CΔ'ረ'J <sup>b</sup> U ASIST- <sup>b</sup> Jσና <sup>b</sup> CP√Γ <sup>b</sup>
MacDonald, I believe he's referring to the	$\Delta b \prec b \Delta d \Delta$
ASIST program.	₽ˤ৳₽√ˤ৳ˤ₽ϽˤϷ?
Mr. MacDonald: I believe that's the	<b>LゥĊഛና</b> (ጋኣኦካሪ፡): <sup>ና</sup> d৮°உ广 <sup>ኈ</sup> ᠘ᢑፖ≪ϷĊ <sup>ና</sup> ჼ. ᠘,
program name or acronym, I should say.	ᠺ᠋᠋᠋ᢩ᠕᠆ᡧᠮᢘ᠂ᡬᠴᢁᡔᠯᡲᢑ
Currently, we do not have plans to embed	᠆᠆ᠳ᠈᠘ᢑ᠕᠘᠉ᢕ᠆᠕ᡔ᠘᠆᠕᠆᠕᠆᠕᠆᠕᠆᠕᠆᠕᠆᠕
that into our existing social worker training	᠘᠆᠋ᠳᠣ᠋ᠺ᠋᠘᠆ᢞᠣ᠋ᠴᢄ
or professional development training.	
	ᢄ᠘᠘ᠸ᠊ᢂ᠋᠖ᡃᢐ᠋᠋᠋ᠵᡘ᠖᠋᠋᠋ᡥ᠘ᠴᡄᡅᡷᡃ

I think that, when you spoke about the social worker relying on the skills of another, what we often do is do a referral such as what we discussed earlier to another organization. Rather than, say, housing in the case, I think, it was in Gjoa Haven, we would rely on the Department of Health and their mental health unit and that would be the lead agency amongst the government departments that would be dealing with that specific issue.

I do note that your point is well taken that if there's a time lag or if there's too much time before that referral can be finalized or before that case can be met, it would be a problem. I think that we can certainly look at making sure that we have practices in place to make that as effective and as efficient as possible. Thank you.

**Chairman**: Thank you, Mr. MacDonald. Mr. Savikataaq.

**Mr. Savikataaq**: Thank you, Mr. Chairman. As one of the Committee Members, I would highly recommend that maybe the department should change its mind in the way it thinks this way because I think the social workers should get that training. It's not all mental health issues.

I can give an example. A husband and wife are having a great, big fight and it's not a mental issue. They're having a fight, but whatever the reasons, they would go to a social worker because they're not having mental health issues; they're having social family problems. If one of them was suicidal, I would think that the social worker should have the training on how to deal with it, not just to brush them off to someone else and say, "I'm sorry. This is not my department. You have to go see the nurse."

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bbPlable c°Q NJ>P(NA%D). Δ,
Λδ'b)/b2/20 c°Q NJ>P(NA%D). Δ,
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Δ'D)/b2/20 c°Q C'D

**Δ•/≪Þርጭ** (ጋኻ̀ሥዕና): የਰੋ≻ੇੇੇੇ Γ`ር L▷Ċጔና, Γ`ር ኻልbር፟<sup>ና</sup>.

**\&bĊ<sup>\$\$</sup>** (ϽϞϞϧϤς): ͽϥϟͼϫϳϫ ΔϧϟϭϷϲϳͽ. ϷΠΓϟϨϲͺϿ;ϷϹϷ;Ͻͽϼ ϥϽϹͺͼϥϫϽϫ ϒϲͲϣϲ ΔϞΓͼ ΔϿϲͲϧϧϥϲ ϿϲͼϿϤͽͶϹϷϟͲϤϲϲ ΔͽϷσϪϟͽͺϤϲ ϿϿϲϔ;

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᠘᠘᠋ᠳᡆ᠘᠊᠋ᡄᢩᢘᢉ᠅ᢆᡁᡄᠴ᠋᠋ᢣ,᠘ᢣ᠋᠘ᢣ᠋᠋ᢣᢛᢣ᠋᠌ᢂᡔᢪᡆᢛ᠕ᠺ

*** 11 11 1	
Would you consider changing your	᠘ᡝ᠘ᢉᢣ᠋᠈ᢞᠣᡠ᠖᠘ᢨᠣᢩ᠘᠋᠘ᢣᡲᢐ᠋᠋᠋᠘ᡘᢣ᠘ᢂᡷᢠᢕᢠ᠑᠅
position on ASIST being a training	∆٦₸₾₽₵₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽
requirement, maybe not in the Arctic	᠘᠆᠋ᠳ᠊᠋᠊᠋᠊ᡆ᠋᠊᠋ᠵᡄᢄᡘᢛ᠋ᡃᠣᠽ᠘ᡷ᠋᠋᠉ᡣᡬ᠋᠘ᢣᢄ᠋ᢆ᠆ᢧ
College program, it can be delivered by	
them, but it can be put on once they're	
hired? Thank you, Mr. Chairman.	ᢄ᠘᠋ᢤᡅ᠂ᡏ᠋ᠫᢛᢗᢂᢞᠴᠦ. ᠋᠂ᢅdᡃᢞᡆ᠋ᡤᡃ᠂᠘ᡃᡟ᠙᠋ᠵᡬ᠅
micu: mank you, wir. Chanman.	
<b>Chairman</b> : Thank you, Mr. Savikataaq. Mr. MacDonald.	<b>Δ•/ኆÞርጭ</b> (ጋኣኦካሪና): ናਰኦ° ፬广ካ Γካር ኣልbርናካ. Γነር Lካር፞ጔና.
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. Thanks for the question and the suggestion. I think that we can certainly take a look at that. We would probably want to have discussions with Health about making sure that any sort of use of resources is effective and that we're not stepping on their toes, so to speak, but we're always looking for ways to ensure that our clients are served better. Point well taken. Thank you.	<b>L<sup></sup>ሶር፞፞፞፞፞፞፞ ወ</b> <sup>ር</sup> (ጋ፟፟፟፝፞፞\ <sup>1</sup> ኦካሪ <sup>-</sup> ): <sup>ና</sup> dሃ <sup></sup> ዉቨ <sup>-</sup> Δ <sup>1</sup> ኦላ ኦላ ኦ ላለኪႱል <sup></sup> , ሷ, ር <sup>6</sup> dላ <sup>ና</sup> ዖΓናንፈታ <sup>6</sup> ዉ <sup>c</sup> በላ <sup>5</sup> <sup>1</sup> ትሮዎ <sup>6</sup> . ኦ <sup>5</sup> b <sup>5</sup> b <sup>1</sup> <sup>5</sup> b <sup>2</sup> <sup>6</sup> <sup>6</sup> <sup>5</sup> <sup>2</sup> ላ <sup>2</sup> <sup>6</sup> መ <sup>4</sup> <sup>6</sup>
<b>Chairman</b> : Thank you. I have no more names on my list. I've actually got a couple of questions that were brought up through some of the other discussions.	<b>Δ৽៸⋞ϷϹና৽</b> (ϽʹϧϞႶͿና): 'd৮°Ⴍ广 <sup>ͱ</sup> . ⊲ՈናხჇჼჾናĽ. Ľና፟፟፟፟፟፝ዮჾჼ ⊲ለჼ፥dႶናϧናᠴ⊲ჼ፦ϽჼႱ ഛᡘႶႠϷჼ፥ϷϷ; <sup>ϳ</sup> ͼϭჼ ⊲៸⊲ႶͿና ϷናϧϷィϷ៸ĽϞϭჼ.
My fellow colleague from Iqaluit, Ms. Angnakak, brought up the case management system. You had mentioned that for new cases, the information is being put into the electronic case management system. No? I may have misunderstood that. Maybe if you could clarify what the process is under the new electronic case management system versus the antique one that you had mentioned. Mr. MacDonald.	Ċ <sup>6</sup> dd σΡd <sup>6</sup> CP/L <sup>6</sup> bÅ <sup>6</sup> b Δ <sup>6</sup> b <sup>2</sup> °σ, Γ <sup>5</sup> d <sup>6</sup> ab <sup>6</sup> P <sup>6</sup> bP/ <sup>6</sup> b <sup>6</sup> bP <sup>1</sup> L <sup>c</sup> d <sup>5</sup> <sup>6</sup> CP/ <sup>1</sup> Γ <sup>6</sup> Λ <sup>2</sup> CP/ <sup>4</sup> <sup>6</sup> d <sup>1</sup> L <sup>2</sup> P <sup>6</sup> b <sup>6</sup> bP <sup>1</sup> b <sup>6</sup> a <sup>6</sup> <sup>2</sup> <sup>6</sup> CP <sup>2</sup> c <sup>7</sup> L <sup>2</sup> d <sup>1</sup> L <sup>2</sup> P <sup>6</sup> b <sup>6</sup> b <sup>7</sup> a <sup>6</sup> <sup>2</sup>
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. Just for clarification, we currently do not have an electronic or a case management system. By and large, our entire system is operating under the antique, old paper file-based file management system, which is obviously not where we want to be.	<b>L<sup>ϧ</sup>ϹʹϼϚ</b> (ϽኣትበJና): ՙdሃ°Ⴍ广ᡃ ΔŀፖዊϷϹʹჼ Ⴍ_ჂႭΔታႢላჼჂJ ŰႭŀď ՙbႢኣϷᢣŀd₽ႶჼႦ°ჼቦናጋJና ለኦናበናჼኦርϷペኮጋႫჼ ለጋჼbϷ⊀Γჼ ፖϲ ላጋናbናርኈጋJና <Δ<<በJჼႱᆛႠჼ.

elements of our action plan, there is mention of what we would refer to as temporary measures, where we have databases or what have you that allow us to track, for example, the number of children in care, things of that nature, which we're employing now.	ΛΓϤΡΠΓ <sup>®</sup> ϷϷϞϚͿ <sup>®</sup> ϭ < <sup>s</sup> ϤϷͶϲϤϲϟͰϞϚͶͿ <sup>ε</sup> ͻ ϷʹϷϷϟϷϟͺͺϞʹϷʹͿϲ ϷϷϽΔ <sup>®</sup> ϤϚϷϽΔ <sup>®</sup> ϤϚϷϿϹϷ ͽ ͻϼϲϤϲϟ <sup>®</sup> ϤͻͶͿϟ <sup>®</sup> ϤϹͼϤϧ <sup>®</sup> ϘϷ ϤͶϲͽ ͻ ͻ Ϸ ; Α Α Α Α Α Α Α Α Α Α Α Α Α Α Α Α Α Α
When I talk about an information technology or a case management system, what I'm really talking about is a comprehensive system that all employees would have access to the system to log in. They would be entering case data in real time. That data would be captured and available to supervisors at all levels. Reports could be pulled on regional statistics, for example, or number of children in care at any moment's notice.	CΔLΔς <sup>%</sup> U<>>>)Γ <sup>6</sup> L <sup>6</sup> α, Ρ/4σς <sup>6</sup> b <sub>4</sub> \P <sub>7</sub> Pho <sup>b</sup> P <sup>6</sup> bP <sup>7</sup> 6c <sup>5</sup> U P <sup>6</sup> bP <sup>7</sup> 6 <sup>6</sup> )J <sup>6</sup> Δ <sup>6</sup> CPJ <sup>6</sup> a <sup>5</sup> <sup>6</sup> D <sup>6</sup> Δ <sup>6</sup> b <sub>2</sub> Δ <sup>5</sup> <sup>6</sup> C <sup>6</sup> C <sup>6</sup> Δ <sup>6</sup> b <sub>2</sub> Δ <sup>5</sup> <sup>6</sup> C <sup>6</sup> C <sup>6</sup> <sup>6</sup> C24 <sup>6</sup> a <sup>5</sup> D <sup>6</sup> Δ) <sup>6</sup> C <sup>6</sup> C <sup>6</sup> <sup>6</sup> C <sup>6</sup> <sup>6</sup> b <sub>2</sub> L <sup>5</sup> d <sup>6</sup> <sup>6</sup> <sup>6</sup> Δ) <sup>2</sup> C <sup>6</sup> a <sup>6</sup> C <sup>6</sup> C <sup>6</sup> <sup>6</sup> b <sub>2</sub> L <sup>5</sup> d <sup>6</sup> <sup>6</sup> Δ) <sup>2</sup> C <sup>6</sup> <sup>6</sup> C <sup>6</sup> <sup>6</sup> C <sup>6</sup> <sup>6</sup> b <sub>2</sub> L <sup>5</sup> d <sup>6</sup> <sup>6</sup> Δ) <sup>2</sup> C <sup>6</sup> C <sup>6</sup> <sup>6</sup> C <sup>6</sup> <sup>6</sup> C <sup>6</sup> <sup>6</sup> b <sub>2</sub> C <sup>6</sup> <sup>6</sup> <sup>6</sup> <sup>6</sup> C <sup>6</sup> <sup>6</sup> C <sup>6</sup> <sup>6</sup> <sup>6</sup> <sup>6</sup> C <sup>6</sup> <sup></sup>
Just to clarify, that's where we want to be and as part of the action plan, what we're committing is to have a comprehensive business case presented to the government to request resources or to have that. Currently, what is underway is the first attempts to scope and do what's called a requirements document to take a look at what the business rules are, to take a look at the programs and services that we deliver in this division, and then take that and transform that onto an IT system that would allow that to occur. Just to be clear, that's what I was referring to. Thank you.	< <sup>5</sup> ΔΡΛͿ <sup>+</sup> Ϛ Ϥ <sup>*</sup> Γ <sup>16</sup> <sup>+</sup> /L <sup>+</sup> J <sup>2</sup> Λ <sup>+</sup> <sup>+</sup> Λ <sup>16</sup> <sup>+</sup> <sup>+</sup> Jσ <sup>6</sup> <sup>4</sup> <sup>16</sup> <sup>6</sup> P <sup>4</sup> L <sup>+</sup> JC U <sup>4</sup> L <sup>+</sup> <sup>-</sup> U <sup>4</sup> <sup>-</sup> U <sup>6</sup> <sup>-</sup> Δ <sup>2</sup> <sup>-</sup> Δ <sup>2<sup>-</sup></sup> Δ <sup>2</sup>
<b>Chairman</b> : Thank you for that clarification, Mr. MacDonald. My colleague from Baker Lake brought up a couple of things that I would like to follow	<b>Δϧϟ≪ϷϹ···</b> (ϽϞϞႶͿና)։ ·ͼͿϧͼϫϹϳͼ ϹϹϽϹϧ ͼʹͻͼϪͼϧϯϙͼ ϹϧϹ ͳͼϹʹϿͼ· ϷͶϹϧϷͼϷͶϙ ͼϷϹͼϲϽϭͼϹͼ ϿϘͷϲͶͼϷϷϧϲϲ Γͼϧͼϫ ϭͶͼϥͶϧϷͼϫͻϹͼʹϿϲͼ ϒ;ϤͶͼϷͼϽϲ

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colleague from Baker Lake brought up a couple of things that I would like to follow up on as well too. It's regarding grads from the social worker program at Nunavut Arctic College. You had mentioned that there have been some challenges with the communication.

During our introductory statements and in

With a program such as the social worker program at Nunavut Arctic College, I was a little bit surprised to hear that there wasn't a little bit more direct involvement, especially from a recruiting standpoint, to graduates or at least following students throughout their educational program there to work towards employability with the Department of Family Services. Would you be able to comment on that, Mr. MacDonald?	ርĹσ Δ౨Ლᡅᢣᢨᡃ᠍᠍᠍ᡃᢛᡃᡪ᠘ᡃ᠋ᢑᡃᢗ᠋᠅ᡣᡃᠫᡊ᠁᠘ᡄᡃ ᢗ᠘ᡃᡃᠳᠯ᠘᠄ᡃ᠋ᡷᡃ᠈᠘ᡄᡨᠦᢦᡄᠦᡄ᠌᠌᠌ᢨᠣ᠋ᡃ᠅᠆ᠺ ᠕ᡔᡅᢣᢄ᠆᠋ᠴᢩ᠋ᡏᡩ᠋᠘ᡩᠣᡗ᠅ᡩᡆᡆᠦ᠘ᡄᡗ᠊᠋ᠨᡣᠥ᠙ᡬᠴ ᢄᡃ᠋ᢐᢂᡔ᠘ᢞᠴ᠖᠕ᡔ᠉᠂ᢐᠫ᠘ᡃ᠋᠋ᡶ᠅ᡁ᠅, ᠋᠋ᠶᠧ᠋᠘ᡃ᠖᠋ᡠ᠙
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. Yes, I think it's a very valid point. When it comes to the NAC program, I believe the stats on the recent number of graduates were there were nine, I believe. What I have been told is that four out of those nine became employed with the department. There is a direct link in terms of recruitment.	<b>LゥĊഛና</b> (ጋኣኦበህና): ናਰታ°ዺ广፟ <sup>ኈ</sup> Δьፖペኦርና፟፟፟፟፟፟፟፟፟፟ ናbኦኦLᢣьኣናበላኈ, ርΔ°ዹ Δ፝፝፝፝፝
In fact, in Nunavut, it's a little unique compared to other jurisdictions from a post-secondary standpoint because, first of all, there's only one institution and one program. Normally speaking, we would be the primary employer of choice for somebody who is a graduate with a specialization in social work. That's something that we definitely want to make sure that we, as I said before, minimize any opportunities for misalignment between Nunavut training and employment within our department with any type of occupation. Thank you.	CΔL ϒCL®ϞϳʹϷ ΛϲͺϭϤϲʹϞϹ ϿαጵϮϲϷ ϭʹ·ϲϷႱ;;ͳ ϤϹϷ;ʹͼϪ;ͳϭͼͺϷϿϥ ΔϿϲͺϫ;ϒͼ CΔL CLϷdϤ ΔϿϲͺϫϷϭ·ϚϷ ΔϲϐϭϤϚϤϭϷϒϹϟϪϚ ΔϒϤʹϷϞϪϭϿ;ϞΓ Δϒϲͺϫ;ϒϚϿ·ΓϷ CLϷϭϭϐ·ϧͽ ΔϲϐϭϤͽϒϹ ΔϲϐϭϤͽ ΔϲϭϷϿϤͼͼϲ ΛϲϭϷϿϤͼͼϲ
<b>Chairman</b> : Thank you for that response. I have a question for Mr. Campbell or Ms. Salvail, whoever chooses to answer.	<b>Δ•/ペÞርጭ</b> (ጋኣኦበJና): ናਰታ°ዺ广፞፞ ር፞ኁ/୮ኈሁ ዖÞሁልና. ዻለኈਰበናьኈጋኈሁ Γነር ፟፞ዸኑ>፝፝፝፝፝፝፝፝ ዾኯ፟፟ ዹ՟፞፝፟፝፟፟፝፝፟
In one of the responses to the Member from Baker Lake as well, the term "letter of authorization" was used. I'm sure both of you guys are familiar with some of the	᠙▷᠈ᡃᠵᢗ᠌ᠺᢞ᠂᠘ᡄ᠋᠉᠋ᡶ᠉ᠳᢧ᠖᠒᠘ᢣᢂ᠋ᢣ᠋ᡗ᠄᠖᠘ᠳᢗ᠌᠌ᢃᡏ ᠔᠋ᡄ᠄᠖᠋ᠴ᠉᠂ᠿ᠉ᢗᠺ᠈ᢣ᠋ᡝᢐ᠋᠋ᢣ᠋᠋᠋ᢌᡃᡶ᠋᠌᠌ ᠘᠆᠋ᠳᠽᡟ᠋ᡐᡔ᠘ᢣ᠋ᡃᢐᠣ᠈ᡴ᠋ᠬᠫᠥ᠘᠋᠅᠖᠘᠆᠉᠘ ᠺ᠋᠋᠋ᠬ᠋᠉᠖ᡙᡶ᠆᠋ᡅ᠘ᡩ᠖᠆ᠺ᠉᠖ᡆ᠘ᢣ᠉ᡣᠴᠺ ᠺ᠋᠋᠋᠋ᠬ᠉᠖ᠺᡶ᠆ᡅᠺ᠆ᠴᡗ᠋᠂᠘᠋᠉᠖ᡆ᠘ᢣ᠉ᡣᠴᠺ

challenges that the Department of Education has had through letters-of- authorization employees. I forget the actual number of employees that was answered to my colleague.	Δ <sup>ͼ</sup> ϷϷϹ <sup>ͼ</sup> ʹϻϷͻϤͼϽͼυ ͼϷϧϞϲ ΔͼϷϭϭϟͼͺϤϲ ϷϷ;ϥϹϷϚϷͼϧͳϚ
my concague.	
Was the Office of the Auditor General aware that letters of authorization were being used for social workers? Ms. Salvail.	ᠻᠡ᠊᠌ᠯᠣᠧ᠆ᢗᡃ᠋᠋᠋᠋᠘ᡃ᠋᠋᠉ᡃ᠘ᢣ᠋᠋᠋᠉ᢣᢄ᠅ᠺ᠅ᠺ᠅ᠺ᠅ᠺ᠅ᡘ ᠘ᡄᢩ᠅ᡗ᠋᠂᠂᠋᠋᠆᠆ᠵᢤᢉ᠂᠋᠋᠅ᢉ᠅ᢗ᠌᠌ᠺ᠘᠊᠋᠋᠋᠅᠋ᢉ᠅ᢉ᠅᠋ ᠘ᠴᡄ᠋᠋᠋᠋᠋ᡔ᠋ᢩ᠆ᢤ᠋᠕ᢄ᠈᠂᠋᠋᠋ ᢄ᠋᠄᠋᠋᠊ᢧᢄ᠆᠘᠅᠕ᠺ᠉?
<b>Ms. Salvail</b> : Thank you, Mr. Chairman. Yes, we're aware. From our understanding, in order to be appointed, you need to have the mandatory training. However, in some cases, it may not be happening for various reasons, in which case the department will issue such a letter. However, we haven't looked at how many of those have been issued or currently are issued and whether there is an issue related to it. Maybe the question can be directed to the department. Thank you.	<b>\&gt;`ዺΔ</b> (ጋ፟፟፟፝ኣትብJና): ነ፝፝፝፝፝፝፝፝፝፝፝ ነ፟፝፝ ነ፝፝፝ ነቅኦትLኣJና CLጋΓ <sup>*</sup> ሁ CΔL <sup>®</sup> ዉ ለላካኝነትናርነትና ለ፫ሲበርኦቲካኝነትናና፤ና. Δέν CΔL Δሮ <sup>®</sup> σላ <sup>\$</sup> νໄσናበላ <sup>\$</sup> ጋንካሪሬ <sup>®</sup> σ <sup>4</sup> ሪሬ ላናበ <sup>\$</sup> σν Δα <sup>®</sup> ናΓ, CΔL ለ <sup>*</sup> ላናበ <sup>\$</sup> σν Δα <sup>®</sup> ናΓ, CΔL ለ <sup>*</sup> የሮናበ <sup>\$</sup> Δና Λ፫ኪ <sup>®</sup> &በ <sup>\$</sup> Δ <sup>°</sup> Δζμ <sup>5</sup> አ <sup>9</sup>
<b>Chairman</b> : Thank you for that response. A similar question to Mr. MacDonald. With these letters of authorization, what type of eligibility requirements, if any, [are] under the authorization of signing this letter? What was the number again of the amount of social workers that are operating under the letter of authorization? Mr. MacDonald.	<b>Δν/ «Σ΄</b> (ϽʹϞλησ): ʹϭͿϧͽͺϮͽ ϹΔϹͽͺ ΡΣυδς, «μ / / Γ΄ Γ΄ Δε΄ «Λης Σ΄ς σ «Γς και της το
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. I will refer this question to Mr. Ojah. Thank you.	<b>L°Ċω</b> (ϽϞϞΛͿϭ): ·ͼͿϧ·Ͽϲϲϳͼ, ΔϷϒϘϷϹʹͽ. Ϲʹ· ϽσσϤႱϚ ΓʹϹ ϷʹϞͿ· ϽσσϤႱϚ. ΓʹϹ ϷʹϞ.
Chairman: Thank you. Mr. Ojah.	<b>Δ•/ペϷϹ·</b> • (ጋኣትበJና): <sup>ና</sup> dታ°፞፞ଘቮঁ <sup>®</sup> . Γ'ር Ϸ <sup>;</sup> ϧ.
<b>Mr. Ojah</b> : Thank you for the question. The numbers we provided to you indicated that we currently have 63 staff, of which 57 are frontline staff working in the field. Of that number, we have 33 staff who are under letters of authority and that represents 55 percent of the total staff party. Mr. Chairman, that is a high figure.	>>> >>> (ϽϤ϶ρησις): <sup>6</sup> d> <sup>6</sup> α <sup>6</sup> , Δ Δος Δος Δ.

Letters of authority require that the director, in fact, authorize the person to practise social work in the community and along with that authorization goes the responsibility to work closely under the direction of a supervisor or an appointed social worker. Thank you, Mr. Chairman.	▷d◁ ∧፫ᡅᠮ᠐ᠮᡃ᠋ᢐᠬᡃᠫᡝᠴ᠍᠍ᠫᡝᡆᡃᡆᡃᢣ᠌᠌᠔ᢣᢄ᠘ᢞ ᠕ᢩᡶᢞ᠋᠋ᡠᠮᢄᠴᡗ, ᢣᡃᡝᠴ ᠍᠕ᡄ᠋ᡄᢗ᠌ᢂ᠋ᠥ ᠕ᢩᢣᡶᡲᡃ᠋ᢛ᠋ᢆᡋᠮᢄᡣᡐᡝᠴᠬᡅ᠋. ᠮᡆᡃᢞ᠌ᡅ᠋ᡤᠥ᠘ᡟᢣ᠙᠌ᢂ᠋ᡬ᠅
<b>Chairman</b> : Just to clarify and I'll direct it directly to Mr. Ojah, if you don't mind, Mr. MacDonald, to save you the little gap. What you are saying is there is no actual employment criteria associated with that. Can you confirm that, the way I understand it? Thank you. Mr. Ojah.	<b>Δ•/«Þር</b> •• (ጋኣትበJና): ርΔLল ጋየፖናበላናσʔL Γ՝ር ϷʹϞታͿና, የኮወΔ৬ኣዮቦ፥dልና Γ՝ር L፥ሮውና, ርΔL Ϸናቴና»ጋበ ΔL°ዉ, ርΔL ΔውሮኪትϷዉታዀጋኈ, ናኮውΓላኈ, ላኆኈዮናጋΓላσኈ ለኆናውጋፖ.
<b>Mr. Ojah</b> : Thank you, Mr. Chairman. There are requirements for all staff who are employed by the department. Generally, we look for some form of child protection or social work training, basic training that could be in the form of a diploma education, which is generally a two-year program in social services or a degree program.	Ϸ'Ϟ (ϽϞϞΛͿϚ): ͽʹϤϧͽϥϳͽ ΔͽϒϘϷϳͼ. Δέ, ΛϲͺλϳϳͻϳͼϳϿͼ ΔϼϲͺλϷϟΔͼ Ϥ;ͼͽϔϷϭϧϥϳͼ ϳͼͻ ͼϷϭͽϲϛϿͿͼ ϹͿͼͿϭͽ ͿϤϤ ΔϼϲͺϙͼϗͿϛ, ͽϧͻϗϲͺϭͼϔϧ, ͼϷͼͽϿϤϿϲͺϙͼϗϲ, ΔϼͼϧͶϳϭϲͺϭͼϗϲ ΛϲͺϭͼͿͼ ͼϷϷϞͰ;ϲͼϧϥͼϧϿϿϷϷ Ϳͼ; Ϸϧϧϳϳͼͼ ΔϲͼϭϥͼϧϲͿϲͼϧͽϽϲϧ, ͽͼϲͺͿϲͿϧͼϛϿ·ϿϹϿ ΔϼͼϧͶΓϭϧ.
The reason we issue letters of authority is that these individuals have not, at that point in time, complied with the full requirements for appointed status and we may not have mentioned this as yet, but in order to become a fully appointed social worker or child protection worker in Nunavut, there are seven areas of competency that must be complied with to the director's satisfaction. Thank you, Mr. Chairman.	CΔLΔ <sup>b</sup> ϽϚϿ <sup>a</sup> σ <sup>b</sup> Δό <sup>s</sup> bΛ <sup>i</sup> σ <sup>b</sup> Δ <sup>c</sup> <sup>b</sup> σ <sup>4</sup> <sup>b</sup> γL <sup>4</sup> σ <sup>b</sup> Λ <sup>c</sup> L <sup>4</sup> <sup>b</sup> γL <sup>4</sup> U <sup>c</sup> CΔL, CΔLΔ <sup>c</sup> D <sup>sb</sup> C <sup>s</sup> b <sup>c</sup> C <sup>5</sup> σ <sup>sb</sup> <sup>c<sup>c</sup></sup> Λ <sup>c</sup> <sup>c</sup> Λ <sup>c</sup> Λ <sup>c</sup> Ω <sup>c</sup> D <sup>c</sup> C <sup>1</sup> σ Δ <sup>a</sup> δ <sup>c<sup>b</sup></sup> Δ <sup>c<sup>b</sup></sup> 4 <sup>c<sup>b</sup></sup> <sup>b</sup> <sup>2</sup> <sup>c</sup> C <sup>4</sup>
<b>Chairman</b> : Thank you, Mr. Ojah. Mr. MacDonald, does the department have a plan in place to get more workers with statutory appointments?	<b>Δ•/«Þር</b> ፦ (ጋኣኑስጋና): የਰንድፈቮኑ, ୮ኑ୦ ኦንታ. ୮ኑ୦ Lኮር፞፞ഛ <የዉለLልለ ርLካਰምሁ ልሮዮσላጭለLላምና ወዉዎና ልወሮሲσናገና?
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. As we highlight in our action	<b>Ϸ·ϧ</b> (ϽϞϷႶͿና)։ ϹΔL ႭͺͻႭΔჼϷϟͰͺͰႱϚ ϽϚႱתͺϞͺͰϧϚϺ·ϭ ϪϟͺϲͻϹϧ·ͽϚϚ ϹΔL°ႭΔϚϽϭϷ Ϫϲ·ʹϭͺϤͶϚͶϭ·ͳϚ ΛϹʹϷתͺϤʹϷʹͰͺϚͺϹΔL

plan, one of the major issues that was highlighted was staff training and we recognize that.	᠕᠆᠋ᡅᢣ᠋ᡬᡃ᠋᠋᠋ᢆᡃ᠋᠖ᡄ᠋ᠺ᠋᠋᠋ᠮ᠋ᡬ᠆ᢗ᠘ᡃᠳᠣ᠋᠅᠋᠘᠂᠋ᡏᠯ᠋ᡐᠥ
We intend to employ one of those short- term IT tools that I mentioned earlier. We recognize that our managers or supervisors in various regions haven't been able to accurately keep tabs and haven't been supported to accurately keep tabs on new employees who receive statutory training and what exact date they received that training.	Ρ/Ϥσ ΛϲͺͺϷϷΔ <sup>°</sup> ͺϧͼϚͺϤͽϷʹϽϭ ΛϲͺͺϹ ϤϷͺϲ ϤϷͺϲ Ϸ; ϤϷϲ
As we talked about retention earlier, the same issue goes where there hasn't been an accurate tracking tool or mechanism to allow us to double-check on when someone's statutory training has expired. In the short term, what we're attempting to deploy is a system that flags, records these dates, and flags them and prompts our staff to make decisions about an incoming or an upcoming expiration for statutory training.	CΔLϚ ϷʹͽϷϒʹͽϲϷʹΓυL Λ/LΔ°ឩʹͽϲϚʹϭϘϚ ϷϒϤϭ CLͽϤϤ ϷϹϚϾͽϽϹʹͻͿ ΛͻϤʹϭʹʹϹʹͽ Ϥʹ·ͿϹϚϤͺϤʹϷϹ ΔͻϲͺϷ°·Ͽʹͽ<ϚϲϤ·ϹͽϳϹ Lϲϲͽͽ ΔϒϲϒϹϛͳͺϳͼ; Ϲ·Ϙ, ʹϷϲͺΓϷϭ·ͽͺͼϤ ϤʹͽϷͺϫʹϒϿϲ ΔϭʹϲͺʹϧϷϹϧͳϷ ϭʹϲϹϷ;ͼͼͽ<ʹͼʹͻϹ ϷʹͻͼϒϷϹϹϷϘ ϚϲͺϷϘ; ΔϒϲϲϷϲ Ϸ ͻͼ
Now, in the long term, what we're looking at doing is having this embedded into our case management system. As a user logs in, for example, it's very easy for the system to track that sort of information and then provide a prompt to a supervisor, kind of like a bring-forward message. I should say that's a medium-term plan as opposed to the long term because we do want to get this system underway in the near future. Thank you.	
<b>Chairman</b> : Thank you for clarifying that for me. I just have one other question that Mr. Savikataaq brought up and in your response, you talk about the Placement Planning Review Committee. How much contact is there with parents who have had children taken into custody outside of the home and, because it's not just contact, but how much coaching is given to the parents	<b>Δν/ « Ε C * </b> ( ) ' ,

to make sure that those children have a safe home to go back to? Mr. MacDonald.	<b>ዸኈር፞፞፞ዾ</b> ዸ (ጋጘ፞ዾበህና): ናdፇ°ዺ广፞ <sup>ኈ</sup> Δ <sup></sup> ዮረጭ. ር፞°ዹናbΔ
Mr. MacDonald: Thank you, Mr. Chairman. I think I will refer that one to	PD5D66178d L6 decl, D67C0 dpc420.
Mark Arnold, Deputy Director. Thank you. Chairman: Thank you. Mr. Arnold.	<b>סיארט</b> י): יּפאריער. ריס אַשׂי.
Mr. Arnold: Thank you, Mr. Chairman. I would say that, historically, that has been a gap in our services. Our workers have struggled to work consistently with families to provide that level of coaching, encouragement, and motivation.	<b>ዻ፞ዾ</b> ና (ጋኣትበJና): 'dታ°ዺ广፟ ይካረዳኦርጐ. ኦኄኦዮዹኈንጐሁ, ኦዻናበላዖቴጐርም ርL°ዺ ዻ୮ሁዖርኦፖĽካር ለኦናፖናኦበቦታናበዮም. ፚኈቴፈፈታኈበቃና ለካሁዖበናቴናጐርጐፖĽካርር ለሮኊናሃፈናኣሏኖሏፈላካኝኈ ልርሶኄታሪም ርልL°ፈበቦ ጋዮፖኦLσናቴበናበፖቦላΓኈ ላኦኦኈጋልቦላΓናጋ ቴጚኈኈኣልቦላΓናጋ.
It has been emphasized over the last two years with this Committee that any time we make a decision to have to place a child or youth elsewhere, the reason we want to involve others, including family and parents, in this discussion is to make it very clear to our staff that there is an expectation that, where the child or youth may be away from their community for whatever reason, our workers are expected to work very closely with family so that repatriation and a successful return is our number one goal. It's a process that has been emphasized through these committees. Thank you.	ΡΡΡΔς LiżeΔς Λςαδυλίζου δημείος Οίδος LiżeΔς Λςαδυλίζου δημείος Οίδος Ναιάς Αλαφίας Αλίζου δημείος Οίδος Ναιάς Αλαφίας Αλαφίας Αλαφίας Οίδος Ναιάς Αλαφίας Αλαφίας Οίδος Ναιάς Αλαφίας Αλαφίας Οίδος Ναιάς Ναιάς Αλαφίας Οίδος Ναιάς Ναιάς Ναιάς Αλαφίας Οίδος Ναιάς
<b>Chairman</b> : Thank you for that response, Mr. Arnold. I can only imagine how much emphasis is needed to be put on when you're stating that there are identified gaps. You went through some of the challenges, but it still doesn't really make it clear to me. Why are there gaps when?	<b>Δ•/«ϷϹ·</b> • (ϽϞϷͶͿ·): ·ϭͿϧͼϼϳͼͺΓ·Ͻͺϭϳϭ ϷϷ;ϞͶͼϿϲ. ϷͼϳͼϒͿͼϿϪͼͼͼϷʹϒϧ ͼϷͽͼ ΛͶϹϯͿͼ ϭͼϟϳϹϷϹϭͼͽͼϧͼͼͼϧϫͼ ΔϲͿϹͼͻͿ ͼϿͼϪͼϹϷϲͿϲͼͺϒͼϽϲ ϭͿϲϿϲϷϭͼ ͼͼϲϲϿϭ ϭͼϧϿϫ ͼϧͻϫ Δε
I've had parents come to me as a representative of a portion of Iqaluit that have their children who have been taken out of custody and very much want them back. There's some question into their own understanding of the process.	Ϥʹ·ϹϞჼϷϲϧϷϞϿϚϷϚͽϹϷʹͽϲϹϧ ϷϧϽϭϧϷ;ϿϧϧͺϿͼϧϿϲͺϫϲϧ Ϥ;;ͼϹϷϞϹϭ;ͼϧͺϧ ϷͶ;ϥϧϲϔϿϧ;ͺϤϒͼϥͶͼϷͽϧϯͳ;ϿϫϿ ϭϧϹϫϧͺϽϧϧϷͳϤͳͼϗͺϤϷϾϲϞ;;ϞϧϲϹϧ
	ᡏ᠋᠋᠋᠆᠘᠆ᡁ᠙᠖᠘ᢑ᠘ᡩ᠘᠘᠘᠘

There are gaps there. What is your department doing to fill in some of those gaps? Mr. MacDonald?	⊴୮Ⴑ₽ᢗϷᡧ᠊᠕ᢩ᠂ᡀ᠖᠐ᢗϷ᠄ᢅᡃᡆ᠆ᠴᢉᠻ᠋᠋᠄᠋ᡗᡃ᠘ᢣᡬᠴᠺ
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. I will refer that over to Mr. Arnold again. Thank you.	<b>ϹϷϹϼϚ</b> (ϽϞϡϒϦͿϚ); ʹϭͿϧͼϫϹϳͼ Ϫͼϒ≪ϷϹͼͼ ϹͼϫϲϹϷʹͼ ϷϷϧϷͽϭϭϭͼϹͶͼϭ ͳʹϽͺϭϳϣͼϽͼ ͼͿϧͼϫϹͼ
Chairman: Thank you. Mr. Arnold.	<b>Δ•거≪ϷϹ·</b> •• (ጋኣትበJና): የਰੋਖੇ°克Ϯঁʰ. ୮ኑጋ ፈ፞ዾና.
<b>Mr. Arnold</b> : Thank you, Mr. Chairman. There is any number of ways to deal with those gaps. I think, first and foremost, it involves good training and it involves good supervisory training. Our supervisors need to take a very active role in coaching and working with staff to really focus on preventative approaches and proactive approaches to working with families. Again, that takes time, particularly if historically that hasn't been as emphasized.	<ul> <li>ἀύ (ϽϞληυ): 'dϞ° ΔΓϷ. «ΟϷγϷ° Γ΄ ϽσϷ</li> <li>CLbd «Γυροκς Λσα ψαγμα μος Ε.</li> <li>γες τείς ψτε δα Λυμανός στος</li> <li>Δς τείς ψτε δα Λυμανός το στος</li> <li>Δς τείς το στος</li> <li>Δς το στος&lt;</li></ul>
Frontline worker training needs to focus on I mean we talk about Inuit societal values. Those eight principles are all about working collaboratively, respectfully, mutually, and helping them understand that these aren't just words, but these are good, core practices for social workers. When you're dealing with workers who oftentimes are new, it really takes an emphasis on training and good supervision, and then for supervisors to rely on good leadership to make sure that that is part of the whole system. Thank you.	<ul> <li>Φ'λ'ŻCÞ &amp; σ'd' σ' 'P'dσ. Λς ι' J</li> <li>Δς \Δ &amp; σ'' CÞ ) σ' 5 b b σ ι 4 5 °,</li> <li>Þ' 5 b &gt; / 5 b b b b a ΔΔ ' &gt; Λι + 'P' σ',</li> <li>Þ' 5 b &gt; / 5 b b b a ΔΔ ' &gt; Λι + 'P' σ',</li> <li>C b &gt; / 5 b &gt; Δ · Δ Δ ' &gt; Λι + 'P' σ',</li> <li>C b &gt; Δ · Δ · Δ · Δ · Δ · Δ · Δ · Δ · Δ · Δ</li></ul>
<b>Chairman</b> : Thank you for that response, Mr. Arnold. It's more of a comment. Obviously, the ideal scenario is to have children with their family, with their parents in their community.	<b>Δ•/《ÞϹ·</b> • (ϽϞϡϡϽͿϚ): ·ϭͿϧͼϫϹϳͼ ϷϷͽϞϽϹϧͼ Ϲ;ϹͺϥʹϣϚͺϹϹͼϫϿͺϽϛϤϹϹϲͼͽϽϤ ϷͼϷϒϲϞϽϪͼϫͼͽͼϷϪͺϹΔϹͼ, ϤϷϷͼϚϲͼ;ͻͶϿϤͼͼͺϤͼϹͼͼϧϲϲϫϧϲ ϿϹϚϲϧϷϞͼ,ͺϤͼϹͼϲϷϿϲϲϲϧϷϤϹϧ
When a child is taken, it's usually a very fast process, deemed unsafe living conditions or whatever the circumstances are, but I find that the process of getting	᠙ᠡᡧᠦ ᡣ᠋᠔ᢣᡔ᠋ᢣᡪ᠋᠋ᡩ᠋᠅᠘ᢗ᠂ᡧᡃᠾᢣ᠋᠋᠅ᡃᡠ᠋᠄᠋᠋ᠴ᠋᠋᠋᠘᠋᠅᠘ᠺ᠅ᢆᡁᢗ ᢗ᠘ᠳᡅ᠕ᡧᡄᡧᡃ᠘ᡕᡬᠯᢩ᠋ᡱᡃ᠋᠋᠋ᠮᡃ᠕ᡔ᠋ᠬᠧ᠋᠁ᢗ᠋᠘ᡃᠰ᠘ᢗ ᠌ ᢂᢞᡇᡱᢩ᠅ᡠ᠋᠄᠘ᡄᡃᠴ᠖᠆ᠬᠺᡩᡧ᠋᠖ᢗᡄ᠋᠅ᢕᡘ ᢗ᠘᠘ᠳᡅ᠋ᡆ᠃ᡄᢉᡃᢣᢂ᠆᠋᠈ᡩᠳᡗᠮ᠋᠘ᡄ᠋ᡃ᠂᠘᠘

them back with the parents isn't as speedy. I just want to encourage your department to work with the families where genuine work and advancement is being made by the parents to get their children back to expedite that process as fast as it is to take them away. That's just a comment. I don't need a response on that. Just before I finalize it, are there any other comments on this section? Mr. Joanasie.	Λ'
<b>Mr. Joanasie</b> (interpretation): Thank you, Mr. Chairman. Sorry about that.	<b>ᢣ᠋ᡏᡆᡳ</b> ᡃ᠄ ᡅ᠋dʰᡤᡝᡃ ᠘ᡃᡟ᠙ᢂᢗ᠋᠅. ᠘ᡏᢦᡅ᠋᠅.
Let me start by making this statement first of all, as facing this can be very challenging, especially when our children in Nunavut are being apprehended or subject to assessment. There are many Nunavut children who are in this situation, children of our fellow residents, and if we want to pursue a brighter future for our children and their parents, we have to ensure our government takes into consideration these circumstances, especially down the road.	σ՟፫ᲮΔ°Ⴍኣ՟ᠫ᠋∿ႱჼᲮΔ ሃዎ՟፫-୮ ርL°Ⴍ ϤናሃᢪႭჼႦჼႠႺჂϤჼჼႶ՟ჂႮ ርLჼჃϤ ჼ₽ጋ°ჼႱჀႸዎჼ ውႭቓ፞ <sup>ֈ</sup> ℾ ለ፫ሲዺኊኦኦበ՟Ⴢቦና ԵLቦኑኦቦበ՟Ⴢቦና ϤΓ៸ʹϥʹϳϞϹΔσჼჃϤ ውႭቓ፞ <sup>ֈ</sup> ΓϷና ሃንፖჼቦና, ჼ₽ጋ°ჼႱჀႸϷጚና ርL°Ⴍ ሃዎσቴኣናႦናሃϤናჃႺჂቦና ϤჼႱጚჼჼႦჀႸϷጚውႺႱႺ ΔናለቦႸϷናłϤናჃႭჼႦჂና ሃዎσናበ°σ.
However, I have a short question which I will try to succinctly voice. First of all, this is to the staff members in the government. In the Office of the Auditor General's opening comments, it states the numbers for the employees, such as the total number of staff, the number of social workers, as well as the senior management levels within our Nunavut government. Further, it speaks about the children who need to be apprehended and it also highlights the number of children in the care of the government.	Ρ/Ϥσ ϤΛჼͼϤΛႱϲʹϐϚĹ ϱΔά·ϿϚ ϒϿ·ʹϲ·Γ ႱペĽͼͿ·ϼͼ ΔʹͼϐͼϪ;ͼʹϺ·ႱϹ ϽϚʹ·Ⴑ·϶ϭ. ϹͼϤϤ Ϲ·Ľͼ;ϒͿͺͺϒͼ;ϒϷͼʹϳͼ ͼ.ϿͼϪͼ;ϒϒϹϤϾ άΔϞϷΛσͼ, ͵ͼ·Ͽ ʹϐϚϒϷ·ĽͽͺϳϹ ΔʹͼϐͼϪ;ͼʹϳϚ, ΔϿϲʹͺͺϡͼ Ϥ·ϹϿ ϤʹͼϐϷϷͶ·Ϛ ϿͼϿͼ ΔϿϤϭ, Ϥ·ϹϿ ;Ϋϒϳͼ ʹϒϽͼʹϧϽϲϧϷ;ͼ ϞϿͱΓϧϷϒϤʹϐϧϲϚϪʹ<Ϲ ϤͼͼϞʹͼ·ϹϷ͵ϳͼϧͱϹ
Let me first of all state that we know that this can be difficult at times in relation to our children. I would like to ask the employees of the government, Mr.	ϹჼϭͿϤͺʹϧϞϒϷϭʹʹϒ·ϹϷʹͽͺϫͺͻͼͺΔʹͽϟͺͰͺͰϹ <ΔͺϧϷ;ϚͺͺϤΛͺͺͺϟͺϞʹϧͺͺͺͶϘͺϷϐ·ϼϚ ΔʹͽϧͼϪ;ͼͱͶʹϧϾϫϲ;ͺͺϹ;Ϲͺ ͼͺϹϪϲ;ͼϟͳϟϫϲͶͿͼͺͼͱϹ<ϚͺϪͼϧͼϪ;ͼϦϲ ϤϹϟϭʹϧϲͺϤͱϹͺͻͺϷϭϷϧϪϛͺϤϗϲϽͼϟϹϞϛͺϹϹϲϟͿͽϧ

MacDonald and them: do you consider the number of employees to be satisfactory and the amount of money spent to be	ϽϚʹ·ͺͶϹ·ϿϹͼͺͺϹͼϥϥͺϒϿͱϹϷϷϹϥϩϷϧϯϹϥϭ Ϥ;Ͽϝͳͳͼ;ͺϫ;ϿͺʹϽ;ʹϧϧϥϹͺͼϽϩϧ)
satisfactory in relation to the provision of child care and protection of child care for the department (interpretation ends) to meet the needs? (interpretation) I'm referring to resources and staff. This is my first question. Thank you, Mr. Chairman.	ᠰᢣᡅ᠋᠍᠍᠍᠆ᡧᢉᢪ᠊ᠳᡃ᠂᠋ᡅ᠆ᡩ᠆ᡥᢣᡝ᠘᠅ᢩ᠅᠋᠋᠋ᢕ᠋᠋ᢆᢣᢣᡃ᠋ᢆᠯᢪ᠋ᡠ᠋᠄ᡃᠥ ᠋᠋᠋᠋᠋᠋ᡷᡄ᠘ᠫᡗᢄ᠈᠋ᡦᡉᢪᡆ᠄ᡬᡆ᠌ᠺᢣ᠘ᡬ᠂ᠺᡰ᠋᠘ ᠘᠋᠋᠋᠋᠋᠋ ᠘᠋᠋᠋ᡃᡡ᠘ᢣᢛᡤᡄ᠋ᡄᠽ᠈ᢟ᠆᠆᠋᠋ᠬ᠅ᡬ᠋᠋᠘᠋ ᡆᡆᡰᡏᡃ᠘ᡃᠨ᠙ᠺ᠋ᡬᡃ
<b>Chairman</b> : Thank you, Mr. Joanasie. Mr. MacDonald.	<b>Δﻪ/≪ϷϹ·</b> Ϸ(ϽϞ͵Ϟϧϥϲ): ·ϥϟͼͺϲϳϧͺͺϒͺϚͺͺ⊲ϭϮϧͺͺϹͺ ͳϧϹʹϿϲ
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. Thank you for the question. It's a difficult question, actually, because you see the outcomes. You see we're here before the Office of the Auditor General and they have made some fairly strong recommendations to us that obviously indicate, at least to us, that there is work that needs to be done and there needs to be more resources put to bear to improve the quality of programs that we deliver in the territory.	<b>L<sup></sup><sup>6</sup></b> <sup>6</sup> (Ͻ <sup>ϳ</sup> , Ϸ <sup>3</sup> d <sup>5</sup> ): <sup>1</sup> d <sup>5</sup> <sup>6</sup> Δ <sup>1</sup> / <sup>4</sup> Δ <sup>1</sup> / <sup>4</sup> Δ <sup>1</sup> / <sup>4</sup> Cl <sup>6</sup> <sup>6</sup> CL <sup>6</sup> α 4Λ <sup>16</sup> dηθ <sup>6</sup> σ. <sup>C<sup>4</sup></sup> α 4Λ <sup>16</sup> dη Λ <sup>5</sup> σ <sup>5</sup> <sup>6</sup> <sup>7</sup> PPΓ4 <sup>1</sup> , <sup>1</sup> <sup>6</sup> Cd <sup>5</sup> b <sup>6</sup> C <sup>4</sup> CL <sup>1</sup> <sup>6</sup> d4 , <sup>16</sup> P <sup>4</sup> <sup>6</sup> 4 <sup>1</sup> L <sup>2</sup> C <sup>1</sup> L <sup>4</sup> <sup>1</sup> <sup>6</sup> / <sup>2</sup> P <sup>4</sup> / <sup>4</sup> Ph <sup>3</sup> d <sup>6</sup> C <sup>1</sup> d4 , <sup>16</sup> P <sup>4</sup> <sup>6</sup> 4 <sup>1</sup> L <sup>2</sup> C <sup>1</sup> L <sup>4</sup> <sup>1</sup> <sup>6</sup> / <sup>2</sup> P <sup>4</sup> / <sup>4</sup> Ph <sup>3</sup> d <sup>7</sup> C <sup>1</sup> d <sup>4</sup> , <sup>10</sup> C <sup>4</sup> 4 <sup>1</sup> L <sup>2</sup> C <sup>1</sup> L <sup>4</sup> D <sup>5</sup> <sup>6</sup> P <sup>4</sup> D <sup>5</sup> <sup>6</sup> <sup>6</sup> <sup>5</sup> <sup>6</sup> C <sup>1</sup> <sup>6</sup> D <sup>6</sup> 4 <sup>1</sup> L <sup>2</sup> Δ <sup>16</sup> b <sup>6</sup> Δ <sup>1</sup> J <sup>4</sup> <sup>5</sup> <sup>5</sup> P <sup>4</sup> D <sup>6</sup> σ <sup>6</sup> <sup>6</sup> D <sup>6</sup> C <sup>16</sup> D <sup>6</sup> 4 <sup>1</sup> L <sup>2</sup> Δ <sup>16</sup> b <sup>6</sup> Δ <sup>1</sup> J <sup>4</sup> <sup>5</sup> <sup>5</sup> P <sup>4</sup> D <sup>6</sup> C <sup>16</sup> C <sup>56</sup> C <sup>56</sup> P <sup>5</sup> D <sup>6</sup> D <sup>6</sup> D <sup>6</sup> D <sup>6</sup> C <sup>1</sup> σ p <sup>4</sup> D <sup>5</sup> .
In short, I don't believe the resources that we do have are enough, but I also think that I have to qualify that statement by saying that we have more work to do as a department and as public servants and it touches back on the issue around caseloads and other issues. We need to understand better what our workloads are and the expectations we place on our employees because, until we do that, it's very difficult for us to make the case to the government that we need more money or we need more resources. That's something that we recognize as a weakness and that's something that we recognize. Our next piece of work is to really figure out what those pieces of information are and then use that to build the argument that we need more resources.	CL <sup>6</sup> dd ኣฉ <sup>66</sup> dN <sup>96</sup> Ĺ <sup>6</sup> a Λ/L <sup>9</sup> <sup>96</sup> ά <sup>1</sup> L <sup>6</sup> J <sup>5</sup> <sup>66</sup> DL <sup>3</sup> d <sup>66</sup> P/dσ CAL <sup>6</sup> aA <sup>66</sup> bPA <sup>6</sup> <sup>36</sup> A <sup>66</sup> baA <sup>5</sup> <sup>66</sup> <sup>66</sup> <sup>66</sup> <sup>76</sup> <sup>4</sup> <sup>76</sup> CL <sup>5</sup> P <sup>96</sup> A <sup>56</sup> baA <sup>56</sup> <sup>66</sup> <sup>76</sup> bL <sup>5</sup> d <sup>66</sup> <sup>75</sup> <sup>56</sup> <sup>76</sup> bL <sup>7</sup> S <sup>66</sup> <sup>66</sup> <sup>76</sup> <sup>76</sup> <sup>76</sup> <sup>76</sup> <sup>76</sup> <sup>76</sup> <sup>76</sup> <sup>76</sup>

I hope that answers your question. Thank	₽⊳₭ኊኊႱጔ⊲ኈ<ቦና. ፞፞፞፞፞፞፞፞፞፞፞፞፞ጛ፟፟፟፟፟ኇዾ፟፞ዀ፟ ∆ዾ፞፞፞፞ጞ፞፞፞፞፞፞ጞዾዸ፟ዀ
you.	<b>∆⊳ץ≪⊳⊂∿</b> (ϽϞͻϧϥϲ): ·ϥϧͼϭͺϳϼͺͺϒͺϚͺͳͼϳϿϲ·
<b>Chairman</b> : Thank you, Mr. MacDonald. Mr. Joanasie.	ר׳⊂ ל⊲בל.
<b>Mr. Joanasie</b> (interpretation): Thank you, Mr. Chairman. I asked that question because if we had all of the positions filled and if we provided adequate budgets That's why I asked the question of whether the number of staff and budget allocated to the division is adequate.	
On page 4, regarding the events since the 2011 audit, there have been some changes from the time that the Department of Health and Social Services was together and to the time that Family Services became a department of its own. There have been some changes that have impacted the services that are provided for the protection of children.	Ρ૮Ϥσ Ϥ/∿౿౨ౕ౨ౕ౿, C°≪ర L≦Λ౿౿ర 4, అ౨ౖదౖౖౖ౫ౖర్లర్లో/L⋞రా 2001-Γర్ ిలౖ౫ౖౢంలర్లర్లో/L౺రా 2001-Γర్ రిలె౫్లర్లర్లో/ఎౖౢర్లరె వింకార్లర్లర్లు వింకార్లర్లర్లు వింకార్లర్లర్లర్లు వింకార్లర్లర్లర్లు వింకార్లర్లర్లు వింకార్లర్లర్లు వింకార్లర్లర్లు వింకార్లర్లర్లు వింకార్లర్లర్లు వింకార్లర్లర్లు వింకార్లర్లర్లు వింకార్లర్లర్లు వింకార్లర్లర్లు వింకార్లర్లర్లు వింకార్లర్లర్లు వింకార్లర్లర్లు వింకార్లర్లర్లు వింకార్లర్లర్లు వింకార్లర్లర్లు వింకార్లర్లర్లు వింకార్లర్లర్లు వింకార్లర్లు వింకార్లర్లు వింకార్లర్లు వింకార్లర్లర్లు వింకార్లు వింకార్లు పారంలు విరిరిలు విరిరిలు పారంలు ప
I will direct my question to Mr. MacDonald. Could he give us an indication of where there has been the most changes regarding the protection of children? I hope you get my question. That is for the events since the 2011 audit. What have been the most significant changes since that time? Thank you.	Γ'Ϲ ͺϷϹϿϚ ϤΛͺͺϹϤϨϷϥ, ϫͺͻͼϪϞϪϹϤϨͼϫϨϭϫϿͼϭϚ ϟͼͺΓ·ϲͺͼͺϷϧϥϲ ϤϞϧϧͼϫͺϧͿϯϚ ϚϿϲϥͼϼϧͺϹϿͼϥ ͻϧϲ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ
<b>Chairman</b> : Thank you, Mr. Joanasie. Mr. MacDonald.	<b>∆⊳៸≪⊳ር∿</b> (ጋኣ̀,≻ۥdና): ናd≻°Ⴍ广∘ ୮୯୦ ⊀⊲ႭჄ. ୮୯୦ L°Ċጔና.
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. As you mentioned, there has been a great deal of transition that has occurred between 2011 and 2014. There have been organizational changes, as everybody is aware of here.	<b>LゥĊ쇼ና</b> (ጋኣኦቃძና): ናਰኦኖሏ፫୭ Δ୭イペϷርና୭. ϷናႦናͽϷϷႱል° ϷഛႪጋ╡ഛჾႻ ፈለኦኦናቃለLፈና୭ር ርΔL°∿Ⴑσና 2011-2014-ኄናለዮኇ∿Ⴑഛና. በ୮ናር Δኌላσ ፈለኦኦናታሪኮምንናႦሮጭጋናኑ.
I think that in general and specifically when I refer to child and family services, having that group of programs moved from	᠘ᡱ <sup>ᢛ</sup> ᡆ <sup>ᢩ</sup> ᠬᠻ᠂ᢗᠣ <sup>ᢛ</sup> ᡆ᠋᠙᠂ᠺᠴᡏᡃᢑᢩᡔ᠙᠂ᢣ᠋ᡝ ᠘ᡄᢣ᠋ᡄ᠊ᡱ᠊ᠴ᠋᠌ᠫ᠋ᡬᡃ᠋ᡶᢞ᠋᠕᠈ᠻᠺᠫᡤᡕ.ᢗ᠘ᡃᢐᡆ ᢗ᠋᠋᠘ᡃᡆᠴ᠋᠊᠋᠋ᡶ᠋᠌᠌ᡔ᠋ᢤᡶᢞ᠋ᡗᠮᡶᡄᢂ᠋᠅᠋᠋ᡗᡄᠴ᠍᠍᠍᠍ ᡏᢩ᠈ᢉ᠊᠋᠋᠋ᡔ᠋ᡥ᠔᠋᠋᠋᠋᠃ᡗ᠉᠘ᡃ᠋ᡗᢑ᠋ᡠᡄᡃ᠋᠘ᢗ᠋ᡬᡃᢐᡆ

being a smaller piece of a large department and become the biggest piece of another department has enabled us to focus more and to perhaps raise the level of awareness for that group of programs.	Ճ൧൳൨഻ൔ൭ഄ
To narrow down a response to your question, I think that there has been a great deal of effort spent in that timeframe to try to improve recruitment practices. I think one of the things that we saw was an increase in the percentage of filled positions, which is a good thing. Another, I think, would be training for staff and I think that has really only just begun. I think that there is more work to do there.	ϤϞͺͺϿͺͺϹΔͺͺΔͺϚϳϭͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺͺ Ϸ;ϧ; Ϸ;ϧ; Ϲͺͺϫͺϫͺϫ ϲ Ϥϫ ϲ Ϥ; Ϥ ϲ Ϥ ϲ Ϥ ϲ Ϥ ϲ
If I had to make a decision or make a call on what would be the most impactful changes, I think those would be the most. Thank you.	᠘ᠡᡃ᠘᠆᠌᠌ᢂ᠂᠖᠂᠖ᠴ᠘᠆ᢂ᠂᠖᠖᠘᠆ᠺ ᠙᠘ᠴ᠂ᡧ᠋᠑᠘ᠳ᠋᠋᠖᠖᠖᠆᠖᠅ᡬ᠖ᢄ᠘ᡨᡆ᠆ᢂ᠖᠖᠖ ᡬᡃᢐᡆ᠋᠋ᡬᡃᡁᡆᢣ᠋᠋᠋᠉ᠫᡄ᠂᠂ᢅᡆᡰᢞᡆ᠋᠋ᡤᡃ᠋᠂᠘ᡃᠡ᠙᠌᠌ᢂᡬ᠅
Chairman: Thank you, Mr. MacDonald. Mr. Joanasie.	<b>Δﻪ/≪ϷϹ</b> ናኈ (ጋኣኦ▷ďና): ናd≻°Ⴍ广▷ Γነር L▷Ċጔና. Γነር ጚ⊲Ⴍł.
<b>Mr. Joanasie</b> (interpretation): Thank you for your response. I will direct my question to the Office of the Auditor General along the same lines.	<b>ל⊲ዉ</b> ᠠ⁄: ፬៨ᡃᡤিᢗÞ <sup>ᢐ</sup> ₽Þילበቦኦ <sup>ᢐ</sup> Ⴑ°ഛና. ር፡L <sup>ቈ</sup> ሃLէ <sup>ቈ</sup> ሃÞ <sup>ቈ</sup> ሰና፝ጏ'፫ <sup>ϲ</sup> ርÞ <sup>ቈ</sup> ላי፝ዾካል <sup>ᢏ</sup> Ⴑഛ ላለሲጚLሃና, ርĽና/L ፬ᡄ፞J <sup>ݛ</sup> ርϷ <sup>ቈ</sup> .
It indicates here on page 4 under the events since the 2011 audit regarding child and family services programs and your perspective since the events that have occurred since 2011 which have had an impact on how services for children and families are delivered across Nunavut. In your view, what kind of impact will these changes have on the delivery of Child and Family Services programs across Nunavut? I hope that was clear. Thank you, Mr. Chairman.	C°&σ ΔΔΔ <sup>&amp;</sup> γ/LC Δ <sup>L</sup> LC L <sup>b</sup> ΛL <sup>b</sup> Uσ 4-Γ, 2011-Γ <sup>5</sup> bP <sup>3</sup> <sup>L</sup> ΛΔ <sup>e<sup>3</sup></sup> UCP <sup>6</sup> D <sup>1</sup> -D <sup>1</sup> Δγ <sup>3</sup> <sup>2</sup> <sup>10</sup> Δ <sup>C<sup>5</sup></sup> bC <sup>5</sup> <sup>2</sup> <sup>2</sup> <sup>2</sup> Λ <sup>C</sup> <sup>L</sup> Δ <sup>2</sup> <sup>10</sup> Δ <sup>C<sup>5</sup></sup> b <sup>2</sup> Δ <sup>L<sup>5</sup></sup> C <sup>5</sup> <sup>2</sup> <sup>2</sup> <sup>2</sup> Λ <sup>C</sup> <sup>L</sup> Δ <sup>L</sup> Δ <sup>P<sup>4</sup></sup> C <sup>10</sup> Δ <sup>2</sup> <sup>10</sup> Δ <sup>2</sup> <sup>10</sup> <sup>2</sup> <sup>2</sup> <sup>2</sup> <sup>2</sup> Λ <sup>C<sup>2</sup></sup> C <sup>3</sup> <sup>10</sup> Δ <sup>1</sup> <sup>2</sup>
<b>Chairman</b> : Thank you, Mr. Joanasie. Mr. Campbell.	<b>∆ﻩ୵⋞⋗⊂</b> ናኈ (ጋኣ̇̀ᢣﻩďና): ናਰ⊁°Ⴍ广ჼ ୮ነር ⊀⊲ႭჄ. ୮ነር ϳϧͱ>·.
	<b>₺੶&gt;੶</b> (ጋኣঁᢣ᠈ď: ᠈dᢣ°Ⴍᡤ᠈ ᠘ᢦᠡ᠙ᠵᢗ᠅. ᡧ᠋᠘᠋ᠴ

<b>Mr. Campbell</b> : Thank you, Mr. Chairman. Thank you for the question. As an auditor, we tend not to look into the future; we tend to look into the past. That's why we audit what has happened, what should have happened, and what did happen. I would be reluctant to make any suggestion about what might change in the future.	<sup>ና</sup> <sup>ና</sup> ህት°ዺ广 <sup>ኈ</sup> ርL°ዺ
If you will permit me, I will just mention one thing that has not changed, which is really important, and that is the set of requirements within the Act. I think it was mentioned earlier that these haven't changed. They still need to be complied with.	የረবਰ ለልኄቴኈበርኦሀL বርኦረናፑ ዹጋዺሏ፨ረጚጚ፨ሀ ፈላኦኦኈኈቦናጋፑ ለናጚላፑ. L୯ሁኦ ሏጋላጵናጋኈ ረ୯ ረናናኈቦኒLር ላጋኈርኦኄዮርሊላኄቴኈጋና ሏወሮሊኦ°ኂኈ፟፟፟፟፟፟፟፝፝፝ዾኦበና ጋዮ, የረላσ L୯ሁኦና ሏጋላσ በበናኈረLፈና ፈረንኦኈረL°ኈቦናጋና.
The other stuff that's happening around the change of the name of the department and the creation of a new department, it probably took a bunch of management time, but the requirements within the Act haven't changed and those are the things that really need to be complied with. When everything else is moving around and changing, I think that's the one thing that should be constant.	የ/፫ᡶና /ዎ⅃ላኈ<ናርላႱኌላኈበኁኌቦና L፫ႱϷ< Δጏላታናጋና ርኮሰላህΔ°ዺኈጋና σሊϷቦታዎና ርĽካ L፫ናርϷ <sup>ኊ</sup> ቦ°ዉሊላኄካናም <sup>ኊ</sup> ቦ°ኇ
I think that when you read our report, we would have expected and hoped that compliance would have been higher than it is now. Thank you, Mr. Chairman.	Ϸσჼ፟፟፟፟፟ፘ፟፟፝፝፝ጞዾኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯ ዾ፟፟፟፟ ዾኯኯኯኯኯኯኯኯኯኯኯኯኯ ዾ፟ዀ ዾኯኯኯኯኯኯኯኯኯኯ
<b>Chairman</b> : Thank you, Mr. Campbell. Any other names? I have no more names on my list. I just wanted to admit a little mistake that I made during our proceedings that I glossed over the main points of the report, which are pages 1 and 2 and 22 and 23. We're going to take a 15-minute break and then we're going to come back and go over the main points section of the report. Thank you, everyone.	<b>Δ<sup>6</sup>γ «ϷϹ·</b> <sup>6</sup> (ϽϞϷϽͿ·): ·ϭͿϧͼͺϳϧ Γ·Ϲ ϐͱ>·. ;ʹϲϧϐͼϫ; ϤͶ;ϐϨͼϫϤͳ. ͼϿͼΔϨͿ;ϿͿϿ Ϲ;ͳͼϫͼϷϷϷϹͳ ϤϲϿ ϲ Ϥ;Ͽ ͼϫͼϷϷϷϷ ϒ;ϿϤϹϤς ϷͼϧϗΓ Γ. Δ. Δ. Δ. Δ. Δ. Δ. Δ. Δ. Δ. Δ
>>Committee recessed at 15:46 and resumed at 16:04	᠉ዾ <sup>ᢑ</sup> ᡃ᠋ᡃbb∆°உ <sup>ᢑ</sup> ን∆ና 15:46 bᡪᡣᡃbᠳᢑ᠑∩ᢏᠴ 16:04Г

<b>Chairman</b> : Thank you, everyone. Like I stated and I apologized to everyone for missing a step in the agenda, I was trying to rush to the paragraph-by-paragraph review. I would like to go back to the main points, pages 1 and 2 and 22 and 23 of the review. Does anyone have any questions or comments? I'll give everyone just a moment.	<b>Δ<sup>6</sup>/«ϷϹ<sup>6</sup><sup>6</sup></b> (ϽϞληJ <sup>6</sup> ): <sup>6</sup> d <sup>5</sup> <sup>6</sup>
Going once.	
Mr. Savikataaq. I knew somebody could step up.	ᡏᡃᢗ᠊ᢣ᠋᠋᠋᠕᠋ᡃ᠋ᡋᡄᡃᢛ.᠄ᡃᡉ᠌᠌᠌᠌ᢄᢣ᠘ᡱ᠋ᠴᢦ᠋ᡃᠥ᠘ᢩ᠂ᡆ᠋᠉ᠫ᠋᠅᠋᠘ ᡔ᠋᠆ᡄ᠋᠋᠋᠋᠋᠋ᢛ᠋ᢄ᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆
>>Laughter	᠈᠈᠘ᡩᡄᢁᡃ᠋ᠫ
Mr. Savikataaq: Thank you, Mr. Chairman. My question is for the Assistant Auditor General.	<b>ኣልᲮር፟ጭ</b> (ጋኣትበJና): ፣d৮°உቮ Δዮፖペኦርኈ. ላለኈdበሁ bჲርኦና ርĽኈፖLጘኇዻኈበጐႱഛ.
There are questions about adoption policies and practices in Nunavut and occasionally there have been concerns raised about the fate and welfare of Nunavut's adoption of children. How do you decide that this issue was beyond the scope of the 2014 follow- up audit? Thank you, Mr. Chairman.	ϤΛ <sup>®</sup> d∩C <sup>§</sup> b <sup>§</sup> L <sup>c</sup> <sup>®</sup> <sup>°</sup> CJd <sup>®</sup> γσ <sup>§</sup> J <sup>c</sup> dOdb <sup>†</sup> d <sup>c</sup> ΛϷγϷ <sup>Q</sup> <sup>c</sup> O <sup>Φ</sup> Δα <sup>P</sup> <sup>4</sup> L, <sup>§</sup> bd∩ <sup>b</sup> d <sup>c</sup> ΔγL <sup>±</sup> D <sup>6</sup> b <sup>5</sup> C <sup>®</sup> γL <sup>4</sup> L <sup>2</sup> αJ <sup>e</sup> <sup>6</sup> b <sup>Q</sup> <sup>®</sup> σ <sup>*</sup> C <sup>®</sup> σ <sup>*</sup> C <sup>†</sup> d <sup>1</sup> L <sup>2</sup> <sup>§</sup> bΔ <sup>4</sup> < <sup>e</sup> σ <sup>*</sup> C <sup>®</sup> σ <sup>b</sup> Δα <sup>2</sup> C <sup>1</sup> C <sup>1</sup> C <sup>2</sup> C <sup>2</sup> <sup>6</sup> bΔ <sup>4</sup> <sup>6</sup> bΔ <sup>4</sup> <sup>6</sup> bΔ <sup>4</sup> <sup>1</sup> C <sup>1</sup> D <sup>4</sup>
<b>Chairman</b> : Thank you, Mr. Savikataaq. Mr. Campbell.	<b>Δ•/ペϷϹ·</b> • (ጋኣኦበJ <sup>ϲ</sup> ): <sup>ና</sup> d৮°Ⴍ广 <sup>ϧ</sup> Γ <sup>、</sup> Ͻ ኣልbϹ <sup>·ϧ</sup> . Γ <sup>、</sup> Ϲ ϳ <sup>ͺ</sup> ֊> <sup>֊</sup> .
<b>Mr. Campbell</b> : Thank you, Mr. Chairman. To explain why something was scoped out, I'll tell you, the Committee, how we scoped the audit in the first place and hopefully that will answer the question.	<b>ϳ·&gt;·</b> (ϽͺͻϷͺͺͺͻ; ϷϭͼϼͺϿϽͺͺϫϝ ϷϭͼϼͺϿϽͺͺϫϝ ϒϲͳϥͺϿϲͼ ϲ ϷϿͼ ϷϽͳϞͼ ϲ Ϸϧϫ Ϸ Ϸϫ Α Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ Δ
We did a more expansive audit in 2011. We wanted to come back and do a follow- up for a couple of reasons, one being, if Members look at page 1 of the 2011 report, you will see that we were identifying that some children in Nunavut were facing very difficult circumstances. Those were the	<sup>5</sup> రిసిస్ రాంటిని లిలి రాంటి సింగా లిలి లిలి లిలి లిలి లిలి లిలి లిలి లి

people whom the department now had to help and protect. This was the supply, if you will like, and so some of those people were young people who were in very difficult situations.	Δᡄ <sup>ᢩ</sup> ᠬᠻ᠊᠘ᡃ᠋ᢦ᠋ᡃᡃᠵ᠋᠋᠂᠋᠋᠋ᢦᡟ᠈ᢪᢩᡆ᠋᠋᠉᠑ᡬᠴᡃᡤᡝ᠘ᡃ᠘ᢗ.
We observed in 2011 that the department was not doing a particularly good job in complying with its own standards in providing services to those folks. We wanted to come back and audit the things that we thought they had to get right first. Quite basically, that was staffing the positions, training the staff, and complying with the standards. We did this at a time when we were also doing an audit of education.	<sup>5</sup> δ δ δ δ δ δ δ δ δ δ δ δ δ δ δ δ δ δ δ
In terms of the resources we had, we wanted to focus on those areas that we thought the department really had to get right first and that's why we scoped it this way. It wasn't a decision that we didn't want to go into those other issues. In terms of the resources we had, these were the issues that we thought were a priority in this point in time. Thank you, Mr. Chairman.	CΔLΔ <sup>L</sup> L <sup>c</sup> Λα <sup>,i</sup> Π≫ <sup>c</sup> 4Ͻ <sup>s</sup> <sup>c</sup> CÞϽ <sup>c</sup>
<b>Chairman</b> : Thank you, Mr. Campbell. Mr. Savikataaq.	<b>Δﻪ/«ϷϹና</b> Ϸ (ጋኣትበJና): ናਰዎବୁ፫Ϸ ୮ነር ፱⊦>ኁ. ୮ነር ኣልbርና⊧.
<b>Mr. Savikataaq</b> : Thank you, Mr. Chairman. My questions are to the Assistant AG again. When your office conducted its recent audits of child and family services in both the Yukon and the Northwest Territories, did you compare any specific aspects of service delivery across these three territories and, if so, what significant similarities or differences were identified? Thank you, Mr. Chairman.	<b>\&amp;bĊ<sup>*\$</sup></b> (ϽϞϞΛͿϚ): <sup>\$</sup> לללים לי Δילפסכ <sup>5</sup> . « « « « « « « « « «
<b>Chairman</b> : Thank you, Mr. Savikataaq. Mr. Campbell.	<b>Δ•/«ϷϹ·</b> Ϸ(ϽϞϷႶͿͼ)։ ·d৮°Ⴍ广Ϸ ΓϞϹ ኣልbϹʹϷ. ΓϞϹ ϳϧ·>·.
	<b>ϐͱ&gt;·</b> (ϽϞϟႶͿͼ): ჼݸϧͼϫϹϷ ΔϷϒ≪ϷϹϚϷ. ⊲Ͻσ

Chairman: Thank you, Mr. Savikataaq.	<b>Δ•/ኆϷርኈ</b> (ጋኣኦበJና): ናժታ°ዉቮ  Γነር ኣልbርኈ.  Γነ ኣϷ·ኆΔ.
How did your office ensure that the findings were comparable from 2011 to 2014 and all across Nunavut regions? What I just want to know is: if you sampled only three communities in one region, do you feel that this is a territorial-wide representative audit? Thank you, Mr. Chairman.	Ċ৽dd Ͻዮ៸ϞΛϚ 2011-Γ 2014-Γͻ ϹΔἰϚΛϤʹህϲϷϚͻϤʹͰϚ Ϥ·LϿ°ϭϚ ϼα΅ϘϚͰΓ. ϷϚϽΛΓͻͿ Λʹ·ϧϤΔ°ϼϥϿ·ϼϚϷϚϷϚϚ ϚϷϼͽ·ϚͻϤϲϚϿͼϚ, ϚϷϼϚϲ Δ៸ϤϲϷϲϷʹͽΛ៸ Ϸα ϤϷϷʹ·ϒϲϷϨͶ· ϼαϿϚ ϼαϲϚϥϽϲͺϳ·ʹϒͼ αΓϲͺϳͺ·ͽ ϤϪϚϽͽϲϤϲϲϳϭ? ;ϥϧͼϫͺϳͽ Δͽ៸«Ϸϲʹͽ.
<b>Mr. Savikataaq</b> : Thank you, Mr. Chairman. This is to the Assistant Auditor General again. Your 2014 audit was in response to just check up on a 2011 audit you did. In your 2014 report, it indicates that the follow-up audit interviews were conducted in only three Baffin communities.	ϒ <b>ϐϷϹʹ·</b> Ϸ(ϽϞϞͶϽϚ): ʹͼͿϒ·ϿϹͳ· ΔϷϒϘϷϹʹ·ͽ. ϷϿ ϽϚʹ·ͽͶϭϭʹͽϹϚ Ϲ·ͺͰͺ·ͽϟͺͰͺϟ·ͽϟϷͼ·ͶϷϚ ΔϷ;ͼ·Ͷʹ·ϧϾϿϲ. 2014-Γ Ϲ·ͺͰͼͱϟͰϗͼͱϒϷͼ·Ͷʹ·Ͽϟ 2011-Γ Ϲ·ͺͰͼͱϟϹ;ͼͱϔϷͼ·ͶϚ ϹΔ·ͼͿϤ ϷϪͿϔϲͺϷϚͼϟϹͺϫϲϔϿϲ ϚϷϼͼ;ϲϿϥϲͺϷʹͼͱϟϹϧʹ
<b>Chairman</b> : Thank you, Mr. Campbell. Mr. Savikataaq.	<b>∆▶୵≪⊳⊂ጭ</b> (ጋኣ̀ኦ∩Jና): ⁵d۶°൨广҆ ୮ኁ୦ Ⴆ⊦>ና. ୮ኁ୦ ኣልᲮርናኈ.
That being said, I think that all of the jurisdictions, but particularly the NWT and Nunavut, face similar issues in terms of getting good data, good information, and a good case management system. Thank you, Mr. Chairman.	CΔLΔ౯ౕౕౕbÞ౧ౕ౨ౕ ს ৬ዲᡗ᠋ᢐᡝ᠌ۿᡄᢆ᠋Ĺᠺ, ٨೨٩ᢑᢅᢗ᠍J ൧ᡄᡗᠺᡆ᠋᠅᠂ᠳ᠘ᠴ᠂ᠴᡆ᠌ᢟᡕ᠂ᡆᡃᢣᡤ<᠌ᡱᠳ᠂ᡆᡄ᠌ᠵᢣᡄ ᠺᢂᢞᠴ᠘ᡆᠯ, ᠘ᡆᠴ ᠌᠘ᡗ᠈ᢣᠯᡝᠴ. ᠮᡆᡃᡷᡆᢩᠮ᠌ ᠘ᢑᠡ᠙Ϸᢗᠮᡅ
It's always helpful if we can get some comparisons and some commonalities between the jurisdictions, but sometimes they're just organized differently. For example, in the Northwest Territories, they have health and social services authorities that deliver on child and family services and that created big accountability issues in that territory that don't exist in Nunavut.	C <sup>L</sup> & <sup>5</sup> bodod <sup>2</sup> C <sup>L</sup> D <sup>2</sup> <sup>5</sup> bP <sup>2</sup> <sup>4</sup> <sup>4</sup> C <sup>2</sup> D <sup>2</sup> <sup>4</sup> C <sup>2</sup> D <sup>2</sup> <sup>4</sup> D <sup>2</sup>
Each territory has a jurisdiction unto itself. We would always audit those things that we thought were the higher risk, so we wouldn't audit a low-risk issue because it was a high risk somewhere else.	ᡃ᠋ᡃᢐ᠌᠌ᢂᡔ᠋ᢩ᠕ᡱᡆᢩ᠃ᢣᢗᡄᢂ᠋ᠴ᠋᠃ᠳ᠘ᡩ᠘ᡩ ᢂ᠋ᠴᠬ᠊ᡏᡆ᠄᠉ᠫᢩᡤᢛᡆ᠄᠋᠉ᢣᢂᢣ
Mr. Campbell: Thank you, Mr. Chairman.	

   <b>∖⊳'≪∆</b> (ጋኣት∩Jና): ናਰታ°௳广⁵ ∆ዮረ≪⊳ርናჼ. 2011-୮
ለ <sup>\$</sup> ሁረታሪ እ <sup>\$</sup> ጋሪ, የረላታ ርሏያላ በየርኦረዚና ለ <sup>\$</sup> ሁረታ ላንት <sup>6</sup> ላጋ <sup>\$</sup> ርኦረሏ <sup>\$</sup> ወኦሪኦነር. ርሏ፲ ሏረርኦንበቴታሪ እንግሪ ላን የሆናንታላና እንግሪ አንግሪ አንግሪ አንግሪ የ የም <sup>\$</sup> ር መንግሪ እንግሪ እንግሪ እንግሪ እንግሪ እንግሪ እንግሪ እንግሪ እንግሪ እንግሪ እንግሪ እንግሪ እንግሪ እንግሪ እንግሪ እንግሪ
ርΔL°ഘ <sup>ь</sup> Δ/L୯ϷϚ <sup>;</sup> ር ΔϿϚሊϷϐ·ϿϚ ርL°ዺ <sup>ՙ</sup> ԽϿʹϚ Δ/LՐል/ϷϲJՈՐϲϷʹͽ/LϧϘͼ ϤʹLϿ ϷʹϧϷϞϷͿ·ϥ·ͽϽͿͼ ϤϷϷ·ϞΓϲϷϨϹϷ·ϞʹϹͽϲϚʹͽϹϷϲϷʹͽ៸LϞʹ
Ϲ└ĹჼᢦჄĹ┽ჼᢦჄϷϲϷჼჼჂႮჼ <b>ΛჼႱ</b> ჄႫჼ ഛϲႠჼႫჼ ለኦጚႶቦ՟Ⴢቦჼ ĹႠႱႭჼ ĹႠჼႠϷϟႭႯႦჼႫჼჁჼ ჃႱჂ ϥϟჼႶჼႻჼ ႠႱჼჄႾჃჼჄϷჼႶ՟ჂႠ ΔჼჼႦႭႭႸჼჿႶჼ ჽჼႱჼჂჃϲϷჼჄႾႸჂჼ. ለႠႱႱჼႱჽႭႫჼჼ ႠႱႱჼჄႾჃჼჄϷჼႫႢϲϷჼჼႠჂჼ ჃႳჼჂჼჄႱჃႠႱႫ ჃჂჼႱჂႶႱ ΔჂჼႭჼႶჼჅჼ ഛႽჅႺჼჅ ΔჼჄペϷႠჼჼ.
<b>Δ•/ኆϷር</b> ጭ (ጋኣትበJና): <sup>ና</sup> ժታ <sup>ຼ</sup> ዉቮ <sup>ኈ</sup>
<b>ኣልbር፞ኈ</b> (ጋኣትበሆ): 'd৮°ዺቮ' Δየረペኦርጐ. ር፞°ዺ ለኄbር
ĊŀdϤ ኣჼŀΡϹϷϲϷჼჄႱႱር 2013-Γ Δ>ንΓ ĊŀdϤ Ⴑ≪ႱŀdϲϷჼჄႱႵና ϷჼႦϲϷჼჄႱႱር ϼႭϿႱΓϷϹϷϟϼና ϹႱŀdϤ ϤϷϷჼϔՐϭϷንՈՐታϷϟና ለኦናՈϚϷՈϚ ϼჼŀϷϷͶታϷϞϧʹዮႱႱϹ ϤϞϞϷჼͱϹϷϞϧʹϔΓͱĹϹϿ ϹႱႱdϤ Δϲ͵Γϲ ϼႭϿΓϷϹϷϟϚ

Has the Department of Family Services	ር <sup></sup> bdd c Δ Δ c λ <sup>μ</sup> d <sup>μ</sup>
made any significant changes to the way	CLၿď∿Ს ለኦኅ∩ና⊳∩ڡ ٬۶ィ۶ ، م∿۲۵ כLၿď
services are organized and/or delivered to	
children and families across Nunavut?	
Thank you, Mr. Chairman.	᠈ᡃᡃᡆ᠋ᡏᡃ᠂᠘ᡃᡟ᠙᠋ᠵ᠋ᡬᡃ᠋
<b>Chairman</b> : Thank you for that question, Mr. Savikataaq. Mr. MacDonald.	<b>Δ•/ペÞርጭ</b> (ጋኣትበJና): 'd৮°ዉ广 Γነር ኣልbርጐ. Γነር Lºር፞ጔና.
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. Thank you for the question. In terms of significant program changes, I think we had touched on them earlier in terms of things like training and things like introducing new employees to the Nunavut context of social work.	<b>LºĊഛና</b> (ጋኣኦበJና): ናਰታ°ዺቮ° Δየፖዊኦርና።. ናਰታ°ዺ፫°ጋ ላለጭਰበናክናልና. ሷ, ርLካਰላ ጳናኈዖቦላዖርኦረና ለርኪላኪኦኦጚቃና ፊር°σላበናበናክናርናσና። ላዛሬጋ ወር σቴ Δናኈbዉፚታኈበርናክናርናσና። ወዉዎዛ୮ Δወርኪσናጋና ለሮኪኦσቴ.
From an organizational perspective and from, of course, the legislative piece, we have transferred essentially the same legislation. Many of the same organization moved over, although with some changes to personnel at different levels from top to bottom of the organization.	Ϥʹჼ৽ΡϷĹσႢϟʹϒϚͺϹĽͽϤϤͺͺϹϲϧϧϪϲ ϿϲͶͼϹϷϲϷͼͳϹͺͺϹΓͽϤϤͺϤϹϟͼͺϿϲͶϲϷͼͻϽϧ ϪͼϷϭϪϟͳϟϫϧϲͺϤϞϧ;ͼϹϷͼϧϲͼϿϤͼͻϽϧͺͺϹϭͳ ϤϹϷϞϽϪͼϭϲͼͺϭϤϧϧϚϲϷͼϧϲϲϽϥͼ ϷϿͼϼͼϲϲϧϧϷϲ
I think, by and large, wholesale, you have what is a transplant of one organization through a different reporting structure now. I think that's where we stand at this point in time. There has been no wholesale change to the organization, I guess with the exception of those points made in the introductory statements, moving some pieces to Justice and bringing some other pieces into this department when it was formed.	ርልL°ዺልсጐሁላJና ŰዺϷላΓ,
I hope that makes sense and answers your question.	σ∿⊳<>∿ሁ ርL°ଦ ጋየლ የ⊳ና∩⊲ዖ∩Ր∸೨J.
<b>Chairman</b> : Thank you, Mr. MacDonald. Mr. Savikataaq.	<b>Δ•/«ϷϹ·</b> • (ϽϞትႶͿና): ·d৮°உ广 <sup>ϧ</sup> Γ <sup>、</sup> Ϲ L <sup>ϧ</sup> Ϲ፞Ͽ <sup>ϲ</sup> . Γ <sup>、</sup> Ϲ ኣልbϹ <sup>;ϧ</sup> .
<b>Mr. Savikataaq</b> : Thank you, Mr. Chairman. Would it be fair and accurate to state then that other than a name change,	<b>ኣልᲮር፟</b> ጭ (ጋኣትኦቴና): ናዛታ°ዺ广፞፝ኯ Δኦ፞፞፞፞፞ጞ፟፝ዼኯ፟ጚዀ ፘኇጚ፟፟ዻናታዀ፞፞፝፝፝፝፝፝፝፝፝፝፝፝፝፝፝፝ ዻበኈ፟፟፝፝፝ ሰ፟፟፟፟፟፟፟፟ፚኯ፟፝፝፝፝ኯ፟ጜ ፟፟፟፟ ፈኯኍ፟፟፝፝፝፝ኯኯዸኈ፟ኯዸጛ፞ናን ናዛታ°ዺ广፞፟ኯ ፚኯ፞ጞ፟፟፟፟፟፟ጞዾፘ፞ዀ.

<ul> <li>nothing has changed? Thank you, Mr. Chairman.</li> <li>Chairman: Thank you, Mr. Savikataaq. Mr. MacDonald.</li> <li>Mr. MacDonald: Thank you, Mr. Chairman. I think that while there has been, as I think I said earlier, a transplant of organization from one to another, as I mentioned earlier, by moving this critical piece of government programming into its own department, it gets a level of attention within government that it might not have</li> </ul>	<b>Δ<sup>6</sup>/«ϷϹ</b> (ϽϞϷϭϲ): <sup>6</sup> ϭͿϷ <sup>6</sup> Γ <sup>5</sup> C ϞδοϹ <sup>5</sup> . Γ <sup>5</sup> C L <sup>6</sup> C <sup>6</sup> . <b>L<sup>6</sup>C<sup>6</sup></b> (Ͻ <sup>1</sup> , <sup>2</sup> <sup>6</sup> δ <sup>6</sup> ): <sup>5</sup> δ <sup>6</sup> <sup>6</sup> δ <sup>6</sup> C <sup>6</sup> . Δ΄, CΔL <sup>5</sup> δ <sup>56</sup> <sup>6</sup> δ <sup>6</sup> δ <sup>1</sup> , <sup>5</sup> δ <sup>5</sup> δ <sup>5</sup> δ <sup>5</sup> δ <sup>1</sup> , <sup>5</sup> δ <sup>6</sup> δ <sup>5</sup>
gotten before. From an organizational design perspective, imagine the entire Department of Health and Social Services, which is the largest department, and there's a quite large clinical health piece, the social services piece would be somewhat smaller, as you could tell by our staff numbers, as we have mentioned today. What we think and what we believe quite strongly is that by bringing it over and moving it into its own department, now it becomes sort of a flagship group of programs within this new department.	⊲ <sup>∿</sup> Րᡄ᠋᠌ <sup>֊</sup> ህ <sup>፡</sup> ᲮርϷʹͻϭ በΓϷ⊀ <sup>፡</sup> Խ ႱペႾ <sup>ϧ</sup> d <sup>°</sup> ϭ, ΔϼϲͺͺϷϧϤͼ ΓϷ <sup>°</sup> ϭ <sup>-</sup> ͼϧϽϹϷϲϷ <sup>ͱ</sup> ϹϹ ϹΔϹ <sup>°</sup> Δ <sup>៲</sup> Ϲ Ϛ
When you look at the amount of funding allocated and the amount of attention that personnel at all levels in our department pay to this group of programs, I think it shows that it gets a higher priority and it gets more attention than it would have gotten before simply because of the nature of the organizational structure. I would say that no, I don't think it's just a name change. I think there is more to it than that. I think that over time, that prioritization will bear fruit and we are hoping that, in responding to some of these comments and some of these criticisms, we can get traction to make that happen. Thank you.	Ρ΄ Δ Ϸ Ϸ Ξ δ Έ Α Ϸ σ Ψ Γ Ε Δ Ξ Φ Ε Ε Ε Ε Ε Ε Ε Ε Ε Ε Ε Ε Ε Ε Ε Ε Ε Ε
	<b>Δ•/ペÞር፣•</b> (ጋኣ፞,ኦ•dና): ናਰኦ°ዺ广፞• ୮ኣር Lゅር፞ዾና.

Chairman: Thank you, Mr. MacDonald.	⊲ሥዮጋ▷ <sup>™</sup> ? Γ'C Γ₽ <sup>™</sup> ป⊲ <sup>™</sup> .
Any other names? Mr. Mikkungwak.	
	<b>୮ቦ°୬J⊲ና</b> ⊌ (ጋ፟፟፟፝\>ዾďን: ናd≻°ዺΓ፟ <sup>፟</sup> Δዾ፞፞፞፞፞ጞ≪⊳ር፞ና <sub>፟</sub> ».
Mr. Mikkungwak: Thank you very much,	
Mr. Chairman. (interpretation) My first	(ϽϞᢣ᠈ϳᢓ᠈ᡩ᠉Ͻ᠉)᠂ᢣ᠀᠈᠆ᡔ᠉᠆ᡬ᠉᠆ᡬ
question is to the Auditor General's office.	<sup>sb</sup> D>Hd <sup>sh</sup> D>L <sup>c</sup> . CΔL, Ċ <sup>&lt;</sup> doσ
When you were doing your audits, you	°₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽
made some recommendations on changes	مــــمــــــــــــــــــــــــــــــ
that have to be done. After some of the	$a_a \Delta b C D^{6} H \Delta L^{4} L C C L^{6} d \Delta a^{6} C$
recommendations have been done, have	
there been any further things that you have	$\dot{C}^{4}dq^{6}bPHd^{6}DP4^{6}CL^{6}dq \Delta c^{6}C^{6}q^{-}c^{4}c^{6}$
done with respect to the recommendations?	45074000-2012 Degite Action 2017 40 2017 45074000-2012 Degite Action 2017
Thank you, Mr. Chairman.	
Chairman: Thank you, Mr. Mikkungwak.	ϽΡΗΔΗϷϤ⁵Ϸ>∿υ. L'α ΔϷϟ≪ϷϹʹͽϷ.
Mr. Campbell.	<b>Δ•/ペϷር</b> ጭ (ጋኣኦቃሪ): ናሪታ°ዉ广 Γ <sup>、</sup> ር Γዖ°*ህ⊲ጭ.
	<b>Δ°7&lt;ΡC°</b> (Ολλοσς): "σται οι τος ΓΡς Όζηο. Γ'ς Β <sup>L</sup> >ς.
Mr. Campbell: Thank you, Mr. Chairman.	
I must admit I honestly didn't get the gist	
of the question. I apologize.	<b>b-&gt;</b> • ()-λ->bdc): <sup>5</sup> d+ <sup>6</sup> α, τ <sup>-</sup> b Δ+ <sup>2</sup> α>C <sup>6</sup> .
<b>Chairman</b> : Thank you. I was hoping you	⊲∧∿ḋ∩∩⁰Ხ⊳≻∩ና. L୮⊲๔⊳Ს⊃⊲∿. ՙd۶°๔୮ํ৽
had because it kind of lost me for a minute	∆°ר ל % > ל s •
there too. Mr. Mikkungwak, if you could	
rephrase your question, please.	
Mr. Mikkungwak (interpretation): Thank	⊴∧℠ⅆ∩ቦષԵ℉ℴഺϷアჾ. ℾ℩ℂ ℾℙ℠⅌⅃⊲℠.
you very much, Mr. Chairman. I will	
rephrase it in English. (interpretation ends)	
One of the recommendations in your 2011	
report suggested that the government	
prepare an action plan with prioritization	₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽₽
	᠍ᢤ᠋᠄ᢀᢞ᠋ᠴ᠙᠆᠕ᢟᠧ᠅ᡐᠧ᠋᠋᠉᠆ᡘ᠕᠋ᢕᠳᡐ᠖᠋ᢆ᠆
on short-, mid-, and long-term basis. The	
government tabled its action plan on June	᠕᠆᠋ᠬ᠕ᢣᢩᢂ᠖᠆᠋᠉᠂ᠺ᠘᠖᠘᠖
7, 2011. During the course of your follow-	
up audit, did you review this document?	
Thank you, Mr. Chairman.	᠄ᡏ᠋ᡏ᠄ᢪᡃ᠋ᡃ᠋ᡖᠳ᠋ᡄᡄᢄ᠋ᢛ᠕ᢣ᠌᠌᠌ᢂ᠂ᡁ᠋ᠬᢑ᠘ᡘ᠅ᡁ᠘ᡷᡆ᠋᠋᠋ᠮ᠉
	∆°2°C <sup>′s</sup> .
Chairman: Thank you for that	
clarification. Mr. Campbell.	
	Γ'C ΓΡ° IJd <sup>%</sup> . Γ'C ḃ <sup>L</sup> > <sup>c</sup> .
Mr. Campbell: Thank you, Mr. Chairman.	
Again I apologize for not having got it the	
first time.	᠘ᡏᡏᡆ᠌᠌ᠺ᠋ᡰ᠋ᠴᡏ᠋᠅ᡬᢩᡄ᠈ᡃ᠀᠆᠆ᠬ᠅ᡬ᠋ᠮ᠋ᡟ
Yes, we did. The team would review all of	
	ΠΟιͽρͲͼͺͽϷϧϧϧϥͻΓ;ʹϽϹʹϽͺϹΓͽϥϥ

the pertinent documentation to bring	ightarrow የአንግ የሚያስት የአንግ የአንግ የአንግ የአንግ የአንግ የአንግ የአንግ የአንግ
themselves back up to speed and see what	
has changed in the environment. At the end	᠂ᡃ᠋ᡃᠣ᠋᠘᠆᠌᠌ᢂ᠂᠋ᢑ᠘᠆ᡗᢦ᠖᠆ᡔ᠘᠆᠋᠋᠋ᢆ᠆᠆᠘᠋ᢆᡷ᠘᠋
of the day when we do the audit, though, we audit the department's actions. We didn't use the action plan as a tool to do	ᢗᡆ᠋ᡗ᠊ᡏ᠆᠋᠋ᡔᡥ ᢗ᠘᠋᠋᠋ᢩ᠆᠋ᡘ᠆ᢐ᠋ᠴ᠘ᡃᡃᡉᡨ᠋ᡔ᠋᠌ ᢄ᠋ᡃ᠋᠋ᡋᠵᡗᡃ᠖᠋ᢄ᠂ᢗ᠕ᢞ᠋ᢩᡆ᠋᠋ᡗᡃ᠂᠘ᡃᢣ᠙᠋ᢂ᠋᠅
that. We had made recommendations in our audit and we then audited what actions the department had taken in response to those recommendations. Thank you, Mr. Chairman.	
<b>Chairman</b> : Thank you, Mr. Campbell. Mr. Mikkungwak <b>.</b>	<b>Δﻪ/≪ϷϹ·</b> Ϸ(Ͻ <sup>ϳ</sup> ៶;Ϟͽϭ·): ·ϭͿϧ∝ϼϹϮͽ Γ·Ϲ ϳͽʹ>·. Γ·Ϲ ΓΡͽ·ϞͿ⊲ <sup>ϛ</sup> ͽ.
<b>Mr. Mikkungwak</b> : Thank you, Mr. Chairman. I thank the auditor for his response. Moving on to the department, has the department prepared a new action plan in response to the Auditor General's 2014 follow-up report and, if so, how does it differ from the action plan developed in 2011? Thank you, Mr. Chairman.	<b>ΓΡ° ٵ&lt;</b> (Ͻ <sup>1</sup> , Ϸ <sub>1</sub> ) (Ͻ <sup>1</sup> , Φ <sub>1</sub> ) (Δ <sup>1</sup> , Φ <sub>1</sub> )
<b>Chairman</b> : Thank you, Mr. Mikkungwak. Part of our package that was brought in just this afternoon was the Quality Protects Action Plan, but I will allow the second part of that question, what differs from the original action plan in 2011 to today's, as we have not had an opportunity to peruse that document. Mr. MacDonald.	<b>Δ<sup>ϧ</sup>/«ϷϹ··</b> (ϽʹϞͰͶͿϚ): ʹϭͿͰ <sup>ͼ</sup> ϿͺϹϷͺϹϒϹͺϹϷ <sup>ͼ</sup> ϞͿϭ·ͽ. Ϲ«ϘϭͺϽϭϷ <sup>ϛϧ</sup> Ϸͽ·ϹϷʹͽϷϷϞʹͺϹϹϷϭϤ ʹϧϿͼ·ϿϨͶͼϞϷͶϟͼϿϚͺϹͼͺͺϽʹϒϹʹ·ϧ ϤΛ;ͼϭͶͶ;ϞϧͺϤϫϞϔͼϫϔͼϭϗͼͳϫͺͼϳϹ 2011-Γ ϷʹϿϹϷϲʹͼϽʹͻͺϹͼϭϤͺͶϲϲϥϥϲ៸ϹͼϫϔͼͺϤͶͿϲϲ ϹʹϹͺϹϷϹϿϚ
<b>Mr. MacDonald</b> : As the Chair mentioned, Quality Protects is the name of the action plan for the 2014 update report or follow- up report. In terms of this action plan, what it's addressing primarily are the six new recommendations from the follow-up report. Within the action plan, we also look back to what were the original issues and we want to make sure that we're updating those.	<b>L<sup></sup>ሶር፞፞፞፞ଦ୍ (ጋ፟፟፟፟ነትበປና): Δ<sup></sup>ሃላዮርጭ ኦናቴጭኦሥሬና ርሏ ኦdላ 2014-Γ ለ⊏ሲላሲሬኦጭርዎና ርĽነ ለ⊏ሲላሲቴዮኇፈኦሙርዎና ርኖዊታቢር Δ≟ ጳጭዖባላጭርኦσላጭጋና ናናዉኦቦና, ወርঁኃ ርካላላ ናቴወጭጋንበካካሲታኦሬኦጭጋና ኦበንበቦሬኦናናበህ ሃዎና<sub>ር</sub>ኈሩ՛Γ ላጋሮናላታኦሬኦጭጋና.</b>
To answer your question, the difference here is that the focus is on these six items	౨Ċ <sup>®</sup> 웹ჼᡢᡃ<᠆᠆ᠵ᠆ᢦ᠋ᠴᢉ᠂ᢗ᠘᠘᠋᠙Þᠳᡐ᠋ᡝᠫᠬᡃ᠂Ċᡃᢐᡆ ᡧ᠈᠋᠋ᡬᢪ᠋ᢩᡥᡊᢪᠣ᠋᠋ᡊᢣ᠋᠈ᡤ᠂ᠺ᠆ᡬ᠋ᠴᡗ᠌ᠵᡄ᠋ᡃᢒ᠅ᢗᡃᢐᡆ᠖᠆ᡷᢣᡰ᠘ᢗ, ᡧ᠙ᡣᠣᡃ᠂ᡏᢃᡔ᠋ᠮᠯᢣᢟ᠋ᢤᡗᠺ᠋ᡗᡄᢂ᠋ᠺᠺ᠋᠋᠘᠐᠋᠋᠋᠋᠋

as opposed to the 20 or so recommendations in the 2011 report. From my perspective, it's a good news story. At least we're hoping and interpreting it that way. We went from over 20 recommendations to 6 and those are the ones that we're really drilling in on the action plan now. Thank you.	CΔL ˤd&⊲௳ჼ৽>ჼ৽ CΔL°௳ ଏ≪∩ና Ċ৽dϤ ϤϽϲ·ჼd৮ϷϞና, ϐ·ϞͿϲʹͽႶϹϷϽΔ°௳ϲϷჼLC ჼႦ൧ϪϲϷჼႦ°ϭჼdႶቦታϷϞϭ·. ჼd৮°௳广Ⴆ.
<b>Chairman</b> : Thank you, Mr. MacDonald. Mr. Mikkungwak.	<b>Δﻪ/≪ϷϹ·</b> Ϸ(ϽϞϟ∩ͿϚ): ·ϭͿϟ°Ⴍ广Ϸ, ΓʹϹ LϷϹʹϼϚ. ΓʹϹ ΓΡ≏ʹϑͿ⊲ʹϷ.
<b>Mr. Mikkungwak</b> (interpretation): Thank you very much, Mr. Chairman. From 20 recommendations, there are only 6 now. The Auditor General made a recommendation as to what the department should be doing. There was a recommendation that stated that Inuit societal values should be followed with respect to children or the work of social services. What improvements have been made to date? Thank you, Mr. Chairman.	<b>ΓΡ° کاح ۵</b> () ان ۲ (): L'م َ ع ح ۵ ۵ ۵ ۵ ۲ ۲ ۵ ۵ ۵ ۵ ۵ ۵ ۵ ۵ ۵ ۵ ۵ ۵ ۵
<b>Chairman</b> : Thank you, Mr. Mikkungwak. Mr. MacDonald.	<b>Δ•/《Þር</b> ጭ (ጋኣ፞ትበJና): የਰአድሲኮ, Γ <sup>、</sup> ር ΓΡ°℃ነ⊲%. Γ <sup>、</sup> ር L <sup></sup> °ር፞ጔና.
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. I would like to thank the Member for that question. With respect to Inuit societal values, if I understand you correctly, you're referring to the original recommendation that those be incorporated.	<b>L°ĊϿ·</b> (ϽϞϷႶͿϚ): ჼϭႸჼႭႠჼჼ, ΔჼჄ≪ϷϹʹჼჼ. ჼϭႸჼႭႠჼჼჼ<ና ϹჼႭ ႦႶႱϷϷႵჼჼ. Ϲჼϭϭ ለჼႵႶႶჼჂႶჼ ΔϿΔና ΛჼჼჾႵჼჁ ႠႱჼႭ ჂႼჇናႶႳჇჼႼჼ ϭϽႻჼϭႸϷႵႠϷϲϷჼႱና ჄႴჼႠჼჼႽႠ ႠႱჼႭ ΔͽΔና ΛჼϭϟჼႱ ϭϽჼჼႠϷჼႦჼႠჼჾჼႺ
As you would see through the Quality Protects Action Plan, that specifically wasn't one of the recommendations in the new update or the follow-up report, but with that in mind, the importance of Inuit societal values particularly to this group of programs is embedded within our response in our action plan to those six items.	ዸ፟የዋል ላጋሮና የትውን ትርውሮ ውጭ የናጋና, ር ካላ የተላው ውላና በላም ውጭ ለና የትው ድር ውጭ ጋና. ር ካላ ወለ በ የትር መስት የስት ውስጥ ይላ የትን የስት የትን የስት የስት ውስጥ ር የ ማስት የስት የስት የስት የስት የስት የስት የስት የስት በ የሰላ የስት
For example, I will just randomly select one. Community engagement and input is	ϷናጋበቦጔJ

one of the recommendations. Take for example Recommendation 53, basically the issue identified by the OAG is that we need to do a better job of engaging with parents and communities. We recognize that and accept that recommendation.	53-Γና Ϸʹ·ϷʹͼϞϹͱʹϹ·ͺϹ·ϭϤϤ ʹ·ϷϷϷϞʹͼ·ϺϚ ϹͱϹͼϟϹϟͼϟϷʹͼʹͶϚ ΔϹϐϫϲϲϷʹͼϭϷϾϹϲ, Ϥʹ·ϹʹͻϽϷͺϹϷϭϭʹ·ͺ
As a result of that, that's really where our plan going forward to capture our social workers' efforts in communities and report on those that involve engagement with community groups like parental groups and child care facilities among others. We want to be able to report on that and to account for that important time that our workers spend in that regard. For us, that's an area that we embedded Inuit societal values into that piece of the action plan. Thank you.	CΔL°  <
Chairman: Thank you, Mr. MacDonald. Mr. Mikkungwak.	<b>Δ•/≪ϷϹ·</b> • (ጋኣኦ∩Jና): <sup>ና</sup> d৮°உ广҆ <sup>,</sup> ΓʹϹ LၑϹʹϼ <sup>ϲ</sup> . ΓʹϹ Γዖ°ʹህ⊲ <sup>·</sup> .
<b>Mr. Mikkungwak</b> (interpretation): Thank you very much, Mr. Chairman. Thank you for the response. My other question is regarding the recommendations made by the Auditor General's office with respect to what actions that the department should be doing for the government to ensure that the social workers deal with the problems happening with the children being apprehended.	<b>ΓΡ° ϞͿ</b> ϤʹϷ: L' ϲ ʹ ͻ ϭ ልϷ, ΔϷ /
I have the question to the government. Are you going to be following the recommendations of the Office of the Auditor General? How are you going to be making sure that the recommendations are being followed by your department? Thank you, Mr. Chairman.	CΔL〒 CL®Ⴍ ΔϚϓ°ϿϚ ႱペLϷϞϿϚ ϤΛႢჼჼႦჼႣႯჼჼჂჼႱ. CL®Ⴍ ϤʹϲϐʹϞͿϪʹϿϤჼჼႶჼϳႶʹϿΗΔ ϤϽϚʹͼͿϷϷϞϭ·Ͽ LႠჼϭϤჼჼႶჼϿΗΔ, ჼႦϿჼჼ ჼႦϷϷΗϤჼϭϤჼჼΛΗΔ ΔϷϞʹϭʹϷϹϷϞႢϤʹΰϚ CLჼͿϤϤϿ ϤϽϝʹჼ·ϹϷʹϿϤϪჼႦϿϤ·LͽΰϹ? L"Ⴍ ΔϷϒϘϷϹʹჼჼ.
Chairman: Thank you. Mr. MacDonald.	<b>Δ•/&lt;Þርና•</b> (ጋኣኦ•ሪና): ናሪታ° Δ <sup>†</sup> • Γ'ር ΓΡ° <sup>-</sup> ህ⊲ና•. Γ'ር L•ር፞ዾና.
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. Thanks once again to the Member for that question. I think what I	<b>LኮĊ౨Ϛ</b> (ጋኣ፞ትኦdና): ናd৮°ዺ广፞፞፞፟ ΔኦፖペϷርʹ፦. ⊲ၬL౨ናϹϷʹኈ ናd৮°ዺ广፞ኈ ር፝°ዹ ⊲ለኈdበናႦၬLና. ΔL°ዉΔຕϷ°σ⊲ኈጋኈႱ ር፟ <sup>ኈ</sup> d⊲

will do now is I will refer directly to the action plan itself and I hope everybody has a copy available.	᠋᠂ᡃᠣ᠋᠋᠘᠆᠋᠌ᠺ᠂᠋᠘ᡔᢄ᠋᠉ᠫᢩ᠉ᢄ᠋ᢄ᠉᠘᠆ᠺ᠖᠘
What we have tried to do with our action plan is to look, and you can see across the table that you will see the OAG recommendation, our response, which is always to accept the recommendation because they are perfectly valid, of course, and then we have our actions. They are numbered and then there are the steps to full implementation. That's sort of the progression of the document. It goes from one recommendation down the next.	ΔL°ႭΔϚϷϲϷჼϷϽͿϚ, ʹϐϼϿʹϷϿϨͶϷϞͺϲϧϷϒϭͿϷϷϲϷͽϿϭϷͺϹϭͿϟʹϐͺϫͼϷϽϟ ϹϷϭϤͺϹͱͺͰͼͱϟϲϫͼϟϷͶϼͼͺϷ;ϐϷϟͺϲϧϷϟͺϲͼϫ ϭͰͺϼͺϷϭϣϲͺϷϷ;;ϤͶϲϯϝϫͽ ϫϪϞϷͶ;Ϸͼ;ͽϽϹ·ϿͺϤϽϲͺͼϹϷϭͺϤͼͼͽϹϷͻ ϭϼϲͺͼϹϷϭͺϭͱͺͳͼϳϹ
For each of those recommendations, what we have done is we have highlighted what our maybe one, two, or three actions will be in the short and medium term and what steps we need to take before we can consider that that action has been completed or that we can demonstrate compliance with the recommendation. That's the plan going forward.	ϤϹϷϟʹℾϷ ϤϽϲ·ʹͼͿϞϷϞʹ ϷʹʹϨϷϛ·Ϸʹ>ͽ, ʹϧϿʹϲ ΛՐϤʹϧͰͺϷͺϳϹ ϹΔͺ ΛϚͼϞͺͰͺϷʹϷ ͺϫͼϫ ϛϿϫ ϛϿϫ ϛϿϫ ϛϿϫ ϛϿϫ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ ϲ
I hope that answers your question. If not, I can try to take another stab at it. Thank you.	؇٢٩ـڡ۬٢٩ڝ٩٤ ٩٥٢٩٢ ۵٠٢٩٥٢٢ ۵٠٢٩٥٢٢
<b>Chairman</b> : Thank you, Mr. MacDonald. Mr. Mikkungwak.	<b>Δ•/ペϷϹና</b> • (ጋኣኦኦሪና): ናሪታ°உ广ካ Γ·Ϲ LካϹϿϚ. Γ·Ϲ ΓΡ°°ህ⊲ናኮ.
Mr. Mikkungwak: Thank you, Mr. Chairman. I guess I will rephrase in English.	<b>ፑጮኈጏ⊲ና</b> ۥ (ጋኣ፞ቇď፡): ናdፇ፝፝ዹ୮፞৽ ∆ካ፞፞፞፞፞ጞ፟ዼዾር፟ዀ. ۵՛, ኘጛ՟ጔዹ፞በጋና ዾናጛዾኯኊጛኇኇጚጭ<ና.
When you look at making adjustments in the operations of family services and with some changes in services for children in care or children in custody or children being investigated into or families, when you look at all the recommendations and you guys are going to be making some adjustments, but at the same, taking in too Inuit societal values, which is now also	خَلْعَامَ الْحَلْمَ الْحَلْمَ الْحَلْمَ الْحَلْمَ الْحَلْمَ الْحَلْمَ الْحَلْمَ الْحَلْم  الْحَلْم الْحَلْمُ الْحَل

included in the Act, and you indicated that you have narrowed it down to six recommendations, what mechanism or process do you have in place to track and monitor the progression and what timeline are you looking at overall? Is it a year? Over a year? I guess that's my question, regarding all your action plans. Thank you, Mr. Chairman.	ፋናਂЈσ⊲ኈጋፑ▷ ለ⊲σ°σ⊲ኈለ孑▷›? ▷°≪ኌ°፞፞፞፞፞፞ ና፟፟፟፟፟፟፟፟፟ዾኌኈ ዻdσϷႶቦ⊰ኈ ርL°ዺ ለ፫Ⴂዻቢ≪·፫ዻσ⊲ኈለ孑▷›? ናd≻°ዺ广▷ Δ▷፞፞፞፞፞፞ዾዾፘ፞ኈ.
<b>Chairman</b> : Thank you, Mr. Mikkungwak. Mr. MacDonald.	<b>Δ•/ペϷϹ·</b> • (ጋኣኦ•dና): ኀd৮°உ广፞• Γ <sup>、</sup> Ϲ ΓΡ°°ህ⊲ና፦. Γ <sup>、</sup> Ϲ L <sup>ϧ</sup> ϹʹϼϚ.
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. To answer that question, we would have to look at each individual action plan response and each recommendation. In each of those cases, we have determined the timeline that we think is not only achievable, but attainable and realistic.	<b>L<sup></sup><sup>i</sup>C<sup>in</sup></b> (Ͻ <sup>i</sup> λ <sup>i</sup> δ <sup>i</sup> ): <sup>i</sup> d <sup>i</sup> <sup>n</sup> <sup>n</sup> <sup>n</sup> <sup>n</sup> <sup>n</sup> Δ <sup>i</sup> <sup>i</sup> <sup>n</sup> <sup>n</sup> <sup>n</sup> <sup>n</sup> <sup>n</sup> (Ͻ <sup>i</sup> <sup>n</sup>
In terms of developing our action plan response and our plan, what we really wanted to do is make sure that we didn't pull a pie in the sky or unrealistic plans in that. We didn't want to incorporate those into the plan. We wanted things that we could measure and things that could be attainable within this mandate and within a reasonable timeframe.	ዻϷᡄᡃᢣ᠘ቦዻዖበഛ <°உϷႶናር ᠘೨ዻቓ. ር፟ <sup>៲</sup> ዕዻ ለ፫ኪናበዻዖL՟ጋበJና ርΔL°ዉ ለ՟ርናር፟ም ለ፫ኪ⊀LᡄϷናናር. ለኄታዖነን⊀Lዉር <°ዉϷႶϷና Δ೨ዻቓ ዻጋኈርϷ⊀°ዉ°ቦናጋഛ ላጋኈርϷ⊀°ዉኈጋም ለዉፖϲϷኈጋJ°.
We want to have our action plan as a whole completed by the end of 2015, end of the calendar year. We think that's fairly aggressive, but we also balance that with an understanding that this is a follow-up report. A lot of these items are items that we consider that we were moving towards already from the 2011 report and we think that there are things that need to be done no matter what. We have to make some progress on them, so that is why we have chosen that timeline.	ϤϷͺ·ϞΔΓϤΡΠΓϞϿ· ϹͼͿϤ ΔͼϧϼͺΔϞΡͿϞϿͼ Δ.϶ʹͼͺϔϚ 2015 Δ.Ϟϲ·ϚϚ, ϤͰͺͻ ;ʹϷͿϤͼͶϤͼ;ϚϲϤͼϳͼϿϿ. ϽΡ;ϤϚͺͻϹͺͻ ͼϷ; ϷϭͼϹϷͼϐϭϲͺϷͼͶϚͺͻͿ ϷΔͿϚʹͻϭϷͼ ϷϭͼϽϲϧϷ; ϷϭͼϲϤϲϧϷϲͿͼ Σ. ϹͿͼϤ ΛϲϲϧϷ;ͼͼ;ͿϹ ϹϪͿͼͺ Λϲϲͺϲ
Back to the point about specific	ᡧᡃ᠋᠋᠋᠋᠘᠋᠄ᢗ᠋ᠫ᠋᠋᠋ᠬ ᢄ᠋᠘ᡃᢦᡰᡏ ᢄ᠂ᠫᡗ᠋᠋᠋᠋᠋᠅ᢗᢂᢞ᠋ᢩᢁ᠋᠋᠋᠅ᠫᠺ᠅᠘᠋᠘᠘᠋ᢣ᠅ᠫ᠂᠋᠕᠑ᠳ

measurables, it really depends on each recommendation and what that entails. If it's about training, for example, we need to make sure that we're documenting and	ϤϽϲʹͼϤϟϲϤͺϟϷϟϭϷ, ϪϲʹͼϭϤʹϭϲͺͺʹϚϹ Λϲ·ͺͰϷϞϪϭʹ;ͿͼͺϽϚʹϞͺͿʹϚϹͺͺϹϪͰϲ ͶͶϚʹϷϹϷʹͶϤʹϷʹϹϚϿͶϷͺϹϪϷͿϤͺʹϷϞͺͰϷϤͼ ϪʹϷϷϥϪϟʹϷͶϿϚͺϪϲʹʹϭϭʹϷͶϹϷʹ·ϭʹͺͺʹϳϹͺ
recording when our staff receive training. We recognize that we have to do a better job of that.	
When I mentioned earlier about having a technological tool like a database, for example, we want to track that and then provide that information to decision-makers so that we can demonstrate that we have done that piece.	Ϸʹϐ·ϐϷႱͰϪϲʹϷͺϹΔϷϭϭ·ϧͺͺϧϥϨͶͶ·ϐϚϹʹϷϹϘϚ, ͵ϟʹ·ϿͺʹϐϚϞϷ;ϷϭϳϨͶͶͿϚ;ͺϹϪͰʹͼͺ ϫϷϚϟʹϷϽϤʹϐϨͰͿϤϚϹͺϽϞͿϷϞϪϚʹϿ;ͺϹϹϷϭϤ ϪϟϹϷʹϷͶϷϞϿϚͺϤʹϞႱϟʹϷϐϷͶϿϚ ϽσʹϐϚϹϨϹʹϿͶͿͺϹϪϹʹͼϭϤͼϷႱϿϤʹϷͺ
I hope that is in detail enough for you there. Thank you.	᠙ᠵ᠋᠘ᠴᡏ᠋ᡃᢛ᠆᠘ᡩᢐ᠘ᢩ᠈᠂ᢅᡆ᠋ᢣᢩ᠂
Chairman: Thank you, Mr. MacDonald. Mr. Mikkungwak.	<b>Δ•/≪ϷϹ·</b> Ϸ(ϽϞϞ∩Ϳ·): ·d৮°ႭϮϷ, Γ·Ϲ LϷϹʹϼϤ. Γ·Ϲ ΓΡ≏ʹህ⊲ʹϷ.
<b>Mr. Mikkungwak</b> : Thank you, Mr. Chairman. I thank the government official for his response. My question now would be to the Auditor General in follow-up to that.	<b>୮P°ንJላጭ</b> (ጋኣትበJና): የժታዒርኮ, ΔኮፖዊϷርጭ. የժታዒ፫ሊዊና ሁዊĽታውው ΔႪႦሏሏን፦በϷ< የϷታኄሁ. ፈለኈፈበቦታፈኈርና ርၬĽኈፖĽጚኈፖϷኈቦኮታውና ፈለሊጚĽኁኌኄሁ ርኮፖ⅃ኈሁ.
When you look at the process and mechanisms of meeting the recommendations and some of the action plans, how many of your recommendations are based on quality assurance for children in Nunavut? Thank you, Mr. Chairman.	<sup>ና</sup> የΓናንዺ <sup>ϧ</sup> በ՟_ンረ Ċ <sup>ϧ</sup> dσ <sup>、</sup> Ⴑ Δ <sup>、</sup> ቦናናσሊታ <sup>、</sup> Ⴑσ <sup>ϧ</sup> Ϥ <sup>、</sup> ህ <sup>լ</sup> Lበኦሊፋናៃ <sup>5</sup> σ <sup>、</sup> ቦ <sup>°</sup> σ <sup>c</sup> ϤϽϹʹͼͿϧϲϤͿϲ Δϲ <sup>ͺ</sup> <sup></sup> ዮ <sup>-</sup> _ン ϤϷϲ <sup>,</sup> Ϟϧ <sup>6</sup> CϷϟͰϟ <sup>c</sup> CΔ <sup>ϧ</sup> dϤ < <sup>ና</sup> ሏϷበ <sup>、</sup> ቦ <sup>°</sup> σ <sup>c</sup> . ና <sup>1</sup> δ <sup>c</sup> ϤϽϲ <sup>-</sup> ና <sup>1</sup> dϞϲϤሊረͰϞ Ͻ <sup>ͺ</sup> <sup>*</sup> ႱልናႱ <sup>;</sup> <sup>5</sup> <sup>c</sup> ሪͰΓ <sup>2</sup> Ϸσ <sup>、</sup> ቦ <sup>°</sup> σ <sup>c</sup> ΛϷረቦϷናdϞσ <sup>c</sup> Ϳ <sup>c</sup> ? ና <sup>1</sup> dϞ <sup>°</sup> α <sup>†</sup> <sup>6</sup> .
<b>Chairman</b> : Thank you, Mr. Mikkungwak. Mr. Campbell.	<b>Δﻪ/≪ϷϹናゅ</b> (ጋኣኦ∩ህና): ናਰኦ≏உ广ゥ ୮୯୦ ୮ዖ≏ኄป⊲ኈ. ୮୯୦ ቬ⊦>՟.
<b>Mr. Campbell</b> : Thank you, Mr. Chairman. As always, I'm going to go a little further than what the Member had asked, but I will try to address that question first.	<b>ϧ·&gt;·</b> (ϽϞϷႶͿና): ·ϭͰϷϫϹϮͽ, ΔϷϒϘϷϹʹͽ. ϤϿʹϞͶϷϷϧϭ·ϭ·ϤϚϳϟϚͺϹΔϹͼϫϪϘͼϧϹͺϹͼϫ ϤΛʹͽϭͶϹͽϧϷϧϲϫϭϧ
I would like to think that all of the recommendations that we have put in the previous report and this report were designed to provide for better outcomes for	ᡏ᠋ᠫᡄᠮ᠋᠋ᠯᡔᡄ᠋ᢆᡶᡗ᠋ᠬᠯ᠋᠀ᡩ᠘ᡱᡆᢩ᠋᠅ᢉᠻ᠋ᢪᡟᠣᠻᡥᠦ ᠯ᠋ᠫᡄᠮ᠋ᠯᢣᡄᠯ᠋ᠬᢣ᠌᠌᠌ᢣᡄᢂ᠅᠋ᡗᡲᢄ᠘᠕ᡃᠾᠥᡝ᠋ᠴ᠌᠌᠌ᢂ᠙ᡦ ᠯ᠋ᠫᡄᠮᠯᢣᡄ᠋᠕ᢣ᠖᠘᠋᠋᠋ᡷ᠘᠋᠍᠘ᡩ ᠋᠋ᠮ᠆ᡩ᠘ᡩᡄ᠘ᡩᡄ᠖᠆᠘ᡩ᠘᠋ᡩ᠘᠋ ᠘ᡄ᠋ᢥᡗ᠋ᠻ᠆ᠺ᠘ᡬᡬᡄᡅ᠋ᠫ᠘ᡱ᠋ᡆ᠋᠍ᢄ᠘ᠴᡏ᠋ᡗ᠋ᠮ᠘ᡦ

children in Nunavut. I really mean that. Some of them might have sounded a bit bureaucratic, but they're important. It's important that people are trained and positions are staffed so that those people out in the field are well-trained to do their jobs. I think they are all of that nature.

If I can go back to a little bit of the discussion going on about six recommendations being a good thing, I hate to be a downer on a party, but that original report in 2011, we have already heard a couple of questions from Members saying, "Why did you go in so narrow on 2014?" I think I can explain that, but all of those other recommendations are still there. They are still out there. They're still live. I wouldn't make a commitment on behalf of the Auditor General today, but I think that there is probably some chance that some time relatively soon, the Auditor General's staff will be around following up on the rest of those recommendations.

I wouldn't want to think that the six have overtaken the rest. Everything that we had in that 2011 report is live, living and breathing. I won't say that we will be back, but I think that the office is at some point. I wouldn't make a commitment to a date. I just wanted, Mr. Chairman, to sort of follow up on that because it kind of sounded in the discourse that somehow the previous recommendations had been superseded by those, but that's not entirely the case.

There's stuff about adoption in there. There's stuff about information systems in there. There's a lot more detail in terms of compliance in the previous audit. They are still there and I hope that your Committee would share an interest in them in the future. Thank you. ᠰᡃᡶ᠋ᡅᡆ᠋᠊᠋ᢣᡃ᠋᠋ᡫ᠋᠄᠘᠆᠋᠆ᢆᠦ᠊᠋ᡏ᠅ᡰ᠘᠋ᡗᠬᡆᡅ᠍᠍ᡏᡠ᠋ᡃ᠘ ᠘᠋᠋᠋᠋ᡃ᠌ᢑ᠋ᡠ᠋᠋᠋ ᠘᠋᠋ᡃ᠋᠌᠌ᠦ᠘ᢣ᠋᠋᠄᠋᠋᠋ᠺ᠆ᡱᡆ᠋᠋᠋᠋ᠳ᠋ᢄ᠂ᠺᡄ᠋᠋ᠬ᠌ᢦᡃ᠋᠋ᠥ᠋ᢣ᠅ᡗᡥᠳ᠋᠄

ᢗ᠘᠘᠋ᠳᡆ᠘᠆᠅᠋᠋᠘᠋᠋᠆ᠴᢉ᠊᠘᠅᠆ᡆ᠅ᡥᢈ.

Phbodidue PibParato Pbele Cabda 6 decider of the second 
Δ⊃⊂dڬጛኄኯୌଦኄፚ፨ጚዾኁጏበኁጏ Lፘሇኇ Lፘኄዸርጚዻኄዸኄኇዀና ር∆ዸ፞dዺ ዸፘ ዻጋፘኄ፟፟፟dጛፘዺጚዸጛ፟ኇ ዻጋ∆፝፞፞፞፞፞፞ዹ፨፞>ና, ዸቓኇጜጏኇ ዻጋኈርዾኄኇጏ፞ዀጏ. ኄ፞፞፞፞፞፞፞፞፞ጛኇዾዀ.

**Δ•/«ϷϹ·**• (ϽϞϷႶͿϚ): ʹϭͿϧͼϥϹϷ, ϹʹϹ ϐ·>·.

Chairman: Thank you, Mr. Campbell. I	Ċᡃ᠔ᡏ᠋᠈᠈᠈ᡔᡅᠺ᠋ᠬᡆ᠋᠋᠋ᠶ᠋ᢄ᠂ᡄ᠋ᠺᢄ
can assure you that they didn't go	ለረL℠ዕϷϧϧ. ለ⊂ᡅᢀ⊳ᠧᠵ ᢗᠳᡆ
unnoticed. I had it in my little back pocket	᠕᠘ᢞ᠋ᢣ᠋᠋᠉ᢣ᠋ᢂᡩ᠋ᠴᡥ᠂ᡬᡃᢐᡆ
here. I'm hoping that the department takes	
that under so that it saves me the trouble of	٩٨ۥۥ،،،،،،،،،،،،،،،،،،،،،،،،،،،،،،،،،،،
actually asking a question on it.	
Do I have any other names going forward under this section? Mr. Savikataaq.	⊲∧ኈd∩⊳ኣኄኈ⊃ኄጛኈ<ረ⋲? ୮ኁር ኣልbር፞ኈ.
<b>Mr. Savikataaq</b> : Thank you, Mr. Chairman. Just a clarification. In your action plan, it says, "Quality Protects Action Plan." Is that a subdivision of Family Services or is it just the title of the action plan that you guys decided to put? Thank you, Mr. Chairman.	<b>\&amp;bĊʻ</b> • (ϽͺͻϷͺϽͺ ϫϿͼ ΔϷϲϫ ΔϷϲϫ ΔϷϲϫ Δν Δν Δν Δν Δν Δν Δν Δν Δν Δν
<b>Chairman</b> : Thank you, Mr. Savikataaq. Mr. MacDonald.	<b>∆⊳/≪⊳ር∿</b> (ጋኣ̀ኦ∩Jና): ኀd≻°உ广், ୮⁺୦ ኣልbር፞ኈ. ୮⁺୦ Ľ°ር፞ഛ.
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. Thanks for the question. Quality Protects is the name of the action plan itself as opposed to any name of a group within the organization or within the department. It's just a title for the action plan to respond to those six items. Thank you.	<b>LゥĊഛና</b> (ጋኣኦበJና): ናਰኦ°ዺ广ঁኦ, Δኦፖ≪Ϸርʹͽ. ናਰኦ° ፈላሲሁልና. ርካਰ <ናሏኦበኦና ላበጐሁ, ርΔካਰਤ ከበደትና ላበጐቦና. ላኦሬንታΔካበናበ⊰በኦናሁናርኈጋኈ <ናሏኦበ. ናਰኦ°ዺ广ኦ.
<b>Chairman</b> : Thank you, Mr. MacDonald. Mr. Savikataaq.	<b>Δ<sup>ϧ</sup>/«ϷϹ·</b> · (ጋኣትበJና): <sup>·</sup> dፇ°உ广 <sup>ͱ</sup> , Γ <sup></sup> ʹϹ ԼϷϹʹϼϚ. ΓʹϹ ኣልbርʹ <sup>ͼ</sup> .
<b>Mr. Savikataaq</b> : Thank you, Mr. Chairman. It's not a question but just a comment. I think it would have been a little simpler if you just had written "Family Service Action Plan" because then we would all know what it's all about. Thank you, Mr. Chairman.	<b>ኣልᲮር፟</b> ጭ (ጋ፟፟፟፝፝፝፝፝፝፝፝፝ (ጋ፟፟፟፝፝፟፝፝፟፟፟፟፟፟፟፟፟፟፟፟፟፟
<b>Chairman</b> : Thank you, Mr. Savikataaq. Any other names? Mr. Mikkungwak.	<b>Δﻪ/≪ϷϹ·</b> Ϸ(ϽϞʹϷϭϚ): ·ϭͿϧͼϫϹϷ Γ·Ϲ ϞልϷϹʹϷ. ⊲∩·Ϸ·ͽϽ·Ϸͽ<୷⋵ Ϸ·ϷʹϲͺͿϹϥϹϷ? Γ·Ϲ ΓΡ≏ʹ·ህ⊲ <sup>·</sup> Ϸ.
<b>Mr. Mikkungwak</b> : Thank you, Mr. Chairman. I thought my colleague would have a follow-up to his question on the	<b>୮P°ኄJ⊲ኈ</b> (ጋኣ፞ኦካሪ፡): ነሪታ፝፞፝፝፝፝ፚኯ፟ኯ፟ዾኯ፞ጞ Lーレーዾ፨በዾነውበሁ ላለሲσዻ፨ዾዾሁጋላዛሬና ር፞ነታጔ፟ሁ ኣንዛፑታዾታሲፈናይ፝ኇዀ፝፟ዾና ለዾታሲፈናይ፝ኇዀና ለዾጚσዸ፟፟፟ ኣንዛፑታዾኇዀ፝ዾና. ጋኁናበዻኇ፞፞፟፝፝፝ኇዀኇ 6-

Quality Protects Action Plan, which, if I	ᡈ᠋ᡃ᠘ᢗ᠂ᡏ᠋ᠫᡄᡝᡆᡰᡔ᠆ᡏᡅᢣ᠋ᠵᠰ᠋᠋᠋ᠴ᠋᠉
heard you correctly, covers six	ᡬᡃᠣᡆ᠋᠋᠋᠋ᠯ᠋᠆᠈ᡃᠨᢞ᠂ᡃᠣ᠋ᠴ᠊ᠸ᠋᠋᠘᠋᠋᠋ᠯ᠈ᡃ᠋ᡉᠳ᠋᠋ᠬ᠉᠆ᠬ
recommendations. If there are 20, out of	
the other 14, what other title will they have	
on the action plan? Thank you, Mr.	ᢀ᠌ᡄ᠋᠆ᢣ᠘ᡗᢀ᠋᠋ᡗ᠕ᢣ᠘᠋ᠴᢀ᠋᠊ᡒ᠄᠂ᡃᡆᢣ᠋ᠲ᠋᠘᠋ᢞ᠙᠋ᢂᡬ
Chairman.	
Chairman: Mr. MacDonald.	<b>Δ৬૮≪ϷϹ</b> ·ʹ• (ϽϞͻϞϭϲ): ΓʹϹ ͺϷϹʹϼ <sup>ϲ</sup> .
Mr. MacDonald: Thank you, Mr.	<b>᠘᠈᠆ᡄ᠃</b>
Chairman. Thank you for the question.	ᢀᡔᡄ᠋᠋᠆ᢣ᠘ᢉᢦ᠋᠌ᡔᡗ᠋ᠴ᠋ᢩᡩ᠋᠆ᡘ᠆ᡭ᠆ᡧ᠘ᠺᢄ᠕᠘ᠺ
Specifically, this action plan entitled	ᡋ᠆ᠳ᠋᠋ᠴᢩ᠂ᠳ᠈᠘ᠴ᠂ᠳ᠕ᠴ᠋ᠴ
"Quality Protects" is addressing only those	᠔᠋᠕᠆ᡁ᠖᠆ᢘᢤ᠖᠋᠉᠘ᢣᡆᡅ᠂ᡏ᠘᠆᠆᠖᠆᠖᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆᠆
six items from this update/audit response.	
There isn't an action plan in this format for	
the Committee, for example, on those other	ᡏ᠋ᢂᡔᡄ᠋᠋᠋᠆ᢣ᠘᠋ᡗᡏ᠋ᢓᡣ᠋ᠴ᠋ᡗ᠆ᠺ᠆ᡧᡆᢂᠺ᠋ᡬ᠖ᢞᡐᡗᡗ᠋ᢧ᠖ᢕᢤ
recommendations, although we do have a	bበLትናċഛ ላሥቦഛ ଏጋር 'd৮୮ଏଜ', የłላơ
similar table structure for our own internal	
workings to maintain a current awareness	ଐ୴୳ୡଽୄୖୗ୶୶୕ୣ୰ଽୄ୰୰୷ୠୄ୰୶ୠୄ୵ୠୄ୶ୠୄ୵ୠୄ୷ୠୄ୷ୠୄ୷ୠୄ୷ ଌ୵ୠୄ୶ୠୠୄଽ୵ୠୄ୶ୠୠୠୠୠୠୠୠୠୠୠୠୠୠୠୠୠୠୠୠୠୠୠୠୠୠୠୠ
or tracking of where the department stands	יטאאנט עריטיגיטיטיני ארתאיזיטיני טיינ.
on those other items.	
From our perspective, we're still working	
From our perspective, we're still working on that internally and should the Office of	√⊂ ር∆⊌d⊲ ∖αሁና∩Jና ⊲∿∟י&ናር ∆_⊃⊲σ,
the Auditor General come back and	
investigate any of those items again, we	
would be prepared to put an action in place	<°ᡆ᠌ᢂᡣᠣᡃ᠈᠘᠆ᢣᢞᢩᡆ᠋᠋᠋᠅᠋ᡟᢗ᠘°ᡆ᠋ᠺᡃ᠋ᡃ᠋᠉ᡃ᠋ᢆᠫ᠋᠃᠂ᢅdᢣ᠋°ᡆᡤᡃ ᠘ᡃ᠈ᢣ᠙ᢂ᠋᠋᠅
to respond to that. Thank you.	
Chairman: Thank you, Mr. MacDonald.	<b>Δ»ረ«&gt;ር</b> ፣• (ጋኣን»dና): ናਰት° ርነር ሬካር ርነር
Mr. Mikkungwak.	$\Delta P \nabla C = (2 + 2),  0 \neq 0 = 1 + 2 + 2 = 2 = 1 + 2$ $\Gamma P^{a} U \triangleleft^{a}$
C C	
<b>Mr. Mikkungwak</b> : I presume that you are going to be coming out with another action	<b>Γραθματι</b> $()$ $()$ $()$ $()$ $()$ $()$ $()$ $()$
plan in addition to this that has been	CΔLΔᡃLˤ ᡪᡃᢛ᠙ᡣᡄᡃ᠋᠋Гᡃᡕᠯ᠂ᡩ᠋ᡅ᠌ᠵ᠒ᡠᡃ᠈᠄ᢆᡠᡃᡃ᠋ᢨᠥ᠍᠊᠍᠍ᢖ Ċᡃᢣ᠋᠋ᡶ᠈᠊᠌᠋ᡔᢖᢣᠵ᠘ᢞ ᢂ᠙ᡣᠳᠴ᠋᠋᠄᠋ᢗ᠘ᡫ᠆᠘ᢣ᠘ᢟᡃ᠋
provided to us. I'm assuming that there will	$C_{C} = 20 \text{ PPrefevence} =$
be a "Quality Protects 2" or will you have a	
different title? When do we foresee that	Ͻσイ<Ĺ™ΛΥ CΔL°Ω? ថ/א°ΩΓ Δ°/≪>Ć™.
document coming to the Members? Thank	
you, Mr. Chairman.	
Chairman: Thank you Mr. Mikkungwak	<b>ዾዾጘ≪⊳ርኈ</b> (ጋኁ፞ንዾኇ: ናdፇ°፞፞፞፞፞፞፞ዾጘ፟፟፟፦ ୮ኁር ୮ዖ°፞୰⊲ኈ.
<b>Chairman</b> : Thank you, Mr. Mikkungwak. I think we're kind of losing some of our	
focus here. It's almost like it's Friday	
afternoon or something.	
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It does state in the Quality Protects Action Plan that we will receive regular updates on progress some time in the next two years. I do agree with Mr. Mikkungwak that it's kind of a vague commitment. I'm just wondering if maybe the department would be able to answer Mr. Mikkungwak's question with a little bit more detail and maybe some specific times. Mr. MacDonald.	<p><p><p><p><p><p><p><p><p><p><p><p><p><p></p></p></p></p></p></p></p></p></p></p></p></p></p></p>
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. In terms of a title of a follow-up report, it has been duly noted. We will definitely make sure to avoid "Quality Protects" and we will keep it very focused. We will definitely work on that.	<b>L<sup></sup>ሶር፞፞፞ዾና</b> (ጋኣ፞ትካሪና): <sup>ና</sup>
In terms of each of these action items, we would certainly be happy and willing to provide updates at critical times. Each of the action items themselves has next steps to full implementation and a suggested timeline to completion. For example, Recommendation 23, which looks at really about staffing issues, we want to have our action responses completed by March 2015.	CAL® ఎ\™റെൻെCG5%>JG A& add and a set of the
We would be more than happy to provide an update through whatever mechanism would be of preference for the Committee, but that's certainly something that we would be more than pleased to do. Thank you.	ርΔLΔናጋσ <sup>ь</sup> ጋσረረርባብጭጋሀና ጋካሁካታ Δ <sup>ኊ</sup> ቦናናσላጭርጭጋσ <sup>ь</sup> . bበLኦናċ_ውና ለረLኦኦኦ<ር ርΔLΔናጋσ <sup>ь</sup> ጋσረረድሏናበላጭጋሀና. ናሪኦድሏ፫ <sup>ኈ</sup> Δ <sup>ϧ</sup> ረペኦር <sup>ና</sup> <sup>ኈ</sup> .
<b>Chairman</b> : Thank you, Mr. MacDonald. Mr. Mikkungwak kind of touched upon something that I was going to get into with regard to the progress updates. The previous Chair of this Committee had requested regular updates as well and there was a two-year gap between 2011 and 2013, which I've got a copy of the one that was tabled on September 17 of 2013. It was	<b>Δ<sup>6</sup>/«ϷϹ·</b> <sup>6</sup> (ϽϞϷϭͿ·; ·ϭͿϷ <sub>Ϥ</sub> ϹϷ Γ·Ϲ ͺͰ·Ϲ <sub></sub> ΓΡ <sup>ε</sup> <sup>*</sup> ህ⊲ <sup>56</sup> Ϸ <sup>5</sup> bϷ/ <sub>Δ</sub> <sup>56</sup> bϷ/ <sub>5</sub> <sub>-</sub> Δ <sup>4</sup> <sup>6</sup> Λ« <sup>6</sup> <sup>-</sup> ⊂ ⊲σ <sub>Δ</sub> <sup>5</sup> / <sub>2</sub> <sup>6</sup> <sup>6</sup> <sup>-</sup> <sup>56</sup> <sup>5</sup> <sup>2</sup> Δ <sup>6</sup> /«ϷϹ <sub>Δ</sub> <sup>5</sup> ν <sup>2</sup> <sup>-</sup> <sup>2</sup> <sup>6</sup> <sup>-</sup> <sup>56</sup> <sup>5</sup>

the most recent progress report provided by the department that previously the Department of Health and the Department of Family Services jointly submitted. I would appreciate a little bit more regular contact with myself so that I could share information with the Committee.	ኣኈዖርኦᡄኦኈዸዸጚዀ. ነdኦሮናበላናኦኈጋኈႱ ላdᡄ᠘ናጋካdና ር᠘L°ዹ ጋኣኈበርኦኄኑናርዖL Δኮፖペኦርኦጚጐሁ ርΔL°ዹΔናጋσኯ ጋኣሁኣኣσካ bበLኦናᡄኚነኄበ°ഛና ጋσፖናኈናርዖ°ዹናኦናL.
Going back, if you will indulge me for a moment, with the "Quality Protects" title, in the document, it talks about that it's based upon a quality assurance program implemented by the United Kingdom government for looked-after children as a response to the perceived shortcomings in the care system. Are there any other components of that program that you guys are implementing that we should be made aware of? Mr. MacDonald.	ዻሰ, ኦታቴኛልቦሪሬ ዲዲኒ ርካሪ ርሏታት የሚ ኣንሞት የሚኒ ናግ የሚያ ለርጊን የሆኑ የሚያ ለኦታላቲ የአንስ የሚኒ የሚያ አንስ የሚኒ የመንስ የሚያ የሚኒ የመንስ የሚኒ የመንስ የሚያ የመንስ የሚኒ የመንስ የሚያ የመንስ
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. Not <i>per se</i> . I think the team, predominantly from the Child and Family Services Division from our department, obviously in terms of being professionals and aware of greater events and things that are occurring within their field, wanted to cast about and take a look at other research and other activities that had taken place in similar situations and perhaps in other jurisdictions. I don't think that that translated directly into action plan responses from this department. We were focused on Nunavut-specific issues and Nunavut-specific responses.	<b>L<sup></sup><sup>6</sup>Δ</b> <sup>6</sup> (Ͻ <sup>1</sup> , λ <sup>4</sup> <sup>6</sup> d <sup>5</sup> ): <sup>5</sup> d <sup>4</sup> <sup>6</sup> Δ <sup>4</sup> γ <sup>2</sup> Φ <sup>5</sup> <sup>6</sup> . CΔL <sup>6</sup> α Δ <sup>6</sup> <sup>6</sup> <sup>6</sup> <sup>5</sup> Δ <sup>2</sup> <sup>6</sup> Δ <sup>2</sup> <sup></sup>
It's really all about the title and really about trying to highlight that a quality department, a quality division, and quality programs and services are what we're here to do and what we want to be able to offer to children and families. Thank you.	ĊჼჃჃ ርሏֈᲙጋ∆°Ⴍჼ Ċ°Ⴍ ለኦ⊀ፑ ኣჼዦባኘታጋጦ ለ፫ሊቆናር ሏጋላσ, ለ፫ሊነጘስቴንጋቦ, ለኦናበዖበቴንጋበ՟ጋ ለኦ⊀σჼ. ርሏL°Ⴍ ᲙჇᲙንჲ ሏርሶኌናጋ ለኦነዖበቴዖL≫J. ኘዛን°ႭႠჼ.
<b>Chairman</b> : Thank you for that response, Mr. MacDonald. Last call for any names under this section. I see none.	<b>Δ»/ペϷር·</b> Ϸ(ϽϞϷႶͿϤ)։ ՙd步°Ⴍ广Ϸ, ዖϷႱልና Γ <sup>៶</sup> Ϲ LϷϹʹϼና. ΡϞͿ·ϲ·ͽϲʹΓ ዖሏ σ·ϲϷႶናϷჇL≪ ϹϷ͵Ͱ ΓʹϷϞʹϼϚ ⊲ႶናϭͶናϷϨ°ϭϚL.

Recognizing the clock, I know we won't get through this whole section for the remainder of the day. Just to make sure that we do use our time to maximum efficiency, I'm going to start the process of observations and recommendations, paragraphs 14 through 38. Ms. Angnakak.	L° Δ దాన్నరావ్ శోగి శోగి శిశి, Δోం రా వింది సింగ్ సిరి సిరి సింగ్ సింగ్ సింగ్ సిరి సిరి సింగ్ సింగ్ సింగ్
<b>Ms. Angnakak</b> : Thank you, Mr. Chairman. My first question under these paragraphs is for the Assistant Auditor General.	<b>ዻኈ፞፞ዾጛኈ</b> (ጋኣ፞ትበJ <sup>ር</sup> ): ፣dፇኇሏ፫፞ <sup>ኈ</sup> , Δ <sup></sup> ኯጞዼዾር፟ዀ. C <sup>«</sup> ፝፞፞፞፞፝ ፝ ጘ፠፞፞፝፝፝፝፝፝፝፝ ዻለኈ፟፟፟፟፟ሰበቦ፞፝፝፟፝፟፟፝፝
On page 5 of your report, you note that your audit "analyzed current and historical data on vacancies, staffing, and training" in the area of child protection. Can you give a brief overview of any trends that were revealed by your analysis? For example, were certain communities or regions more prone to repeated vacancies or under- staffing of positions? Thank you, Mr. Chairman.	L <sup>&lt;</sup> Λυ <sup>®</sup> C <sup>-</sup> C <sup>+</sup> υσ <sup>c</sup> Pσ <sup>b</sup> b <sup>*</sup> υσ <sup>c</sup> P <sup>5</sup> b <sup>*</sup> νLυ <sup>+</sup> γ, C <sup>+</sup> L <sup>®</sup> γL <sup>*</sup> <sup>®</sup> P <sup>5</sup> P <sup>4</sup> C <sup>*</sup> P <sup>5</sup> D <sup>5</sup> Δ <sup>*</sup> P <sup>4</sup> D <sup>5</sup> C <sup>*</sup> P <sup>5</sup> C <sup>*</sup> P <sup>5</sup> C <sup>*</sup> P <sup>5</sup> C <sup>*</sup> P <sup>5</sup> C <sup>*</sup> D <sup>5</sup> C <sup>*</sup> D <sup>5</sup> C <sup>*</sup> D <sup>5</sup> C <sup>*</sup> D <sup>5</sup> C <sup>*</sup> P <sup>5</sup> C <sup>*</sup> P <sup>5</sup> C <sup>*</sup> D <sup>5</sup> C <sup>*</sup> C <sup>5</sup> C <sup>*</sup> C <sup>5</sup>
<b>Chairman</b> : Thank you. Good question. Madame Salvail.	<b>ΔϷϟ≪ϷϹና</b> Ϸ(ϽϞϞႶͿና)։ ናd৮°ႭϹϷ ϤΛʹͽϭͿͶϷϞϚͶϤ≪ʹϷ. ΓϞ ͺͺϹϲͺͺͺͺϒϷϚ≪Δ.
<b>Ms. Salvail</b> : Thank you, Mr. Chairman. I think the one thing we can say is the occupancy rate has gone up. There are not really big trends that we can speak of. One of the reasons is that in some of these communities, there is only one social worker. When you talk about occupancy rate, it is either zero or 100 percent. In these cases, it's hard to draw any meaningful conclusion by community or by region. I would say that at least the good news is that the trend is going upward. Thank you, Mr. Chairman.	ᡃᡪϷ·᠊ᡃ᠌ᡇᢩᡌ (ϽϞϞႶႱና): ᡪᢅdᡟ᠆ᡆᡤᢆᢑ, ᠘ᡃᡟ᠙᠌Ϸᢗᡝ᠅. ᢗ᠆ᢆᡆ Ϸᡪᡃᡖᢓᢩ᠆ᡆ᠄ᡃᡃᠫᡃᡫ ᢗᡃᢆᢐᡰᡆ᠘ᡃᢑ᠄ᡪᠯ᠆᠙ᡧ᠅ᠺ᠆᠆ᠺᠯᡶ᠘ ᠘ᠴ᠋ᠬᡶ᠆ᡩᡊᠫ ᠘ᠴᡄ᠋᠆ᠺᡪᡦᡪᡏᡶ᠋᠋᠘ᢗ, ᢅᡝᠫ᠋᠘ᡄᢩ᠋ᠬᡴ᠋ᠺ᠋ ᠘ᠴᡄ᠋᠆ᠺᠮᡦᠮᡶ᠋᠋᠘ᢗ, ᢅᡝᠫ᠋᠘ᡄᢩᠬᢊ ᠘᠆ᡘ᠆ᠺ ᢗᢞᡇᠣ᠋᠕ᢣ᠋ᡪᠳᠬᢗᠫᢣ᠋ᡃ᠋ᡶᡗ, ᡪᡃᡖ᠋ᠴ᠖ᡃ᠋ᠣ᠋᠘᠆ᢩᢤ᠋ᡳ ᢗᢞᡇᠣ᠋᠕ᢣ᠋ᡪᠳ᠋ᡳᡊᠫᠴᡃ᠋ᡶᡗ, ᡪᠳᢧ᠖᠊᠋ᠫᡗᡃ᠋ᠥᡄᡅ᠋ᡶ᠋ᢩᢤᡝ ᠣᡆᠧᡨᡗᡣ᠋ᡁᡗ᠂ᠺᡰᡁ᠖ᡩ᠘ᡦ ᡬᡀᡲ᠙᠋ᡩᢌ ᠘ᡃᡟ᠙ᢩᢂᡬ
<b>Chairman</b> : Thank you for that response. Ms. Angnakak.	<b>∆•/ኆ⊳ር</b> ጭ (ጋኣኦ∩Jና): ናਰ⊁≏உ广், ዖ⊳Ⴑልና. ୮៸ <sup>៶</sup> ⊲∿உե <sup>ኈ</sup> .
<b>Ms. Angnakak</b> : Thank you for that response too. I'm just wondering about	<b>ব∿ዉᲮ‰</b> (ጋኣት∩Jና): የਰ⊁°ዺ广҆ଜ, ር∆Ľ°ዺ ዖϷᡃĽና. ΔለĽጋΔ°ዺናĽ, ΔለĽՐ՟ጔͿ ለሮሲትርጭጋየσ⊲σናΓና ⊲ዛሬጔ ዾዺየዄ ⊲ለኈਰበቦσ⊲ናሁ ጋናኈሁ๙ኈ

what goes into thinking about hiring staff. I guess this next question is for the department.	൧൧൳൨഻ൖ഻഻ഀൔഀ൧ <sup>ҁ</sup> .
Can you tell us what the turnaround time is in hiring staff in the communities? Thank you, Mr. Chairman.	ᠴᢗᡪᡄᡅᢣᡃᡆᠲᠴᡄ,᠂ᡃᡃᠥᠴ᠙ᡏ᠋᠋ᡃ᠋ᢛ᠕ᠸᡅᢣ᠋᠋ᡬᡃᢐᠴᡄ᠋᠋ᡩ᠋᠅ᢣ ᠋᠋᠋ᡃᠳᢑ᠂ᡏᡆᠦᢦ᠋ᡣᡗ᠊ᡧᢛ᠕ᠸᡅᢣ᠋᠋ᡬᡪᢣ᠋᠋᠋ᡤᡃ᠋ᢣ᠕ᢣ᠌᠈᠂ᢅᡆᡃᢞᡆ᠋᠋广ᡃ ᠘ᡃ᠈ᢞ᠙ᢦᡄ᠋ᡬᡃ᠋᠄
Chairman: Thank you, Ms. Angnakak. Mr. MacDonald.	<b>Δ•/≪ϷϹ·</b> • (ጋኣት∩Jና): ᠂dᢣ°Ⴍ广•, ୮៸ᡃ ⊲∿ႭႱჼ•. ୮ <sup>៶</sup> Ϲ L <sup></sup> °Ċጔና.
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. I'll refer that question to Mark Arnold. Thank you.	<b>ͺͺͺ</b> ͺϽϳͻͻͺͺ ϹͼϲϲϷͼͺϽϭϞͿϟϚ,ͺϹͺͺͺϿͼ;
<b>Chairman</b> : Thank you, Mr. MacDonald. Just wait until your little light comes on there. Mr. Arnold.	<b>Δ•/«Ϸር·</b> • (ጋኣኦበJና): ናਰኦ°உ广•, Γ·Ϲ ፈቃና. ΔρεΠαቢኈቬና_J./
<b>Mr. Arnold</b> : Thank you, Mr. Chairman. Thank you for the question. It really depends. Sometimes the turnaround time can be a matter of a week or two or less, depending on the availability of a social worker and the ability for our administrative staff in corporate services to process the necessary paperwork. Other times, it can be lengthy, depending on the community, housing or lack thereof. There really isn't a set time.	<b>ἀὑ</b> <sup>ϵ</sup> (ϽϞϡ∩Ϳ <sup>ϵ</sup> ): <sup>i</sup> d⊁ <sup>e</sup> α <sup>†</sup> <sup>b</sup> . Λ <sup>i</sup> ζη <sup>i</sup> b <sup>ib</sup> Ͻ <sup>ib</sup> Ć <sup>e</sup> α Δἐ <sup>e</sup> σ <sup>b</sup> d <sup>c</sup> , Δέ <sup>e</sup> σ Λα/dʔ/ <sup>ib</sup> dCÞ/ <sup>ib</sup> , L <sup>i</sup> ʔ <sup>e</sup> <sup>ja</sup> <sup>b</sup> <sup>c</sup> , Ϸ <sup>®</sup> ≪ <sup>ja</sup> <sup>b<sup>c</sup><sup>c</sup></sup> Γ <sup>b</sup> <sup>i</sup> λσ <sup>c</sup> ΛC <sup>ib</sup> <sup>i</sup> σ <sup>ib</sup> < <sup>c</sup> Δα <sup>*</sup> ή <sup>4</sup> <sup>a</sup> α <sup>ib</sup> Ͻ <sup>p</sup> . Č <sup>b</sup> d4 <sup>ib</sup> D <sup>ib</sup> Λd⊂ηቦ <sup>i</sup> L <sup>*</sup> i Δ <sup>ib</sup> baΔ <sup>ja</sup> <sup>b</sup> <sup>n</sup> O <sup>c</sup> Δσ <sup>b</sup> bd <sup>ja</sup> <sup>c</sup> . Δέ <sup>a</sup> σ <sup>b</sup> d <sup>c</sup> ddσd <sup>j</sup> d <sup>e</sup> a <sup>ib</sup> C <sup>ib</sup> <sup>c</sup> Δσ <sup>b</sup> b <sup>ib</sup> C <sup>ja<sup>ib</sup></sup> Δ <sup>ib</sup> <sup>c</sup> Λ <sup>i</sup> dnC <sup>ib</sup> <sup>a<sup>k</sup></sup> ( <sup>c)<sup>ib</sup></sup> ΔL <sup>a</sup> α Ϸα Δ <sup>ib</sup> baΔ <sup>jab</sup> ) Δα <sup>*</sup> η <sup>ib</sup> C <sup>ib</sup> <sup>c<sup>ib</sup></sup> , ΔL <sup>a</sup> αηη Λd <sup>ib</sup> <sup>ja</sup> )
Hopefully that answers the question as best as I can. Thank you.	₽▷⁰∩⊲⊃啮∖⊳し⊃⊲☜>∿Ⴑ. ჼᲫᢣႲႭႠႦ.
<b>Chairman</b> : Thank you, Mr. Arnold. Ms. Angnakak.	<b>Δ•/«ϷϹ·</b> • (ጋኣትበJና): 'd৮°ዉ广•, Γ·Ϲ ፈቃና. Γሪ ላ∿ዉ齿 <sup>ናь</sup> .
<b>Ms. Angnakak</b> : Thank you, Mr. Chairman. I'm kind of shocked actually, a one-week turnaround time, seeing that in the House or on the news, it has been spoken about how long it usually takes to hire within the government. Do you guys have a different procedure that you use other than what the main? When you hire through Human Resources, it can take awhile. I have never	<b>4°αb<sup>se</sup></b> (ϽϞϞΛͿϚ): <sup>5</sup> dϞ <sup>a</sup> αΓ <sup>b</sup> , Δ <sup>b</sup> γ «ϷϹ <sup>se</sup> , Ϲ <sup>a</sup> ▷ db <sup>c</sup> <sup>b</sup> O d a d c d a Δ <sup>c</sup> Λ α d d d c d d d d d d d d d d d d d d d

actually heard of a week turnaround time. Can you elaborate on that? Thank you, Mr. Chairman.	ለ⊲·ᡄ∩ና∩ናьናርσኈለ៸? ናਰ⊁°ዺ广፟፟፟፟፟, ∆ь៸ኆ⊳ር፞ኈ.
Chairman: Thank you. Mr. MacDonald.	<b>Δ•/ペレርኁ</b> (ጋኣኦበJና): <sup>ና</sup> ժታ°உ广். ୮ <sup>、</sup> ር LゥĊጔና.
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. Well, I would say that a week turnaround time would be the exception rather than the rule. I think that Mr. Arnold's point really speaks to the variability of how long it actually takes just to hire individuals in not only these positions but any of our frontline positions.	<b>LºĊϿϚ</b> (ϽϞϞႶͿና): ჼdᢣ°Ⴍ广ჼ, ΔჼჄペϷϹʹჼ ΛႭჄϤჇჄჼჼ ϤϹϷϒჼϚ Δϲʹ°σჼdና ΔჼჼႦႭϪϞჼჼႶϹϲϷϒჼႱϟʹϞͿϞͿϚ. ϹΔĹ ϷϹჼჼႼϞʹႦϽϪ°Ⴍϭʹჼ< ΔϿϲʹͺϷϞϧϭϚ ϹΔĹ, Δ΄ ϤϞʹႭ <sup>ͺ</sup> ʹϻʹϽϥϿϲ <sup>ϳ</sup> ʹჼ Δϲʹ°ϭჼͿϭ.
As you are well aware and as you mentioned has been reported in the news, it really depends on any number of factors ranging from our own internal staffing capacity in terms of pushing the paperwork through the GN system. It depends on whether there is the skilled labour either in- territory or elsewhere available. Sometimes we have to rely on recruiting in other jurisdictions when it comes to somebody with a social services worker background and with those credentials. That can take a great deal of time.	CΔL <sup>6</sup> bP>L <sup>5</sup> Y Λ& <sup>c</sup> ~ ব P <sup>6</sup> bP7 <sup>6</sup> b <sup>c</sup> C <sup>6</sup> v <sup>2</sup> L <sup>1</sup> L <sup>c</sup> Pa Λ <sup>5</sup> d <sup>c</sup> D <sub>2</sub> d <sup>6</sup> D <sup>6</sup> , Δέ <sup>a</sup> σ <sup>b</sup> dj <sup>6</sup> <sup>6</sup> Pdd Λ <sup>5</sup> d <sup>2</sup> C <sup>1</sup> , CΔL <sup>6</sup> Λ <sup>2</sup> e <sup>5</sup> , Δέ <sup>a</sup> σ <sup>b</sup> d <sup>6</sup> bΔ P&J <sup>6</sup> bΔ, Δ <sup>6</sup> baΔ <sup>5</sup> <sup>6</sup> Ω <sup>6</sup> Λ <sup>4</sup> Lσ <sup>6</sup> b <sup>6</sup> Ω <sup>4</sup> D <sup>4</sup> D <sup>4</sup> D <sup>4</sup> D <sup>4</sup> L <sup>2</sup> , P <sup>8</sup> A <sup>5</sup> c <sup>6</sup> CL <sup>6</sup> dd aa P <sup>6</sup> Γ Δac <sup>2</sup> Λ <sup>3</sup> <sup>6</sup> L <sup>2</sup> C, P <sup>8</sup> A <sup>5</sup> c <sup>6</sup> Δa <sup>6</sup> a P 4 <sup>5</sup> <sup>6</sup> C <sup>6</sup> b <sup>6</sup> σ <sup>6</sup> L <sup>6</sup> U <sup>2</sup> , P <sup>8</sup> A <sup>5</sup> c <sup>6</sup> Λ <sup>4</sup> C <sup>2</sup> D <sup>2</sup> <sup>6</sup> D <sup>2</sup> A <sup>6</sup> C <sup>5</sup> b <sup>6</sup> σ <sup>6</sup> L <sup>6</sup> U <sup>2</sup> , P <sup>8</sup> A <sup>5</sup> c <sup>6</sup> Λ <sup>4</sup> C <sup>2</sup> D <sup>2</sup> P <sup>2</sup> A <sup>6</sup> D <sup>2</sup> D <sup>2</sup> D <sup>2</sup> D <sup>2</sup> A <sup>6</sup> D <sup>2</sup>
When it comes to our action plan, in the short term, we do realize that we have to rely on some of those recruitment practices, but we have to take great pains to extend our efforts to try to be more efficient about that. A couple of ways that we're looking at that is to get back into competing, basically, with other jurisdictions for a very limited skilled labour pool across the country.	CΔL〒 CL <sup>®</sup> bthoulty of the content
Whether that means going to, for example, Dalhousie University School of Social Work and trying to recruit aggressively, that's one thing. It could also mean bringing back a practice that we touched on earlier where we work with the Department	ርΔL ላጭካኑጭርናናር, ΔϼϲͺϧϷϐ·ϭϚ, ΔϼϲͺϧϷϞʹ·ϼͽϽϭϷ. Δέ·ϚϷͽ ΛϞϨϹϷ;ͽϧͼϲϨ϶·ϼͼΓ;ͼ Ϸϥ ϷႶͽልՐϿͿ, ͵ϳͼϿ ϥϽͽϭϲϷͽϞͿͱΓϧͽϚ. ϷϥϷϧϲͺϧϧϐϲͺϹϳϭ ΛϲͺϧϷϧͽϒϷͽϽΓϷ ΔϼϲͺϧϞϧϷϒϷͽϽϭϷ

of Finance to have a dedicated staffing consultant for social workers and for this department. That's another practice that we think, if we can work with our other department, we can find some efficiencies there to kind of reduce some of those delays.	ᡏ᠋ᠫ᠘ᠳ᠋ᠴᢄ᠂᠋ᠺ᠋ᢄᡩ᠋᠖ᡩᡄᢄᡩ᠖᠘ᡩ᠖᠘ᡩ᠖᠘᠘ᡩᢌ᠘ᡷ᠋ᢤᠧ ᡬᡃᡆᡆ᠋ᠴ᠋ᢛ᠋ᠦᢋᡊᠫᡆᢩᡱᡃ᠘ᢗᢗ᠘᠊ᡏ᠋ᠫ᠘ᠳᡆᢂᡷᡡ ᡆᡩᡄᢂ᠋ᢆ᠘ᠳ᠈ᠺ᠋ᠮ᠋᠋᠖ᡊ᠋ᠺ᠖ᢄᠺᢄ᠘
I hope that answers the question. Thank you.	᠙ᠵ᠋᠘ᠴᡏ᠋ᡃᢛᠵ᠋᠋ᠮᡷ᠘᠂᠂ᢅdᢣᢩᢁ᠋ᡤᡃᡃ
<b>Chairman</b> : Thank you, Mr. MacDonald. Ms. Angnakak.	<b>Δ•/≪Þርጭ</b> (ጋኣ̀ኦ∩Jና): የਰੋ⊁°ዉቮካ, ୮୯ር Ľካርਂഛና. ୮ፖ <sup>ነ</sup> ⊲∿ዉಠ™.
<b>Ms. Angnakak</b> : Thank you for your answer. Thank you, Mr. Chairman. It leads me into thinking about hiring and you mentioned the university down south. In this report, it states here that as a department, you have been working with Nunavut Arctic College to review the Human Services Program to ensure that the program results in graduates who are employable. Can you provide us with a status on these discussions? Thank you, Mr. Chairman.	<b>Ϥʹ·ͺͺϴͺϷ</b> , (ϽͺͻͺϷͺͺϿͺϿͺϿͺ ͺͺϫͺϫͺϫͺϫͺϫͺϫͺϫͺϫͺϫ ͺ ͺ ͺ ͺ ͺ ͺ ͺ ͺ ͺ ͺ ͺ ͺ ͺ
<b>Chairman</b> : Thank you, Ms. Angnakak. Mr. MacDonald.	<b>Δ•៸⋞⊳ር</b> ኈ (ጋኣ̀ት∩Jና): ᠂dᢣ°Ⴍ广҆╸, ୮៸ᡃ ᠂⊲∿ႭႱኈ. ୮៶Ϲ L⁵Ċഛ.
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. Thank you for the question. To date, there have been, I believe, two multi- party meetings with Nunavut Arctic College staff. The college has approached this department and other departments and organizations that may be able to utilize individuals with that type of skill set and that certification.	<b>L<sup>6</sup>Ϲ໋ϼϚ</b> (ϽϧͻϒͺͿϛ): ˤdϞᅆႭϹϷ, ΔϷϒϘϷϹϷ. ϹΔϹϐ ϤΛͺͺϤͺϚ. Ϫ, ϹΔϹ Ϸʹ·ϿϹͿϚ ͶϷ·ϽͿ Ϲͼ;Ϸͼ Λϲͺͺϫϲϲ, ϪϲϷ ϹͼϿϪͼϿϽϹ ϷʹϐϧϐͶ;ϐ;ϐϲϹ;ϷϟϹϲͺͼϷϽͿϚ ϐͶϹ;ϐͶ;ϐ;ϐ;ϲϹͼϿϹ. ϪͱϹͼϿ;ͼͿϫͼϲϲϫϷϐͼϭϲ Ϸ;ϐϧϐͶ;ϐϹͺϫϲϹ ; ϐϿϪϛϽϭϷ Ϥ;ϤͼϧϲϲϤ;ϭϷ.
Staff from our Child and Family Services Division have participated in those discussions to provide input into what that program would look like down to the course level, the competencies, and to update it so that, as I said earlier, it aligns	CAL বጋΔ°ႭϷ┽ჼႸናʹჼႱ ΛϲჀϷ°ႮϽΔ°ႭႭবႠ°Ⴃჼ CAL CAL°Ⴍ ΔჼჼႦႭჽჼჄL≪ՐჼჼჂϽϹ ϭჼՐჼჄL≪ՐჼႦჂႠ ϷჼႦჼႦႶՐႱჂႽჂႶჼ ለႵჼჂჃჼႶϷႵႱჼ. CAL ΔႠ°ႣჃႶჼႶႵჼჂჃჼႶჃჂჃናჼႱႠ ჄႺჼჂჼჼႱჽჅႠჀჁ ΔႻႠჀჁჼჽႺჂჼႣჼ. CAL Ⴚ°Ⴍ ჃჂჼႦჂჼჂჃႵႦႴჼ

directly into what we need in individuals so that, essentially, when they graduate, they're employable and they have the skills that would allow them to be entry-level people to work for the department and then ladder up through our professional	ϹΔbσ ᠊᠌᠊᠌᠊᠋᠊᠋᠊᠋᠊᠋᠊᠋᠊᠋᠊᠋᠊᠋᠊᠋᠊᠋ ᠘ᠴᡄ᠋᠋ᡊᢣ᠌᠌ᠵᡲᡃ᠊ᠴ᠍᠍ᡆ᠋ᠳ᠋᠋᠋ᡪᠮᡃ, ᠘ᡄ᠋ᡃ ᠴᢗᢛᡃ᠋᠙᠋ᠬ᠊ᢤ᠋ᠴᡆ᠋᠋ᠳ᠋ᠶᠮᠺ
development training. That's where we are right now. It's my understanding and hopefully my information isn't obsolete, but I think that there is shortly going to be another meeting amongst those groups to move it to the next level. Since you're talking about post- secondary and training, it's sort of my area and once that program is complete, it will go through a post-secondary designation process through this department to make sure that it's eligible for Financial Assistance for Nunavut Students, for example. Thank you.	ወርናলኪትሁל ምና ርLካሪው አርሶንምኪትምም ላፐ / ምና ላላ የጥንምና ለርካሪጋላ ምንምና ልሞ ምላን የሆኑ ምር መር አርካሪ አርካሪ አርካሪ አርካሪ ውስ የሰ የር መሪ ምር መር መር መር መር መር ሰ የሰ የሰ የር መር መር መር መር መር የ መሪ መር መር መር የ መሪ መር መር መር የ መሪ መር መ
Chairman: Thank you, Mr. MacDonald. Ms. Angnakak.	<b>Δ•/≪ϷϹ·</b> ͽ(ϽኣϞΛͿϲ): <sup>ና</sup> d৮°ዺ广 <sup>ͱ</sup> , ΓʹϹ LၑϹʹϼϚ. Γ૮ <sup>៲</sup> Ϥ°ዉ៦ <sup>ͼ</sup> .
<b>Ms. Angnakak</b> : Thank you, Mr. MacDonald, for your answer. That's encouraging to hear. I hope that you can go as fast as you can because things in government often take a long time.	<b>বኈ血ьኈ</b> (ጋኣኦበJና): የժታ°உ广, ୮ኑር Ľၑር፞፞ዾና ርΔĽ°ዹ ዖኦႱልና. σኊኦዹኦኣ፦ም>ኈ ርΔL. ርΔLጋኈ በላዹ ለላረናበላΓላኊነł ႱペLበJና, Δᡄঁ ለላረልናጋႱ፟ትናьር୮ላኄህናኌላናLር ႱペLΔና.
It also states in here that as a department, you are going to develop a system to monitor vacancies and staffing activity. Has this system been developed and, if so, what are the results? Thank you, Mr. Chairman.	ርΔL
Chairman: Thank you. Mr. MacDonald.	<b>Δ•/ペÞርጭ</b> (ጋኣኦበJና): የਰታ°ฉ广. ୮ <sup>、</sup> ር L°Ċጔና.
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. No, that system has not been developed. We do have a system in place now for tracking children in care, for example. It's one of these interim measures that we're employing to try to address what	<b>LºĊএ</b> ና (ጋኣኦነሪና): ናሪታ ይኮፖ ይኮፖ የሪካ መንግ የ ርዮሴ ፖር ልጭ ይልጭፖር ምር ይኖር ይኖር ሪጭ የሪሰው ልጭ የ ሪሞ የ ን ን ን ን ን ን ን ን ን ን ን ን ን

are some obvious shortfalls there. We need to be able to report on that, for example. Our intent is to develop the staffing system, but that's a little different because it's not something that can be done entirely within the Division of Child and Family Services, for example. It involves working even within our own department through our Corporate Services Division and their HR people. Of course, we're sort of dealing with other organizations after that as well when it comes to the staffing process.	ά, Lლኣኈርናኌዻኈጋን የረላታ Lac Λϲͺλርኈጋኈ<ናϲላታላታናናር. ኦժላ ላናሪኦሬና የረላታ ኦዲህΔ°ฉኈ ለ;ʹኌዻኈዮ°aናር ወርናϲͺλኦ៩ውና, Δέ፦ ኦዲያና በላናa Λϲͺͺ⊲ᢑኣኈሪኦንበርኊኣኅብናቴናኌዻኈጋን ዖረላታ ወឧፇ፞ና Ⴑዴሬናኌዻልኈዮና በላናჲΔናጋϲኊኦናႦႱႱናL
We want to be able to make sure that within our department, our frontline positions, which are key, are prioritized in queue in terms of staffing and we can track where they are at any stage. Really, has a job action request been submitted? Where is it in the pipeline? We would like to be able to know that at any given time so that we can project or anticipate when we can expect to get a person in a position. Thank you.	؋ڡڮ؇ <sup>ۣ</sup> ڎٷڂ؞ڬڎ ۵ٮؗۜۜۜڬ؇؇ <sup>ۣ</sup> ڎٷڂ؞ڬڎ ۩؇ۮڡؚ٢ۜ ٨ۥ؇ؚ۩ڔڂڎٷڂۥڶۮ ٥Δڶۜ؋, ٢ؚ؆ڂ؞؋ڡڔ؇ <sup>ۅ</sup> ڡ؋ ۵؉ڶ؞؋ڡ؇ ٵ ٵ ٵ ٵ ٵ ڮ ڮ ڮ ڮ ڮ ڮ ڮ ڮ ڮ ڮ ڮ ڮ ڮ ڮ
<b>Chairman</b> : Thank you, Mr. MacDonald. Ms. Angnakak.	<b>᠘ᢑ᠋᠈ᡧᡐᢄᢚ</b> (Ͻϳϡᢣᢑᡆ᠋ᠺ): ᠂dᢣᢩᢁᡄᠮᢑ, ᠋᠊᠋ᠮ᠋᠂᠂ᢩᠺᢩᢁᡅ᠖ᡃᢑ.
<b>Ms. Angnakak</b> : Thank you, Mr. Chairman. Thank you, Mr. MacDonald. I just want to go back a little bit about the ability to attract and retain qualified, competent staff. In your opening address, you said that one of the reasons in being able to do that is having proper housing and stuff. I'm just wondering: does housing come with the job? When you advertise for a social worker, does that position come with housing? Thank you, Mr. Chairman.	<b>Ϥʹ·ͺͺͺϷͺ;</b> Γ΄Ϲ ͺͺϷʹϲϿͼ. ϹΔͺ ϷϹͿ <sup>®</sup> Δ <sup>μ</sup> / <sup>2</sup> ϘϷϲ <sup>-</sup> <sup>C</sup> ϲ Ϸ Γ΄Ϲ ͺͺϷʹϲϿͼ. ϹΔͺ ϷϹͿ <sup>®</sup> Δ <sup>C</sup> Ϛ Λ <sup>C</sup> <sup>Δ</sup> <sup>2</sup> <sup>C</sup> <sup>2</sup> <sup>S<sup>2</sup><sup>2</sup> Δ<sup>4</sup><sup>S<sup>2</sup></sup> Δ<sup>C</sup><sup>C</sup> <sup>5</sup><sup>S<sup>2</sup></sup> <sup>5</sup><sup>S<sup>2</sup></sup> <sup>5</sup><sup>S<sup>2</sup></sup> <sup>5</sup><sup>S<sup>2</sup></sup> <sup>5</sup><sup>S<sup>2</sup></sup> <sup>5</sup><sup>S<sup>2</sup></sup> <sup>5</sup><sup>S<sup>2</sup></sup> <sup>5</sup><sup>S<sup>2</sup></sup> <sup>5</sup><sup>S<sup>2</sup></sup> <sup>5</sup><sup>S<sup>2</sup></sup> <sup>5</sup><sup>S<sup>2</sup></sup> <sup>5</sup><sup>S<sup>2</sup></sup> <sup>5</sup><sup>S<sup>2</sup></sup> <sup>5</sup><sup>S<sup>2</sup></sup> <sup>5</sup><sup>S<sup>2</sup></sup> <sup>5</sup><sup>S<sup>2</sup></sup> <sup>5</sup><sup>S<sup>2</sup></sup> <sup>5</sup><sup>S<sup>2</sup></sup> <sup>5</sup><sup>S<sup>2</sup></sup> <sup>5</sup><sup>S<sup>2</sup></sup> <sup>5</sup><sup>S<sup>2</sup></sup> 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Chairman: Thank you. Mr. MacDonald.	<b>Δ•/≪Þርጭ</b> (ጋኣ፞≯ካďና): ናਰታ≏ฉ广ካ Γካ ⊲∿ዉbጭ. Γካር Lካር໋ጔና.
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. Thanks for the question. Whenever we initiate the staffing process,	<b>LኮĊ血ና</b> (ጋኣኦኦሪና): 'ሪሃዮႭ广ኦ Δኦፖペኦርና» ⊲ለሊዛሬና ርΔሬ°ዉ. Δና»bዉΔኦኈበርናፖቦላናጐሁናር ርኦሪ⊲ Δዛጏንኣ⊲ኈርንሬልሶቭኄህዛርር Δሬ°ዉ ኦሪ⊲

it's the hiring department that initiates the request for housing. For a frontline position that's of such a critical nature, we always request housing with it. To be perfectly honest and perfectly clear, sometimes there isn't a person available with the skill set to take that position, so then you're left with a scenario where you have to try to get somebody. That's where you get into the casual or some other sort of attempt to meet the need. I just want to be very forthright with you about that and that can be a situation where we come into housing difficulties because housing might not be available for that individual.	Δος ΛΡΥΠΙ ος ΈΡΛΥ. Δ΄, CΔL Ένος Γ΄ Λτηταγία Αταγία
I hope that addresses your question. Thank you.	ርΔL ር<ረГኈሁ ጋዖረσኈኣኦረግኦኦዮምበና. ነሪታ፝፝፝፝፝፝ፚ广፞ ፚዾረዋኦርኈ.
<b>Chairman</b> : Thank you, Mr. MacDonald. Ms. Angnakak.	<b>∆•/≪⊳ርጭ</b> (ጋኣ፞≯ካሪና): ናਰዎ≏ዉቮካ ୮ኁር Lካር፞፞ጔና. ୮ኁ ⊲∿ዉኴናካ.
<b>Ms. Angnakak</b> : Thank you, Mr. Chairman. Thank you for that answer. It leads me to my next question. In the past, even recently, you hear about housing and the problems with housing and staffing. The area of social works is very important and much needed in the communities.	<b>ిందర్</b> (ఎస్. కరిందర్ దింగాలిందం సంగాండి స్మారి సిందర్ సాంగాండి స్మారి సిందర్ సాంగాండి స్మారి సిందర్ సిందర్ సిందర్ సిందర్ సిందర్ స్మారి సిందర్ సిందర్ సిందర్ స్టు సిందర్ సిందర్ సిందర్ సిందర్ సిందర్ సిందర్ సిందర్ సిందర్ సిందర్ సిందర్ సిందర్ సిందర్ సిందర్ సిందర్ సిందర్ సిందర్ సిందర్ సిందర్ సిందర్ సిం
You hear sometimes that people from the community who are hired don't get housing versus people whom you hire from down south automatically get housing. Is this the case, do you think, for social workers in the community who are perhaps beneficiaries and from Nunavut? Thank you, Mr. Chairman.	Δἐᅆᠳ᠙ Ͻᡪ᠄ᢛ<Ϸ< Ċ৽dϤ ϫϫͺϴͼͳϷϚ ΛϲͺͺϤʹϷĊ·ϷႶϹϷ;ϟႱϫϪϚ ϫϫͺϲͳϷϹϷϽϤʹͽ<Ϛ ΔϞϫ·ϐ·ϷϺϹϷʹϐϚϹʹϔϹͰͺϹͺϷΗΔϤϭ ·ϐϚϫϫͼϫϟϳ·ϷϽʹϐϐ·ϭϤϚʹϧϾ ϪϞϫʹϐ·ϷͶϹϷϚϫͶϷ ϹϪͰϪϐϫϪϚϽϹϷͺϪϲʹͽϲͿϲͽϧϒ;ʹ;ʹͼͿϟϐϫͺϹͽ ϪϷϟʹϨϷϹʹ·ϧ
Chairman: Thank you. Mr. MacDonald.	<b>Δ•/ペレር፣•</b> (ጋኣኦ•៨ና): ናਰኦ°உ广•. ୮ <sup>、</sup> ር L•Ć_໑ና.
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. I think that's a good question. I have heard of that as well and actually, not in the area of social services but within my normal duties, it comes up as a barrier to	<b>L°ĊϿ</b> Ϛ (ϽϞϷͽϭ·): ·ϭͿϒͼϼϹϷͺΔϷϒϭϷϹϾ. ϤΛͼϧϤͶͼͶϤϭͼͺϽϒͼϼϲͼϧͳϲϿϤϗͺϷϟϤϭͺϹϲϭ ϤΛͼϧϤϞͼ ϷϭʹͿϲͺϷϹϧϲͼϧϹϲϿϤϿͼͺϪϲͼͺϷϭϭ ͼϷͻϒͳͺϒͼϫϲ ·ϷͻϒϲϷϲͼ; ΑϲϲϷϭͼͼͽϽϭͼϭͼϭϤͼϧϽͼ

employment. It's a labour market barrier. It's something that I'm well aware of that occurs.	᠕ᡃᠴ᠋᠋᠋᠂ᡖᢛ᠋ᡣᢗᢂ᠋᠂ᠳᡄᢄ
Now, to give you a specific answer on whether some of our existing social workers have not been offered housing if they were given a job in a community, I couldn't answer that. We would have to check and get back to you on that, but we definitely believe that it's an issue that occurs for sure. Thank you.	ϹͺϷϥϥͺϒϲϲͺϤʹ <sup>ϧ</sup> ϹʹͽʹϽϧϿϪͼͺͺϟ·Ͽ ϪϞϿʹϐϷʹϭϚϧϷϭͱͳϷͺϷϥϷϒͽ·ϹͼϧͼϭϲͺϒϪϚʹϽ·ϿͿ ϪϞϿʹϐϷʹϭ·ͽͺͺϒ;ϞʹͶϹϚϿͿͺϷΗϪϤϭͺͺϹʹͼͺ ʹϐϷ;ͰͿϫϿͼͺϹϪϲϪϚϽʹϐϭϐϲϹʹͽϒϹͱʹϲͺͺʹϭͿϫͼͺϲͺϹ ϪͽϒʹϨϷϹʹͽͺ
Chairman: Thank you. Ms. Angnakak.	<b>Δﻪ/≪ϷϹናゅ</b> (ጋኣ̇ᢣჾថና): ናਰኦ≏Ⴍ广ჾ. ୮ <sup>,</sup> ⊲∿ႭႱናჾ.
Ms. Angnakak (interpretation): That's it.	ঀ৽৽ঀ৸৾৽৽৾৾৾৸৸ঀ৾৾৽৾৾৾৸৸৾৾৾৾৾৾৾৾৾৾৾৾৾৾৾৾৾
<b>Chairman</b> : I have no other names. Mr. Enook.	<b>Δ•/ペϷϹ</b> ና• (ጋኣ̀ᢣካď: ⊲∩∿ርናხ°∿ՐϲϚL, Ճ, ୮՝୦ Ճഛ <sup>ϧ</sup> .
<ul> <li>Mr. Enook: Thank you, Mr. Chairman. (interpretation) While we are on the human resources subject, I would like further clarification, although part of the matter was voiced by one of my colleagues. This is related to casual employees, as there is a statement highlighting the fact that many of the positions are staffed by casual employees while the department is trying to fill the full-time positions.</li> <li>What I want to ask about is this matter related to the position's supervisors. When staff has to travel to fulfill their duties and have to leave their office and they are part of the management levels, how do you deal with an interim replacement while the person is away? Thank you, Mr. Chairman.</li> </ul>	Δο <sup>6</sup> (ϽϞϷϭϚ): <sup>5</sup> ϭϷ <sup>5</sup> α, Δ <sup>5</sup> να
<b>Chairman</b> : Thank you, Mr. Enook. Mr. MacDonald.	<b>Δ•/ペϷርጭ</b> (ጋኣትበJና): <sup>ና</sup> dታ°ュ广 Γʹር Δ.ഛ. Γʹር L <sup>ϧ</sup> Ϲʹϼና.
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. Thank you for the question. Normal practice, within our department anyways, is if a person in a position of	<b>L°Ċͻ</b> Ϛ (ϽϞϞႶͿና): ·ϭͿϧͼϫϹϷ ΔϷϒϘϷϹʹ·ͽ. ·ϭͿϧͼϫϹϷͺͻ ϤΛʹͽϭͶϽϚ. ΔLΔႱͺͼϽͿϚϹ bLϞϷϟʹͽ ΡͽͿ«ልϲϷϸΓϤʹϷϨϭ ϟϤϲʹϹϧʹϒΓϹ ΔϲʹͼႱϭͼ ΔLΔͼϫϟϟͽͿ;ϥϲ ·ϷϲϹϷ;ϟϹϭϤϨϭ

regional director. Those would be individuals located in Pangnirtung, Rankin Inlet, and Cambridge Bay. Thank you.	
<b>Mr. MacDonald</b> : Thank you, Mr. Chairman. Thank you for the question. The next higher person in the organizational chart would be responsible to take over the responsibilities of the vacated position on a temporary basis, of course. Within our organizational chart, it would probably be a regional director. These would be	<b>LºĊ쇼ና</b> (ጋኣኦበJና): ናdሃ°ዺ广 Δνረዊኦር።. ናdሃ°ዺ广፞ኌ ላለጭdበJና. bLኦኦጚ ጋጐዮዮምኣጐሁ የኢየል፨በኦሬኦዮባናዮምንም. ላጐሁናጭbኦበናበ°σ ኦፈኦሁሃ፦ቭኈጋኈ ላልኦጋኈረደፈልና ላኦሬናበኦ ሥና <°σኈጋ୮, ኦግጮሮσናፐ ፚናኦጔኦጋናበላ୮ኌ. ናdሃ°ዺ广.
Chairman: Mr. MacDonald.	<b>Δ▶ץ≪⊳ርኈ</b> (ጋኣ̀ኑ∩Jና): ୮⁵ር L୭Ċഛና.
<b>Mr. Enook</b> (interpretation): Thank you, Mr. Chairman. Perhaps I can ask a supplementary question to clarify the issue. An example is if a manager has to travel for a two-week period and they are the supervisor for positions beneath them. Would the manager require someone to act in their position? Where would they find a person to act as the manager? Thank you, Mr. Chairman.	<b>Δ.ϼ</b> •: ჼdታ°ႭϮ° Δ°ረዊϷϹʹჼ. Δ <sup>ι</sup> Lʹϳϧ ϤΛቢΓϤჼϷ°σ7L Ⴍ.ጋϱΔሲϤϷϐ°σʹͻͿ. ͵ϳʹͻ ԵLϷϷϞʹჼ ϤϷʹϲʹϭϤʹʹͽ<ና Λϱ͵ϲϤϨϳʹϞͺϼϚ ԵLϷϷ.ͻσ. ΡʹͿʹϐʹჼ·ϹϷႱϧʹͼϚ, ϱ.Ρʹ·ͻ ΡʹͿʹϐϭʹჼ·ϹϷႱϧʹͼϚ? ʹdϧ°ϱϮͽ ΔͽϟʹϨϷϹʹͽ.
<b>Chairman</b> : Thank you, Mr. MacDonald. Mr. Enook.	<b>Δ<sup>ϧ</sup>ϟ≪ϷϹ<sup>;ϧ</sup></b> (ϽϞϞ⋂Ϳͼ): <sup>;</sup> dϧͼ <sub>Ϙ</sub> ϹϷ Γ <sup></sup> Ϛ ϹϷϹϿ <sup>ϲ</sup> . Γ <sup>៶</sup> Ϲ ΔϿ <sup>ϧ</sup> .
Of course, at the end of the day, what we are trying to do is find the original person to fill that position, the one that they are backfilling. By and large, if it's temporary, we don't put somebody in there. Hopefully that answers it. Thank you.	<sup>ና</sup> የԺ <sup>℮</sup> Ⴍ <sup>ւ</sup> Ა୯Ხጋላ <sup>ኈ</sup> ጋJና ᠘᠆ᢣኦႱᢣ᠉ጋℾ <sup>ᢑ</sup> ር᠘፞ᢣ᠋᠍᠍᠘ ᠘ <sup>ᢑ</sup> ᲮႭ᠘ᡃ᠋ᢣ᠘᠂ ᠻᡃ᠍ᢞᢤᡄ᠌᠌ዾᲮዖᢗϷᢣ᠋ᡗ. የᢣᡆᠦ᠆ ᢣል᠙ᠫᠣᡆᢩᢨᡳ᠋ᢉᠬᠫᠴ᠋ᡁ ᠌᠋ᡖ᠘ᢣ᠌᠌᠌ᢣᢣ᠅ᡭᢁᢩᠬᢗᢁᡕ ᠙ᠵᠡᡆ᠋ᡪᠴᡆ᠋᠋᠋ᠬ᠈ᢑ᠘᠋ᢄ᠘ᢓ᠈᠂ᡁᡷᡄ᠋᠋ᡘᠮ᠈
supervisory responsibility has to take over the duties of one of their subordinates, what we try to do is, if it's a short-term measure, it's something temporary, we wouldn't immediately try to backfill the supervisor role or the manager role, whatever level it may be. If it becomes a longer term issue, then we would have to appoint somebody else to act in their position.	᠘ᡆᢩ᠉ᡥᡄ᠌᠌Ϸᡋ᠋᠌Ⴑ᠌᠌ᢣᡶᢣ᠌᠉ᡩᡊᢗᢟ᠋ᡄ᠋᠋᠋ᢄ᠘ᢣ᠌ᢄᡔᡆ᠋ᠧᡷᡶ᠋ᠴᡄ᠋, ᠙ᡝ᠍᠍᠍ᡆᠥ ᡏᡆᠦᢄᡔᢑᡃ᠋᠋᠆ᡩᠦ᠌ᡔᡡ᠂ᠺᢣ᠋ᢣ᠋ᢤᠾᠦᢑ ᠬ᠌᠈᠊ᠳᡏ᠋᠋ᠮ᠆ᡤ᠈ᡃᡁᢣᡁᡄ

Mr. Enook.	
WII. LHOOK.	<b>᠘᠋᠉</b> ᡃ᠄᠂ᡃ᠆᠖᠘ᢞ᠙᠋ᢁ᠘᠘ᡔᢄ
Mr. Enook (interpretation): Thank you,	
Mr. Chairman. Here I am stating that the	
manager has to travel for a two-week	ዾበኁ፞፞፝ፚ፟፟፟፞፞ፚዾኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯኯ
period, but they will return after this	ᠴᡆᡄᡃᡉ ᢗᢦᡐᡃᠾ ᠴᡆᡄᡃ᠋ᡠᡗ᠌ᠮ
period. So you wouldn't need to bring in a	ᡣᡄ᠇᠘ᡄᠵ᠋᠋ᡖᢛ᠋᠋ᡖᡷᢛᠫᡕ᠋᠋᠋ᢆᡣᢄ᠋ᡗᡊᡬ᠋᠋᠕ᠳ᠕ᡁ
replacement from outside the community,	ᢗ《ᡧᡠᡄᢂᡠ᠊ᡏᡐᠫᡗᡃ᠈᠂᠘᠂᠘᠘᠘᠘
you would look to appoint an acting	᠘᠄ᡔ᠋ᡃᢆᢘ᠋ᠴᠻ᠈᠂ᡆᡰᢞᢁᡤ᠉᠘᠋᠈ᢣ᠙ᠵᢗ᠅᠉
manager from that community, and you	
don't fly in an acting manager for the two-	
week period. Thank you, Mr. Chairman.	
week period. Thank you, Mr. Chairman.	
Chairman: Thank you, Mr. Enook. Mr.	<b>Δ•/ペレርኈ</b> (ጋኣትበሆ): <sup>ና</sup> ժታ°ዉ广 Γʹር Δ
MacDonald.	Δ·ΥΥΡΟΝ (ΟΥΡΠΟΥ): 107 ΦΠΥΤΙΟ ΔΔΥ.ΤΙΟ Ιδάρε.
Mr. MacDonald: Thank you, Mr.	<b>LゥĊഛሩ</b> (ጋኣኦበሀና): <sup>ና</sup>
Chairman. I believe, if I understand your	<u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u></u> <u>_</u> <u></u>
question correctly, I think you're saying	᠕ᡆ᠈ᡃᡐ᠋᠋ᡔᡃ᠆ᠴᢩ᠆ᡩ᠈᠆ᡱ᠈᠆ᡆ᠆ᢤᠴ᠋ᠵ᠘
that if it was somewhere within a two-week	᠘ᠴᡄ᠋ᠬᢣᢗ᠋᠋᠋ᡃᢐᢂᡔ᠋᠋᠃᠘᠆᠘ᠴ᠖᠘ᢣ᠋ᡗᡃ
timeframe, so there were two weeks when a	ᡣ᠋᠙ᡣ᠋᠋ᡗᡊ, ᡏ᠋᠔᠋ᠳᡏ᠋ᡆ᠋ᠴ᠋᠉᠋ᢣᢄᠴ᠋ᡆ᠋᠆᠆᠆
social worker position was vacant, and if	∩₽∩₠∩ႱႸჼႾჼႱჼ⊂ ႱႾჂႦ⊂ႦႱႱჂჼჼჂႠჼ?
we brought in a supervisor to cover off that	Ć᠘Ĺᡩ∩ď୰ႱჂďჼኑ>ჼႱჼႦ∆? Ĺℾ⊲ႭϷႱჂďჼႱ
position, if it was any longer than two	
weeks would we pull someone into a	
community to fill the supervisor's role, am I understanding that correctly? I apologize.	
i understanding that correctly? I apologize.	
Chairman: Thank you, Mr. MacDonald.	<b>Δ•/ペϷርና•</b> (ጋኣትበJና): ናਰንድወር፦ ୮ <sup>,</sup> ር ሬታር
Mr. Enook, please correct me if I'm wrong,	
but I think what he's trying to get at is if a	°U <sup>®</sup> &©CPCP6P4%6°G4PG \Q74974°D°
supervisor has to be replaced for a two-	Lipe Pal Pulance All
week period, who takes that position? You	
have alluded too that it will go to the	P <sup>1</sup> %ÅCDbCG5 <sup>1</sup> L, P7dGCD <sup>5</sup> C <sup>b</sup> dd dr <sup>5</sup> P <sup>2</sup> G <sup>5</sup>
regional director, but they have other duties	<u>δ</u> δ L Γ <sup>ν</sup> C Δ Δ <sup>ω</sup> Δ Λ Δ <sup>ω</sup> δ δ δ δ
and responsibilities as well. Who is on the	ρ <sup>μ</sup> σ
ground, I think, is where Mr. Enook is	
trying to get to. Mr. MacDonald.	
Mr. MacDonald: Thank you. It must be	<b>᠘᠊ᡃĊᠴ᠋᠋᠋</b> (Ͻᡃᡕᢣ᠋ᡣ᠋᠋᠋ᠨᢗ): ᠋᠂ᡃݸᢣᢩᢁ᠋ᡤᡃ᠉. ᢂ᠆ᠴ᠋᠋᠋᠋᠋᠋᠋᠋᠋᠋ᠴ᠘ᡩᡆᢂ᠖᠖ᡃᡆᢅᡄ᠋᠋᠋
Friday afternoon.	
I think what would happen would be that	
there wouldn't be someone on the ground	᠘᠘᠘᠋ᠫᡝ᠋ᡃ᠋ᡖᢛ᠋᠔᠆ᡁ᠘ᡩᢁᢕᡵ᠋
for such a short timeframe as two weeks.	᠈᠊᠕ᢨ᠋᠋᠘᠋᠋᠋ᢤ᠋᠋ᡰᠣᢦ᠌᠌᠌ᡔᠥ᠕᠋ᡅᢣ᠋᠋ᢦᢝ᠘᠋᠋ᡬᢓ᠆ᠴ᠋ᡗ
The regional director Well, let me back	᠈᠀ᡷ᠆ᡄ᠋ᡃᢛ᠆ᠺ᠆᠖᠘ᠴᡄ᠋ᠬᢣᢗᡃᡄᡆᢩ᠂ᠿ᠋ᢉᠯ᠋᠉ᡃᡠ᠋ᡕᢣ᠌᠌ᢂᢣ
	ᲮᲡᲑՐᢣĎᢣᠬ᠅ᢩ᠕᠅ᢅᡁᢣ᠋᠉ᡠᢆ᠅᠘᠆ᠴ᠅ᡬᡃᢐᡆᢦ

up a second. There's a social worker, a	᠄ᡃᠡᢀᢞ᠙᠋ᡃᢦ᠆᠋᠆ᠴᢕᡰ᠋᠈᠙ᢣᢣ᠙᠋᠕ᢘᠴᢣ᠉ᠫᡃ᠋,ᠵᡃᡝ᠋ᠴ
supervisor, a manager, and then a director	
in terms of the hierarchy of the org. chart.	
It would be the next level person who	
would always take over those	᠔᠋ᢩᡆ᠅ᡥ᠋᠉ᡃ᠘ᢣ᠋᠉ᠫ᠉᠂ᠺ᠉ᢆᡠ᠅ᡁ᠉᠑᠋᠋ᠮ᠉
responsibilities, but they may not change	ᡣ᠙ᡣ᠋ᠬᡆᢣ᠋᠉ᠫ᠋᠉ᢣᢂ᠋᠈ᡩᡳᢄ᠂ᠺᡆᢣᡃ᠋ᡐᢓᢣ᠋ᡗ
location for such a short period of time.	᠘᠄᠌᠌᠌᠌᠘ᢞᡆ᠌᠌᠌᠌᠘᠆ᠴᠫ᠘ᡱᡆᢂ᠆ᡆ᠋ᡬ᠊
Thank you.	
Chairman: Thank you, Mr. MacDonald.	<b>∆•ץ≪⊳⊂י•</b> (כוֹלארטי): יּלא⁴פרֹיּ ד׳כ גױכֹבּי.
(interpretation) Is that all, Mr. Enook?	(ϽϞϷϳϞͲϚϽͽ) CΔĹ ΓϞϽ ΔΦε?
Mr. Enook (interpretation): Yes. Thank	<b>Δ_٥</b> ": ἀ. ˤdμˤ@לʰ.
you.	
<b>Chairman</b> : At this time, I would like to	<b>△৽୵≪⊳⊂৽৽</b> (ϽϞ决∩Jና) ൎL°Ⴍ ៸ና₽°°ህ৮ <sup>៲</sup> ৽
recognize the clock and adjourn for the	ଌ୰୰୳୵ଽ୳୰୶୰୷୵୷୰୷୰୷୰୷
day. I would like to thank everyone for	᠔᠋ᢩ᠆᠆᠕᠉᠂ᠳ᠒ᢕ᠋᠋ᡃ᠖᠆᠕᠉᠆ᡩ᠘᠘᠉᠆᠅᠘᠆᠉᠆ᡩ᠘
their questions and comments up to this	ᢄ᠋ᡃ᠋ᡋᠵᢧ᠋ᡃ᠘᠋ᠬᢛ᠋᠔᠋ᢄ᠆ᠴ᠄᠖ᢄ᠆ᡣ
point and we will continue along with this	ᡋ᠊᠋ᢣᢞ᠋ᡃᢨᠣᡄ᠋᠋ᡣᢟ᠋᠕᠋᠂᠘᠋᠋᠋᠋᠋᠋᠆᠆᠘᠂᠙᠋ᡗ᠋᠅᠙᠋᠋ᡗ᠄᠙᠋ᡗ᠋᠃
section of the review at 9:00 a.m. tomorrow	ᠴᡏᢛᠵᡄ᠄ᠹᢂ᠆ᠸ᠂᠔ᢣᢑ᠋᠆ᡕ᠂ᡘᡆᢣᢑ᠋
morning. Thank you very much and have a	ᢂ᠋᠆ᠴ᠋ᡃ᠋ᠳ᠖ᡙ᠋᠕ᢛ᠋᠘᠆ᡆᢂ᠆᠕᠆
nice evening, everybody.	
ince evening, everybody.	
> Committee adjourned at 17.00	لد-17:00 ℃ 17:00 كر%6% د.
>>Committee adjourned at 17:00	