



Nunavut Canada

LEGISLATIVE ASSEMBLY OF NUNAVUT

6th Session

1st Assembly

HANSARD

Official Report

DAY 17

Wednesday May 15, 2002

Pages 1004 - 1123

Iqaluit

Speaker: The Honourable Kevin O'Brien, M.L.A.

Legislative Assembly of Nunavut

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(Akulliq)

Hunter Tootoo
(Iqaluit Centre)

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(Rankin Inlet North)

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(Iqaluit West)

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**Iqaluit, Nunavut
Wednesday May 15, 2002**

Members Present:

Honourable Olayuk Akesuk, Mr. Ovide Alakannuark, Mr. James Arvaluk, Mr. Donald Haviyok, Mr. David Iqaqrialu, Mr. Enoki Irgittuq, Honourable Peter Kattuk, Honourable Peter Kilabuk, Mr. Glenn McLean, Mr. Jobie Nutarak, Honourable Kelvin Ng, Honourable Kevin O'Brien, Honourable Paul Okalik, Honourable Ed Picco, Mr. Uriash Puqiqnak, Honourable Manitoq Thompson, Mr. Hunter Tootoo, Ms. Rebekah Williams.

Item 1: Opening Prayer

Speaker (Mr. O'Brien): I would call on Mr. Puqiqnak to say the prayer.

>>*Prayer*

Speaker: Ullakkut, good morning, Mr. Premier, members. Item 2. Ministers' Statements. Item 3. Members' Statements. Ms. Williams.

Item 3: Members' Statements

Member's Statement 145 – 1(6): Support of Nunavut Youth Consulting in Arctic Bay

Ms. Williams (interpretation): Thank you, Mr. Speaker. Mr. Speaker, I rise today to express my support for a very ambitious youth group in Arctic Bay called "Nunavut Youth Consulting." This group has been working very hard to promote and to preserve our language.

(interpretation ends) Mr. Speaker, on May 7, the Minister of Culture, Language, Elders and Youth made a statement in the House in regards to three posters that were developed by this group, in conjunction with the Government of Nunavut and *The Edge* magazine. The posters were displayed in the antechamber of the House.

Mr. Speaker, this group has put forth another proposal. This proposal is aimed at ensuring the preservation and enhancement of the Inuktitut language through development of resource materials such as videos and performing plays based on the following topics: My Contribution to Inuktitut Language Survival; Revival Strategies – How to Keep our Language Alive; Learning our Language; What my Language Means to Me; I Like to Speak My Language and; What am I doing to Protect my Language.

(interpretation) Mr. Speaker, I ask members to join me in recognizing the key people of Arctic Bay who have worked hard to achieve these projects, Jimmy Enoogoo, Ricky Oyukuluk, Peter Eecheak and Ron Elliot.

Mr. Speaker, I would encourage the Government of Nunavut to support such initiatives that are being brought forward by our youth and I was pleased to write a letter of support for this proposal. Thank you, Mr. Speaker.

>>Applause

Speaker: Members' Statements. Mr. Alakannuark.

Member's Statement 146 – 1(6): Solution for Bad Gasoline

Mr. Alakannuark (interpretation): Thank you, Mr. Speaker. Mr. Speaker, by now all ministers and all MLAs and all Nunavummiut know about the bad gasoline. Mr. Speaker, I know Minister Peter Kattuk is working hard and knows about the issue at hand and we sincerely believe that he wants to help. I am waiting for a solution.

Mr. Speaker, I know the minister will be keeping us informed about the bad gasoline and will let us know about the solutions they arrive at. However, I would like the solution found before the end of May 2002 for the people of Repulse Bay. Thank you, Mr. Speaker.

>>Applause

Speaker: Members' Statements. Mr. Puqiqnak.

Member's Statement 147 – 1(6): Governor General's Visit to Taloyoak and Gjoa Haven

Mr. Puqiqnak (interpretation): Thank you, Mr. Speaker. Mr. Speaker, Nunavummiut and the members know that the Governor-General has been touring the communities recently. She was in my constituency area from May 10 – 12.

The Governor-General visited Taloyoak and then went on to Gjoa Haven. While the Governor-General was visiting, the people volunteered and made a show for her. Their homes were available for viewing, even the special delicacies were prepared, such as caribou stomach lining, sea weed, blubber, and even the qulliq lamp was made available. Everything was very beautiful.

The Governor-General is not a real Qallunaat. When she walked into the building with her husband it was very relaxing because she looked right at home amongst the Inuit and the reception was very good and enjoyable. They were very happy to be there and we celebrated with them. Thank you, Mr. Speaker.

>>Applause

Speaker: Members' Statements. Mr. Okalik.

Member's Statement 148 – 1(6): Wedding of Jutani Kanayuk and Sheepa Shaimayuk

Hon. Paul Okalik (interpretation): Thank you, Mr. Speaker. I do want to make a statement. I was very happy to hear that over the weekend, in my constituency that Jutani Kanayuk and his wife got married, Sheepa Shaimayuk. They had a wedding and the best man was George Metuq, our technician and the bridesmaid was Susie Shaimayuk.

So I congratulate them on their wedding and I wish them well for the future. Thank you.

>> *Applause*

Speaker: Members' Statements. Mr. Irqittuq.

Member's Statement 149 – 1(6): Help Hunters This Spring – Bad Gasoline

Mr. Irqittuq (interpretation): Thank you, Mr. Speaker. First of all, I would like to congratulate one of our interpreters, who is presently not in the booth. Mikle and Wayne Langenhan are celebrating their 29th anniversary today. So I wish them well and have a good day. First of all, I wanted to congratulate them and I also wanted to show off my tie. Toronto won last night.

A Member: Shame, shame, shame

>> *Applause, laughter*

Mr. Speaker, even though we completed the bad gasoline deliberations yesterday, I rise today for the hunters who will be preparing to launch their boats this spring when the ice leaves. I am sure the boat operators will be experiencing problems with the bad gasoline, especially the four strokes. Our government has to be aware that there will be some problems arising from excursions of the boat operators.

Mr. Speaker, when I was home over the weekend, I checked three outboard motor engines which were four strokes. Two were okay and they were able to start but the third one could not even be started. So if I was a wildlife researcher and having only checked three outboard motors, and finding one out of three, I would extrapolate that out of every ten engines, there may be three that would become seized up, perhaps more, I cannot say as I am not a researcher.

So this is a bit dangerous with the inherent dangers of our gasoline so we will definitely have to assist the hunters, especially when they start going out boating and experiencing problems. I mean this government. Thank you, Mr. Speaker.

>> *Applause*

Speaker: Members' Statements. Mr. Nutarak.

Member's Statement 150 – 1(6): Encouraging Residents to Seek Help with Bad Gasoline

Mr. Nutarak (interpretation): Thank you, Mr. Speaker. Yesterday when we deliberated on the bad gasoline, the minister made some statements on the issue and some members asked their questions accordingly. Yesterday when we had this deliberation I want the public of Nunavut to understand clearly and to be patient while they are waiting because the Nunavut Government cannot resolve this situation instantly.

Although we know it is bad gasoline and I know there may be people asking questions for those that didn't listen to the proceedings. There were already some comments on the early morning recordings from some of our people, but I am sure they will be asking for clarification in regards to the bad gasoline.

So I am urging all Nunavummiut to be patient. If you have any concerns or questions please consult with your MLA or bring your questions to the officials at the Public Works and Services departmental offices. So there are places to go to get further clarification. Thank you.

>> *Applause*

Speaker: Ms. Thompson.

Member's Statement 151 – 1(6): Recognition of Traditions – Going on the Land

Hon. Manitok Thompson (interpretation): Thank you, Mr. Speaker. In regards to Mr. Irqittuq's riding and the people who were on TV, I am sure that everybody was pleased. Today I would like to make a few comments to acknowledge the very capable Inuit out there in the communities.

At times we tend to put them down a little because of course we want to help them to the best of our ability. Mr. Speaker, I would like to acknowledge and recognize the Inuit of Nunavut out there.

There are some very wise people in our communities and this spring there are going to be some of these wise Inuit who will be bringing their relatives, young male relatives, the mothers and so on, out on the land and usually we don't acknowledge the people by way of the media or publicly.

The Inuit out there are extremely capable and they are very wise even if they never went through a formal education system. We are starting to see more and more kamotiks with boxes and shelters made over them. And there are also cabins where they process the meat and dry it. Usually those frames are made with nets over them or screens over them so the bugs and other animals and so on don't get into the meat.

We also are now seeing a new invention to treat and soften dried skin to be made into materials for sewing and even new fabrics being made into clothing. These fabrics or materials are wind resistant and warmer than the materials that were used prior to that. I would like to ask for unanimous consent to conclude my statement.

Speaker: The member is seeking unanimous consent to conclude her statement. Are there any nays? There are no nays. Please proceed Ms. Thompson.

Hon. Maniok Thompson (interpretation): Thank you, Mr. Speaker. Women are also extremely capable. We now have electric sewing machines that are being used to produce articles and there are also hand sewn clothing being produced. We are seeing more and more of these unique products coming out onto the street without any fanfare. They are used by the hunters for their harvesting excursions. All of these are inventions of the Inuit.

Mr. Speaker, there was one time I went to a house, I happened upon a woman diligently working away on something. I do not know what you call it in Inuktitut but I think it's called tyvek, that is weather proof and is being used as a lining for amautiks. What I am trying to say Mr. Speaker, is that there are a lot of extremely capable Inuit out there.

There are also dogs that are capable of barking at bears, meat drying cabins and other wondrous inventions. Not all Inuit are run of the mill; there are also many Inuit who can still chase away polar bears with traditional methods from their camps.

Mr. Speaker, I felt I should speak when this type of ingenuity is not acknowledged, and I just want to acknowledge the Inuit out there, the children, the men and women, the wives and husbands who are now manufacturing or making unique inventions out there using contemporary materials like tyvek and so on. These are unique inventions that nobody mentions on the news. I will make further comments on that in regards to acknowledging the Inuit out there who are innovative in meeting the challenges we are facing today. Thank you.

>>Applause

Speaker: Members' Statements. Mr. Kattuk.

Member's Statement 152 – 1(6): Congratulate and Recognize Three Residents of Sanikiluaq

Hon. Peter Kattuk (interpretation): Thank you, Mr. Speaker. I rise today to congratulate three people from Sanikiluaq who will be travelling to Montreal from May 21 to 24.

These three individuals have a unique job, something we do not usually imagine. They are making soapstone slabs that will be put on walls. I would like to congratulate these three individuals because making slabs to put on buildings is something that is unique and they are furthering their careers in other places. This is not a career that we have seen

in Nunavut before. We are talking about soapstone slabs that are used as exterior finishing.

They were used to beautify the hotel in Sanikiluaq. They are put on the exterior of the buildings, and we will probably see it when we are there. I would like to congratulate those individuals on behalf of the Members of the Nunavut Legislative Assembly. Jobie Meeko, Joanase Amittuq and Sarah Novalinga will be travelling to Montreal. These are young people who are extremely talented and committed to their chosen profession. I wish to share my pride with my fellow legislators. Thank you, Mr. Speaker.

>>Applause

Speaker: Members' Statements. Mr. Kilabuk.

Member's Statement 153 – 1(6): Inuit Tradition – Treating Bear Skins

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Speaker. I would like to make a supplementary statement with respect to Ms. Thompson's comments in regards to the extremely capable and innovative people out there.

In Pangnirtung my father-in-law, Marcus Sowdloapik, was the very first individual to make that bearded sealskin softening invention. I wish to fully acknowledge this innovative way of meeting a need that surfaced. This unique invention is used by people who don't have teeth anymore, or who now have dentures and usually ask their husbands to soften the skins via chewing and this was an invention as a result of this constant request. This is on behalf of my wife and I. Thank you.

>>Applause

Speaker: Thank you, Minister. Ministers' Statements. Mr. Iqaqrialu. Members' Statements.

Member's Statement 154 – 1(6): Qikiqtarjuaq Tannery

Mr. Iqaqrialu (interpretation): Thank you, Mr. Speaker. Mr. Speaker, I rise today on behalf of the community of Qikiqtarjuaq. There is a tannery that was built in that community and it has been closed for a while. I want to help them re-open that tannery.

I was not able to show the sealskins that were treated in that tannery because of our busy schedule, but I will produce them for your benefit as well as for all Nunavummiut when we have the time. We see different coloured sealskins which are unique and beautiful to see.

They are produced in Qikiqtarjuaq and require quite a bit of labour and hard work and provide employment. I will probably have time to show them off some time during this

session. The end of our term is still quite a ways off and at some time in the future I will show off those treated sealskin products.

I am sure that we will be taking orders for treated sealskins from that tannery in Nunavut and at the international level sometime soon. If this can be successfully re-launched, it would be another example of our ingenuity and I hope that people look forward to it. Thank you, Mr. Speaker.

>>Applause

Speaker: Members' Statements. Mr. Tootoo.

Member's Statement 155 – 1(6): Wedding Congratulations to Tony and Tania

Mr. Tootoo: Thank you, Mr. Speaker. Mr. Speaker, I rise today to inform members of something that was probably a very well kept secret. As some members may know, Mr. Tony Rose who is our Public Affairs Officer here for the Legislative Assembly is a new man.

This week, last Saturday, Mr. Rose got married. Mr. Speaker, he was married to Tania Scott who is no longer Ms. Tania Scott, she is Mrs. Tania Rose. I would like to ask all members to join me in wishing them well in the days and years ahead. Thank you, Mr. Speaker.

>>Applause

Speaker: Item 3. Members' Statements. Are there any further Members' Statements?
Item 4. Returns to Oral Questions. Minister Thompson.

Item 4: Returns to Oral Questions

Return to OQ 113 – 1(6): Taloyoak Fire Hall and Gjoa Haven Water Treatment Plant

Return to OQ 034 – 1(6): Shoreline Erosion in Qikiqtarjuaq

Hon. Manitoq Thompson (interpretation): Qujannamiik, Uqaqti. Mr. Speaker. I lost my focus as my mind is out on the fishing lakes today jigging away.

(interpretation ends) I will have two returns to Oral Questions today, one by Uriash Puqiqnak on May 7th, 2002. Mr. Speaker, I would like to provide a response to a question that I took as notice from the Member for Natilik regarding plans for the Fire Hall in Taloyoak and the Water Treatment Plant in Gjoa Haven.

(interpretation) Tenders were received for the construction of the fire hall in Taloyoak but they far exceeded the budgeted amount in the Capital Plan. (interpretation ends) At this

point we have decided to extend the time for the verification of the tender details by one month and believe that we have a sufficient budget to undertake the project as originally planned.

Now for the Gjoa Haven water treatment plant, the department has completed phase 2 of the planning study for a new water supply in Gjoa Haven and the community has selected a preferred alternative. The department in co-operation with the Department of Public Works and Services will be preparing a Request for Proposals for Detailed Design Services for the preferred alternative.

It is anticipated that a contract can be signed by mid-July allowing for any geotechnical or field work to be undertaken and design completed through the fall and winter.

Mr. Speaker, I have another Return to an Oral Question asked by David Iqaqrialu on April 26, 2002.

(interpretation) Mr. Speaker, I would like to provide a response to a question that I took as notice from the Member for Uqqummiut regarding the shoreline erosion in the community of Qikiqtarjuaq.

(interpretation ends) An erosion study was conducted by a consulting firm in late 2000. The study focused on the area around the Sijamiut Convenience Store and the surrounding shoreline. From the study, it was determined that the action that was taken by the community was sufficient to meet the current erosion activity.

(interpretation) Mr. Speaker, last week members of my staff were in the community and met with Hamlet officials to discuss the problem. Although there is still ice present, the problem was made clear by our departmental staff to the Hamlet.

Once the weather permits, the department will work with the Hamlet to undertake temporary measures to mitigate the erosion problem. We will be happy to discuss with the community officials long-term measures that could prevent further erosion in the area.

Thank you, Mr. Speaker.

Item 5: Recognition of Visitors in the Gallery

Speaker: Item 4. Returns to Oral Questions. Item 5. Recognition of Visitors in the Gallery. Members will note on my left is a large delegation. These ladies and gentlemen are from Ottawa and I guess all across the country. They are with the Department of Indian and Northern Affairs and I'd like to introduce them if I could.

We have the Deputy Minister, Mark Lasinier, the Associate Deputy Minister, Marie Fortier, John Sinclair the ADM, Jim Moore ADM, Gordon Shanks ADM, Michelle Roy

ADM, Caroline Davis ADM, Chantel Bernier ADM, Colleen Barry Administration Officer, Madeliene Lafleur, Human Resources, Ann MacCallister, Sr. General Council.

Also from most of the provinces across the country we have the Regional Director Generals, from BC, John Watson, from Alberta, Barry Rob, from Ottawa, Linda Muir Lataou, from Saskatchewan, Roy Bird, from Manitoba, Marilyn Penny, from Ontario, John Donnelly, from Quebec, Jerome LaPierre, and from the Atlantic, all the way from Sidney, Nova Scotia, James Wheelhouse, Dr. James Wheelhouse, from the Northwest Territories, Bob Overvold, the Yukon, John Brown and from Nunavut, Wilf Atwood.

Welcome to the chamber and to Nunavut and when you head back to Ottawa don't forget about people here in Nunavut, Iqaluit.

>> *Applause*

Recognition of Visitors in the Gallery. Item 6. Oral Questions. Mr. Puqiqnak.

Item 6: Oral Questions

Question 174 – 1(6): Timeline of Taloyoak Fire Hall Project

Mr. Puqiqnak (interpretation): Thank you, Mr. Speaker. Mr. Speaker, I'd like to direct my question to the Minister of Community Government and Transportation. I heard her reply on returns to oral questions but, for the record I'd just like to get some more clarification on the fire hall on Taloyoak. The project that is due to proceed; is it going to proceed this summer? Thank you, Mr. Speaker.

Speaker: Minister Thompson.

Hon. Manitok Thompson (interpretation): Thank you, Mr. Speaker. In Taloyoak, the proposed fire hall facility, there was an RFP that was advertised and the proposals exceed the budget amount in the capital plan and we extended it for one month, but we are expecting that we'll be able to go ahead with this project for 2002 – 2003 and that's in the capital plans.

We are urgently trying to get it started this summer. So, there was a little delay on the project because the bids exceeded the budget amount in the capital plans. I will talk to the Hamlet of Taloyoak, or get my staff to consult with the Hamlet of Taloyoak on this project either today or tomorrow as to what they can expect this summer in regards to this proposed fire hall. Thank you, Mr. Speaker.

Speaker: Mr. Puqiqnak.

Mr. Puqiqnak (interpretation): Thank you, Mr. Speaker. Thank you. The fire hall for Taloyoak, at least the material is not there yet, so will they be bringing the material in the summer via the sea lift? Thank you, Mr. Speaker.

Speaker: Minister Thompson.

Hon. Maniok Thompson (interpretation): Thank you, Mr. Speaker. (interpretation ends) I think we just turned off a whole bunch of Canadian delegates. That was a quick observation.

Mr. Speaker, according to the plan, under the capital budget we have plans to build the fire hall in Taloyoak and I don't know what's coming on the barge this summer but I'm hoping that it will be on the barge this summer. I will get that clarified but we are saying that the project that was supposed to be planned this summer, my department has told me that it will be begun as originally planned, which I'm understanding from the capital year that it will be begun this summer and something should come off the barge for that. Thank you, Mr. Speaker.

Speaker: Oral Questions. Mr. Puqiqnak.

Mr. Puqiqnak (interpretation): Thank you, Mr. Speaker. The minister stated that the material should be in this summer but she wasn't sure, so will the material be definitely shipped in this summer? Could you respond and let me know if the material will be brought into the community this summer for sure? Thank you, Mr. Speaker.

Speaker: Ms. Thompson.

Hon. Maniok Thompson (interpretation): Thank you, Mr. Speaker. My response is, that looking at the capital plan we are expecting that material should be arriving this summer. As to the question that the member raised in regards to the material and its arrival, I'm not sure if the material has already been ordered, but I'll get my staff to look into this matter.

I will let the member know as soon as I'm able to get the information. I am expecting that something will be happening this summer but what I cannot say is exactly where the process is in regards to the materials. Before lunch time I'll provide that information to the member. Thank you, Mr. Speaker.

Speaker: Thank you, minister. Oral Questions. Mr. Havioyak.

Question 175 – 1(6): Grizzly Bear Problems

Mr. Havioyak (interpretation): Thank you, Mr. Speaker. I would like to direct my question to the Minister responsible for Sustainable Development. I just want to first comment, during the days of the GNWT, as far as the grizzly bears, the bears that used to go into the camps, we used to be told to be aware of the bears coming into the camps and we had a system that was geared towards protecting people in tents and camps.

In regards to the fences, would the minister use fences to try and keep the bears away from the camps? I just want some clarification on that. Thank you.

Speaker: Mr. Akesuk.

Hon. Olayuk Akesuk (interpretation): Thank you, Mr. Speaker. The grizzly bears, the problem bear situation that you raise, we are prepared to look into this matter. This is the first time I have heard of it. I think there are electric fences that the member is talking about and we could look at this type of fencing for camps and our predecessors' practices and see what we could do to assist the people that are having problems.

There are numerous cabins outside of our communities and as the Uqqummiut member stated yesterday there are problems with bear disturbing camps and caches in his area and there would be a lot of camps to fence in, if we were to deal with it in this manner. While dealing with this we'll look at how we could assist hunters in camps on this problem in the future. Thank you, Mr. Speaker.

Speaker: Mr. Havioyak.

Mr. Havioyak (interpretation): Thank you, Mr. Chairman. I thank the minister for this promise to look into the issue. Thank you. As we know, summer time is approaching and the grizzly bears are starting to roam the land again. It becomes a problem when these bears come into the camps unexpectedly.

By my knowledge, there were perhaps a couple of electric fences that were used in my community. And I had observed that these electric fences seemed to work. I just wanted to inform the minister that observing the people that used the electric fences; it seemed to be a good idea.

When would you perhaps make time to put these in use; perhaps in the near future?
Thank you, Mr. Speaker.

Speaker: Minister Akesuk.

Hon. Olayuk Akesuk (interpretation): Thank you, Mr. Speaker. I can't really say when we would be putting in fences but we could look at what money is available to provide fences to camps that are having problems with bears. We have to review this Nunavut-wide and not only as a regional problem. This would apply to all species of bears that cause problems.

We could review how much money would need to be spent on fencing these camp sites and once we have that information we would look at where this is needed. There are some areas that we need to research in order for us to proceed to the next level. Thank you, Mr. Speaker.

Speaker: Thank you, minister. Oral Questions. Supplementary. Oral Questions. Mr. Iqaqrialu.

Question 176 – 1(6): Plan on Community Wellness Projects

Mr. Iqaqrialu (interpretation): Thank you, Mr. Speaker. Mr. Speaker, I would like to direct my question to the Minister of Health and Social Services. In the communities, we have health committees or wellness committees and these committees, if they run smoothly it will greatly benefit the communities.

In the communities, we have wellness projects that need to be provided. These could benefit the communities socially and I'd like to ask the minister what he's doing with the community wellness projects, and how well these are running? Thank you, Mr. Speaker.

Speaker: Minister of Health and Social Services. Mr. Picco.

Hon. Ed Picco: Thank you, Mr. Speaker. Mr. Speaker, one of the most important parts of delivering Health and Social Services in Nunavut has been over the last two years, the usage of Brighter Futures as well as community wellness money.

Mr. Speaker, those monies have helped us at the community level hire community counsellors, who are in most cases Inuit who can speak Inuktitut, as well as alcohol and drug programs through community wellness and brighter futures funding.

Mr. Speaker, the wellness money that's available to communities is facilitated through the Department of Health and Social Services in the Baffin and the Keewatin and through the KIA in the Kitikmeot. Thank you, Mr. Speaker.

Speaker: Oral Questions. Supplementary. Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you, Mr. Speaker. Mr. Speaker, my supplementary question is the health committees are trained. How well is the training program going with the communities and does the minister receive updates on these matters? Thank you, Mr. Speaker.

Speaker: Mr. Picco.

Hon. Ed Picco: Thank you, Mr. Speaker. Mr. Speaker, the Community Wellness Committee or health committees at the community level about two years ago, after the integration of the health boards, every community received an orientation package which was delivered by facilitators from the Department of Health and Social Services.

Since that time, Mr. Speaker, there has been movement in the committees where new people have joined and so on. And we need now to go back into the communities where needed and that's on request from each of the committees or from the hamlet and deliver a refresher orientation program.

Mr. Speaker, I would suggest to you that the health committees at the local level have been very successful. A good example, just recently, when Mr. Roy Romanow came in on the Canadian-wide Health Commission Study, we actually met with the chairperson and some of the health committee people in Pangnirtung from that committee who are very active.

So, Mr. Speaker, I would suggest to you that it has been very successful and the member's correct, we need to be able to go back in as a department and continue the orientation and the special courses on the duties and the roles of the committees at the community level. Thank you, Mr. Speaker.

Speaker: Oral Questions. Supplementary. Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you, Mr. Speaker. I appreciate his response. My other question is that these committees I believe are under the municipalities. How are these committees running under the municipalities? Thank you, Mr. Speaker.

Speaker: Minister Picco.

Hon. Ed Picco: Thank you, Mr. Speaker. Mr. Speaker, the member's correct. Each hamlet has the opportunity to appoint the members to the health committee in their community and we think that's important because it's the community people themselves that knows what's best for the community.

To date, Mr. Speaker, I would suggest to you that the health committees have worked really well. In some communities they have not taken off as well, have not been involved as much on the way of promotion and so on. And I believe that's where, in our regional offices, we're doing an evaluation to look at what's happening and if they need more logistical, technical, and other administrative support to be able to deliver and do their duties. And I should also point out, as the member is correct, the committees are committees of the council, the hamlet. And they're in every community in Nunavut. Thank you, Mr. Speaker.

Speaker: Thank you, minister. Oral Questions. Supplementary. Final supplementary. Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you, Mr. Speaker. I'm not sure if my question is appropriate but I will ask anyways. I was wondering if the minister could give us a report as to the work of the committees and how well they are running. If we could receive a report? Thank you, Mr. Speaker.

Speaker: Minister Picco.

Hon. Ed Picco: Thank you, Mr. Speaker. Mr. Speaker, as I said earlier, the committees are committees of the Hamlet Councils. Here in Iqaluit for example, Netsik Committee is a committee of the City Council.

What I could do Mr. Speaker, is over the next couple of months, get reports from each regional office and from each community in the regional office and be able to provide that through the Standing Committee on how many members we have and so on.

At my office for example, here in Iqaluit, the Legislative Assembly, I have a list of all committee members as well as the Chair for each hamlet committee in each community in Nunavut and I could also directly contact them from my office to find out how they're doing, if they need support and so on. But that's a regional job followed up by Community Development Officers that we have in the department as well as by our regional offices.

So we will try to get some of that information for the member. Thank you, Mr. Speaker.

Speaker: Thank you, minister. Oral Questions. Oral Questions. Mr. Tootoo.

Question 177 – 1(6): Federal Government Discussions on Fishing Rights - Update

Mr. Tootoo: Thank you, Mr. Speaker. Mr. Speaker, as Ms. Thompson put it, it was a very quick observation by the people here from the Department of Indian and Northern Affairs from across the country and I wish they would have been here for this question. And hopefully it will get forwarded to them prior to them leaving our fine city and our territory.

My question is for the Minister responsible for Intergovernmental Affairs and Aboriginal Rights. It was quite well known not too long ago that the Federal Government signed an agreement in principal with the Inuit of Makivik in Northern Quebec that gave them a lot fishing rights off our waters, off our shores.

I'd like to ask the minister if he can give us an update on the work to try and have some of those fishing rights come back to Nunavut. Thank you, Mr. Speaker.

Speaker: Thank you, Mr. Tootoo. Minister.

Hon. Paul Okalik: Qujannamiik, Uqaqti. There have been some significant discussions on this matter with the Federal Government. As everybody knows, the Prime Minister has been involved as well and there has been a bit of progress since the initialling of the agreement.

Makivik has written to us asking us to join the table and to look at options that will be possible for all parties. Our position continues to be that our rights here in Nunavut should not be overtaken by others outside of the territory off our waters.

That will continue to be our position. So, we're continuing on with our discussions with Makivik and the Federal Government at various levels hoping that we can find a resolution to this problem. Further to that, the Fisheries Committee for the Atlantic Ocean made a recommendation that Nunavut fishing rights should be comparable to any Canadian fishing rights.

So that's a promising start and we hope that it will be reflected in any future discussions on this matter. Thank you, Mr. Speaker.

Speaker: Supplementary. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Speaker. Mr. Speaker, that's good to hear that we're making some progress. I'd like to ask the minister if he received any kind of a commitment from the Federal Government that when they are looking at agreements with other jurisdictions, that prior to them giving away any resources, natural resources, from our territory or that could affect our territory that our issues and our views and our inputs will be received prior to any agreement being brought forward by the Federal Government to other jurisdictions. Thank you, Mr. Speaker.

Speaker: Thank you, Mr. Tootoo. Mr. Okalik.

Hon. Paul Okalik (interpretation): Thank you, Mr. Speaker. The commitment that I've received so far from both parties, that Makivik wants to find a resolution that will be acceptable to us as well as Makivik.

In addition, the Prime Minister gave a written commitment that there is still time to resolve this issue and that it should be resolved before it's finalized. So those are the commitments that I've received so far.

We're trying to work with all parties to try and find resolutions. We're very hopeful and optimistic that a final resolution can be found on this matter. We'll continue to discuss this matter and hope that we can find a solution. Thank you, Mr. Speaker.

Speaker: Thank you, Minister. Oral Questions. Supplementary. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Speaker. Mr. Speaker, I'm sure that all of us would agree that we'd like to find a good resolution to this problem. I'd like to ask the Premier if he could get a commitment from the Federal Government, from the Minister of Department of Indian and Northern Affairs, from the Prime Minister, that something like this won't happen again, where our resources are given away without us having any input into it and we end up in a situation like this again where we basically end up having to deal with it after the fact. Thank you, Mr. Speaker.

Speaker: Premier Okalik.

Hon. Paul Okalik: Thank you, Mr. Speaker. That is an ongoing issue that we have to try and protect against. I will be putting forward and asking for additional resources to have support in this area. There are outstanding claims throughout our boundaries and we have to be involved in order to protect our interests.

So we will be pressing ahead and being more proactive on this issue, but I think the federal government is on notice that when these issues happen we won't stay quiet and let them happen. We will be there protecting Nunavut's interests regardless of what they may be. Qujannamiik, Uqaqti.

Speaker: Thank you. Oral Questions. Mr. Iqittuq.

Question 178 – 1(6): Report on Suicide Statistics

Mr. Iqittuq (interpretation): Thank you, Mr. Speaker. Mr. Speaker, last week I asked the Minister responsible for Justice if he could table some information on suicide in Nunavut. We are almost finished with our session here; we may finish tomorrow and I am asking for the second time if he could provide that information to the House. Thank you, Mr. Speaker.

Speaker: Mr. Iqittuq, could you please rephrase the question and let us know who you are directing this question to? Thank you. Mr. Iqittuq.

Mr. Iqittuq (interpretation): Thank you, Mr. Speaker. Since we are near the end of our session, the Premier was going to table some information and he still hasn't tabled the information about the suicide statistics beginning in 1999 that show what the statistics were for suicide. So that was my question if he would table the statistics before the end of the session because we are near the end of our session. Thank you.

Speaker: Premier Okalik.

Hon. Paul Okalik (interpretation): Thank you, Mr. Speaker. Yes I am aware of that and had asked my officials to make that report ready. I apologize that it's not ready today. Once we have that opportunity I will table that information. If it's after the session I will write a letter to all the Members of the Legislative Assembly. Thank you.

Speaker: Oral Questions. Mr. McLean.

Question 179 – 1(6): Contact Personnel for Bad Gasoline Inquiries

Mr. McLean: Thank you, Mr. Speaker. Mr. Speaker, my question today is for the Minister of Public Works and Services regarding the bad gasoline issue in Nunavut.

Mr. Speaker, I don't want to keep bringing this issue up with the minister, but the issue that I think we have to deal with today and before we leave this House is, when we go back to our communities, which will be Friday, we are going to be besieged and I know

everybody in this House is going to be besieged with phone calls and inquiries from our constituents.

At this point we don't know who is going to be the first contact in our communities to deal with this issue. Can the minister let me know who is going to be the first contact to deal with the burst pistons, the seized engines in each community? Thank you, Mr. Speaker.

Speaker: Minister Kattuk.

Hon. Peter Kattuk (interpretation): Thank you, Mr. Speaker. The communities have government workers in the communities. We will go through the local government and work with them as to how we will deal with this in communities. Thank you, Mr. Speaker.

Speaker: Mr. McLean.

Mr. McLean: Thank you, Mr. Speaker. Mr. Speaker, I don't want to seem like I'm picking on the minister on this issue but he knows too that he tabled a petition himself earlier in the week in regards to the gasoline issue.

It's good to work with the government. We have the hamlets in the community, we have the HTOs, we have different organizations but at this point I just got off the phone from my constituency and I have six burst pistons sitting on my desk in Baker Lake, waiting for my return. And I know by the time I get back there's probably going to be boxes of equipment and engines and stuff that people are going to be asking, where do we take this to and who's going to be the collection centre and stuff like that.

So, can the minister be more specific in who I can direct my constituents to, to collect this bunch of burnt engines, pistons, crank shafts, is this going to be laid on the MLAs or are we going to designate the HTOs, the Renewable Resource Officers and stuff.

Can the minister be direct on who's going to be dealing with this issue in our communities? Thank you, Mr. Speaker.

Speaker: Minister Kattuk

Hon. Peter Kattuk (interpretation): Thank you, Mr. Speaker. I answered this already. We will work with the local government regarding this problem. Up to date, I can only say the government employees. Once I have found out I will let the member know. Thank you, Mr. Speaker.

Speaker: Thank you, minister. Oral Questions. Supplementary. Mr. McLean.

Mr. McLean: Mr. Speaker, that's not good enough. It's not a good enough answer. If the minister would give me his cell phone, his home phone number and his office number

and tell me that he will be available to deal with the calls from people's engines that have seized up and inquiries.

He either tells me today, who's going to deal with these inquiries in every community in Nunavut or give me his phone numbers so I can tell my constituents to call him about this issue of bad gas. Thank you, Mr. Speaker.

>> *Applause*

Speaker: Minister Kattuk.

Hon. Peter Kattuk (interpretation): Thank you, Mr. Speaker. I would be willing to give you my telephone number, however I also want to tell the member that next week we will find out more on this and that is all I can answer at the moment. Thank you, Mr. Speaker.

Speaker: Thank you, minister. Oral Questions. Supplementary. Final supplementary. Mr. McLean.

Mr. McLean: Thank you, Mr. Speaker. For my last question to the minister and like I say, I don't want to feel like I'm picking on him. But is it okay if the minister allows me to put his phone number at home, his office, and his cell phone number on the local cable TV channel until they designate somebody in my community that they can talk to and contact in both languages to deal with this issue of seized engines and stuff like that?

Will the minister confirm that, that I'm allowed to put it on the local radio station also and meet with the local HTO and say that he will be dealing with every inquiry? Thank you, Mr. Speaker.

Speaker: Minister Kattuk.

Hon. Peter Kattuk (interpretation): Thank you, Mr. Speaker. I will give the member my office telephone number and also the telephone number of Public Works and Services in the communities. Thank you, Mr. Speaker.

Speaker: Thank you, minister. Oral Questions. Are there any further oral questions? Mr. Arvaluk.

Question 180 - 1(6): Provide Written Information to the Communities on Bad Gasoline

Mr. Arvaluk (interpretation): Thank you, Mr. Speaker. I would like to direct my question to the Minister of Public Works and Services. The member from Baker Lake asked this question as well.

Are you going to write a letter to the government employees or the Wildlife Officers in smaller communities? Are you going to write a letter providing information as to how people will be kept informed in the communities? Thank you, Mr. Speaker.

Speaker: Minister Kattuk.

Hon. Peter Kattuk (interpretation): Thank you, Mr. Speaker. From my understanding, as well as my Deputy Minister, we will work with the local wildlife organizations in the communities on this issue. Thank you, Mr. Speaker.

Speaker: Supplementary. Mr. Arvaluk.

Mr. Arvaluk (interpretation): Thank you, Mr. Speaker. My question is, is there written information to the wildlife officers in the communities to let them know how they will be providing information to the communities. Perhaps it would be better if I asked this, have you tasked the wildlife officers in the communities to go on the local radio, to meet with the wildlife organizations on what the government will be doing, to immediately resolve this issue? Thank you, Mr. Speaker.

Speaker: Minister Kattuk.

Hon. Peter Kattuk (interpretation): Thank you, Mr. Speaker. We are still dealing with this to date as to what will be done in the communities. As I stated earlier, next week we will let you know what we will be doing and what will be available in the communities. We will work through the communities and I expect that the information will be available next week. Thank you, Mr. Speaker.

Speaker: Oral Questions. Supplementary. Mr. Arvaluk.

Mr. Arvaluk (interpretation): Thank you, Mr. Speaker. All of the members have received telephone calls from our constituencies and people are talking about this on the radio. Will the wildlife officers be the ones to go to for this information in the communities? Can I tell that to my constituents? Thank you, Mr. Speaker.

Speaker: Minister Kattuk.

Hon. Peter Kattuk (interpretation): Thank you, Mr. Speaker. My responses have been, next week we will let you know exactly what we will be doing and what will be available. We are working on this and the communities will be informed on what will be happening next week. Thank you, Mr. Speaker.

Speaker: Thank you, minister. Oral Questions. Supplementary. Final supplementary. Mr. Arvaluk.

Mr. Arvaluk (interpretation): Thank you, Mr. Speaker. Will the government provide a toll free number with Inuktitut and English or in the Kivalliq will they be able to make a collect call to the Petroleum Products Division in Rankin Inlet? Thank you, Mr. Speaker.

Speaker: Minister Kattuk.

Hon. Peter Kattuk (interpretation): Thank you, Mr. Speaker. This of course is a big concern, as for the member's question we can make that available. However once we determine what the next step will be we will certainly let the people know. But for the member's question, yes, we can provide that. Thank you, Mr. Speaker.

Speaker: Oral Questions. Oral Questions. Ms. Williams.

Question 181 – 1(6): Hire an Employee for Gasoline Responses

Ms. Williams (interpretation): Thank you, Mr. Speaker. My question is to the Minister of Public Works and Services. Mr. Speaker I would like to ask a question pertaining to a question that was raised earlier. I have been receiving telephone calls and letters from my community. I appreciate their letters; they have faith in our ability to help them.

Would the minister come up with an agreement with another minister to provide funding to hire employees perhaps for the whole month to look into this problem so the broken down engines can be given to this employee. I am just thinking that once I go to my community that I will be given a box of broken down parts. Can the minister come up with an agreement with the other ministers to create a position to deal with this issue in the communities? Thank you, Mr. Speaker.

Speaker: Mr. Ng.

Hon. Kelvin Ng: Thank you, Mr. Speaker. Mr. Speaker, in respect to the issue of the whole compensation program and that because of the financial implications, I've been asked to be the lead on that in that area.

I can answer to the member that right now, the government is trying to put together a plan in how we're going to deal with this whole issue. I've indicated the first issue is trying to get an assessment of how much potential damage is out there for those individuals that have already undertaken repairs or maybe have machines that are waiting for repairs.

So, that's the first step. From the government's perspective right now, they want to collect as much information as possible. We think that we have to do that on a face to face basis versus dialing a toll-free number although we would make that available.

Right now, internally, the government is trying to figure out who would be the main contact in each community to allow that to happen. Right now in the smaller communities, you could look at the possibilities of the Renewable Resource Officers.

In the larger communities, there may be the option of, in the larger communities where there's more of a government presence, there may be an employee of one of the departments there in one of the decentralized communities.

So that's what we're trying to formulate internally before we get out the public information. The minister will make an announcement on that next week as we identify those individuals. So that's the thrust of where we're going right now Mr. Speaker. Thank you.

Speaker: Thank you, minister. Oral Questions. Supplementary. Ms. Williams.

Ms. Williams: Thank you, Mr. Speaker. We will patiently wait until next week but at the same time, Minister of Finance, he's the key point of the inventory. Who's going to be the contact person? Right now, we are the contact people as MLAs for our communities. So, to reassure Nunavummiut, there will be a contact person in each community. Is that what I understand, that they will come up with next week? Thank you, Mr. Speaker.

Speaker: Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Speaker. Yes, that is the plan. Thank you.

>>Applause

Speaker: Thank you, minister. Oral Questions. Are there any further Oral Questions? Mr. Nutarak.

Question 182 - 1(6): Status of RFP on Health Centre

Mr. Nutarak (interpretation): My question is for the Minister responsible for Public Works and Services. It's a very brief question. Last week I had asked him a question in regards to the health centre that will be built in Pond Inlet. What is the status on the contract? The previous contract, did it come to its term or, I mean the RFP? Thank you.

Chairperson (interpretation): Thank you, Mr. Nutarak. Minister Kattuk.

Hon. Peter Kattuk (interpretation): Thank you, Mr. Speaker. When you asked that question in the House I went to see him to clarify this matter to him in regards to this RFP. It was delayed and to date I have never heard any further news. But once I find out I will go see the member in his office and clarify this to him. Thank you.

Speaker: Oral Questions. Mr. McLean.

Question 183 – 1(6): Negotiated Contracts

Mr. McLean: Thank you, Mr. Speaker. Mr. Speaker, this question I am going to try and direct it to the Minister of Community Government and Transportation because it directly affects her department. It goes back to two or three years ago when we were talking about specifications on buildings. It is regarding a return to oral question from my colleague from Gjoa Haven regarding cost over runs and budgeted amounts for capital.

He comes from a middle sized community and projects and it even happened in Kugluktuk where a project came in way over budget and it had to be delayed a year or two. I know that we have to work within budgeted means, and I am talking here about contracting procedures and issues. I know I should be asking the Minister of Public Works and Services but it directly relates to Community Government and Transportation's department.

When a contract is let in a community and it comes in far over budget and we hear about the economic impacts of contracts in smaller communities and the job benefits that come from them. Is there any mechanism there that if a contract is tendered in a Gjoa Haven or a Kugluktuk and it comes in 20, 30, 40 percent higher than the budgeted figure, and I am sure the people that put these prices together are working within a budgeted figure, and we talk about Development Corporations in communities and stuff like that.

Has the government thought about maybe negotiating contracts with local companies or development corporations to build certain buildings at a cost effective price? Thank you, Mr. Speaker.

Speaker: Minister Thompson.

Hon. Manitok Thompson: Thank you, Mr. Speaker. The idea has been thought about; it has been mentioned here quite a few times. I don't think the government, I can't speak for the whole government, but we have not had a serious enough talk about negotiated contracts.

It is something that we have thought about and we just have not made a final call on negotiated contracts. Thank you, Mr. Speaker.

Speaker: Thank you, minister. Oral Questions. Supplementary. Mr. McLean.

Mr. McLean: Thank you, Mr. Speaker. My second question is, and I know the minister can't commit to it, but in the smaller communities I am talking about, I am not talking about the larger communities where you have a strong private sector like in Iqaluit, Rankin Inlet, Cambridge Bay and your community, my community and some other communities.

But in the smaller communities like the Whale Coves and the Coral Harbours and places like that where you only have maybe a small contractor that can't take on the magnitude of a large contract, that would the government, and if they did negotiate a small contract with a small contractor in a small community and help develop the labour pool, that the economic spin offs would be better than bringing a contractor in from the south to set up.

Would the government, and I am asking the minister, talk to the cabinet about helping the smaller communities negotiate contracts with the smaller contractors? Thank you, Mr. Speaker.

Speaker: Minister Thompson.

Hon. Manitoq Thompson: Thank you, Mr. Speaker. It seems like the thought process has quickened up on cabinet on this side. So everybody is agreeing with me now. Thank you, Mr. Speaker.

>> *Applause*

Speaker: Thank you, minister. Oral Questions. Item 7. Written Questions. Item 8. Returns to Written Questions. Item 9. Replies to Opening Address. Item 10. Petitions. Item 11. Reports of Standing and Special Committees. Item 12. Reports of Committees on the Review of Bills. Mr. Tootoo.

Item 12: Reports of Committees on the Review of Bills

Report 04 – 1(6): Bill 7 - Loan Authorization Act, 2002-2003

Mr. Tootoo: Thank you, Mr. Speaker. Mr. Speaker, I wish to report that Bill 7, the Loan Authorization Act 2002/2003, has been reviewed by the Standing Committee on Government Operations and Services and that the Bill is ready for consideration in Committee of the Whole.

Mr. Speaker, I seek unanimous consent to waive rule 68 (5) and have Bill 7 moved into Committee of the Whole for today. Thank you, Mr. Speaker.

Speaker: Thank you, Mr. Tootoo. There is a request to waive rule 68 (5) for the Standing Committee Report on Bill 7 to be referred to Committee of the Whole for consideration. Are there any nays? There are no nays. The Standing Committee Report on Bill 7 is referred to Committee of the Whole.

Item 12. Reports of Committees on the Review of Bills. Item 13. Tabling of Documents. Item 14. Notices of Motions. Item 15. Notices of Motions for First Reading of Bills. Item 16. Motions. Item 17. First Reading of Bills. Item 18. Second Reading of Bills. Item 19. Consideration in Committee of the Whole of Bills and Other Matters; Bill 2, Bill 3, Bill 4, Bill 5, Bill 6, Bill 7, and Bill 9.

According to the authority vested in me by Motion 02 - 1(6) the Committee of the Whole will stay in session until it reports itself out, with Mr. Puqignak in the Chair.

Before we proceed to Committee of the Whole, we'll take a short break and a reminder to all members that at 12 noon there will a meeting of full caucus in the Nanuk committee room. Sergeant-At-Arms.

>> *House recessed at 11.24 a.m. and resumed at 1.03 p.m.*

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

Chairperson (interpretation): Good afternoon. I would like to call the committee meeting to order. Minister Ng. Do you have witnesses that you would like to bring to the table? Does the committee agree? Sergeant-at-Arms, could you escort the witnesses? Minister Ng, thank you. Can you introduce your officials?

Bill 6, Appropriation Act No. 2, 2002-2003 – Consideration in Committee

Hon. Kelvin Ng: Thank you, Mr. Chairman. On my right is Mr. Robert Vardy, Deputy Minister, Department of Finance. And joining us shortly will be Mr. Rod Malcolm, the assistant Comptroller General. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, minister. You and your deputy and staff, welcome to the chambers.

We would like to start now. Yesterday, the Minister of Finance Mr. Ng made his opening remarks. You have ten minutes to speak. Anybody? Any comments? Are there any general comments? Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you, Mr. Chairman. I respect the finance department officials. They are dealing with the funding that we are using for the entire territory and they are doing a great job for which they should be congratulated. But in regards to the funding for Nunavut communities we have to think of new ways to use the money in the communities.

We have to respect the communities and for the past two years in the chambers we are learning more and more of the communities' concerns that Nunavummiut will have to make money and we know that our citizens have already thought of these issues and have ideas so we should remember them as we think of ways for Nunavummiut to develop or diversify their economies. We are looking for ways to help them. It's our responsibility to help them so the communities will create their own economic development opportunities.

We have to welcome the proposals from each community and give them due process because the people in the communities know what their needs are and what has to be built to meet the needs of the community. In Nunavut, we are lacking a lot of basic infrastructure like schools, other types of facilities, public housing and others because the funds are not filtering down to the communities. If the allotted funds are going to the communities, the communities can resolve their problems themselves if we give them enough funding to meet these needs.

We are representing our communities and we became the government for our people so that we could deal with our issues. We have to think of different ways to help our communities. Today we use a lot more money than in the past and now there are more things that require funding in the communities and it costs money to run everything these days. In the days of the GNWT, we were always under funded compared to the west and

we hardly ever shared in any surpluses. That's why we have to allocate the money fairly and directly to each community in Nunavut.

In the past we were not able to do much to help the communities with their needs. Each community knows what problems they are having and what money they need and what it should be used for. Some of the communities are given funding but if the money is not enough they end up having debts.

Therefore we have to review the issue and look for new ways on how we can help the communities with funding and look for different programs to improve disbursement of these funds. We have to plan how we can help the communities we are representing so that they will not fall into financial disrepair.

This already happens to some of the communities because the funding given to them is not enough. So therefore the Department of Finance will have to review this matter carefully because in the past we didn't know much about money and funding in those days and because of that, during the GNWT days a lot of communities were starting to dig themselves into financial holes and the end results are still facing us today and they are getting larger, in some cases reaching to this day.

Therefore, since we started this government what can we do to plan and how can we use new ways so we can use the money wisely and help the communities so that when they won't go through a hard time, running into problems because they're lacking enough fiscal resources.

When the communities do not have enough financial resources, it can lead to further debt which then cannot be repaid due to the limited funding they are receiving. We have to review all of the items requiring financial expenditure or commitment and see how we can properly fund them without overburdening ourselves. We have to create new processes to deal with these problems.

And speaking of cost over-runs, what about the contractors, sometimes when the contract is let, they use more money than expected. When that happens the problem comes to the House and we have to deal with the problem. This looks as if we are looking after the contractors' cost overruns and we lose money that way, especially when we are talking millions of dollars worth of contracts.

So, we have to review this and do something about it. Each community knows what we can do to improve things. The Government of Nunavut will improve as we work together to meet these challenges and even the bureaucracy can become a well-oiled machine. This is what I have to say. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Iqaqrialu. That's a good comment. I have names written. Mr. Haviyok.

Mr. Havioryak (interpretation): Thank you, Mr. Chairman. I just wanted to make a short comment. I was quite glad to hear the statement made by the minister yesterday. As we all know as MLAs and this is what the MLAs asked regarding the education act and how it could be improved, but I like that the 1 million dollars is geared towards training the employees. The people out there can utilize it.

I just want to make a comment on this that it is a very good for people of Nunavut and for the next comment I'd like to make regarding the power subsidy. I don't know how to say it in Inuinnaqtun so I'm saying it in English. I know it uses a lot of the budget and I am happy that it helps the people out there and the people of Nunavut have relayed their appreciation to me. The people from Kugluktuk say if that division wasn't there then we would have a hard time trying to make ends meet but since it's there people are using it.

I want to make a last comment on youth that are in grades 10, 11, 12. We have to think of other ways of assisting them, not only for the Department of Finance but for other departments as well. We can think about student summer jobs as that will really help in the long run. There will be more Inuit employed out there, especially if they have an idea of what it takes to work in our communities. I just wanted to comment on these issues and thank you, Mr. Chairperson.

Chairperson (interpretation): I have no more names. We are going to deal with the main estimates. We are on page 3-6. Finance. Branch Summary. Directorate. Total operations and maintenance 2 million 857 thousand dollars. Are you agreed? Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you, Mr. Chairman. Under fees and payments 1 million 685 thousand dollars. It's more than the previous funding allocation from 2001/2002 which was 1 million 647 thousand dollars. There's a slight increase, perhaps there's hardly any change on that line and that's why it's like that. Thank you.

Chairperson (interpretation): Thank you. Mr. Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. The funding increase of 38 thousand dollars is specific to training and development for the assistant deputy ministers. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Would you like to continue? Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you. It's 1 million dollars to train the ADMs. Perhaps this is due to the assistant deputy ministers having a very high turn over rate with the changeovers and so on. Is that why this line item is like that? Thank you.

Chairperson (interpretation): Thank you. Mr. Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. This is the same ADM we've had since April 01, 1999. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you. It's 1 million dollars and there's no change even though your ADM is the same. Perhaps you train other ADMs on top of the deputy ministers. Perhaps you fund the orientation of the other departmental deputy ministers and their assistants. Thank you.

Chairperson (interpretation): Thank you. Mr. Minister.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Mr. Chairman, maybe I should just clarify for the record. It isn't 1 million dollars. The member may be referring to the training money for beneficiaries that I indicated in my opening comments. That comes later on in a different section.

This 1 million 685 thousand dollars, 1 million 635 thousand dollars of that Mr. Chairman, is for the equal pay costs, the ongoing legal costs for the equal pay dispute that's been under way that we inherited along with the GNWT. The only addition I had mentioned is the 38 thousand dollars that was specific to training for the ADM. That was where the increase was in this total budget item. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Mr. Arvaluk.

Mr. Arvaluk (interpretation): Thank you, Mr. Chairman. For the same line item, how long will it take to pay for the equal pay costs? And how long do we expect that equal pay dispute to go on? Thank you.

Chairperson (interpretation): Mr. Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Mr. Chairman, as you know, this pay equity issue was with the GNWT and it's been at least ten years if not longer that it's been with four different adjudicated bodies and courts and so forth.

Since April 01, 1999, obviously we became involved because we have a portion of that liability because former GNWT employees would have carried on with the Government of Nunavut or ones that had been involved prior to that, that have worked in Nunavut. Based on the assets and liabilities table, we have our proportional share of liability on that. Obviously, given the time frame that's taken place, there has been steady progress on the whole file but it isn't at the stage yet for clear resolution to the issue.

We would hope to get there as quickly as possible. I think all stakeholders would want that, to put some clarity to the issue and closure to the issue. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Mr. Arvaluk.

Mr. Arvaluk: Thank you, Mr. Chairman. It will continue for a little while. Is there anything new that you expect will crop up from the dispute? Thank you, Mr. Chairman.

Chairperson: Minister.

Hon. Kelvin Ng: Well Mr. Chairman, during the course of this whole matter there have always been times where the bodies have thought that they were close to resolution, putting some closure to it and getting an agreement. But for a lot of reasons it falls off the table again. To be optimistic we hope that something could be reached over the course of the current year, and that's the best that individuals could hope for. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Mr. Arvaluk.

Mr. Arvaluk: So this is not the payment to the employees, or former employees but more for the litigation, for the lawyers and things like that. Qujannamiik.

Chairperson: Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. The member is correct, there has been, as members may recall back with the Government of the Northwest Territories, at one point they sent out offers to individuals in trying to reach a resolution to the issue and I believe that at that time, there was over I think it was 70 percent of individuals that had been made offer individually had signed off and received payment.

But there is still obviously a portion of the employees and individuals that didn't accept that and are still involved. Thank you.

Chairperson (interpretation): Do you want to continue? Thank you. Page 3 – 6. Directorate. Total operations and maintenance 2 million 857 thousand. Do you agree? Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman, under the compensation and benefits in this area there is an increase from the initial main estimates last year of 858 thousand to the 938 thousand. I would like to ask the minister if that covers off any new PYs or is it just a result of changes in the collective agreement since last year? Thank you, Mr. Chairman.

Chairperson: Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Mr. Chairman, this increase in this specific area is strictly for the financial impact of the collective agreement. No new PYs. Thank you.

Chairperson (interpretation): Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. How many PYs fall under the directorate? Thank you, Mr. Chairman.

Chairperson: Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. I believe it is 33. Thank you.

Chairperson (interpretation): Would you like to continue Mr. Tootoo? Are you finished? Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Sorry I would just like to correct the record on that. On further study of the detail actually for this particular branch there are 10 PYs, 33 throughout the division, but for this branch I will correct that. Thank you.

Chairperson (interpretation): Thank you, minister. Page 3 – 6. Total operations and maintenance 2 million 857 thousand. Do you agree?

Some Members: Agreed.

Chairperson (interpretation): Opposed? It is carried. Page 3 – 7. Finance. Branch Summary. Fiscal Management. Total operations and maintenance 21 million 119 thousand. Do you agree? Mr. Arvaluk.

Mr. Arvaluk (interpretation): Thank you, Mr. Chairman. Under contract services, what is that used for? Could the minister clarify that for me?

Chairperson: Minister Ng.

Hon. Kelvin Ng: Sorry Mr. Chairman.

Chairperson (interpretation): Every time I mention your name, you guys can press your mute button to talk amongst your officials; if you want to be heard, just release the button. Minister Ng.

Hon. Kelvin Ng: I was just reading my notes, Mr. Chairman. For contract services the bulk of the 9.4 million dollars is for the NCC leases for our GN office buildings. There have been a few increases for this year in respect to a few other contract areas. Thank you.

Chairperson (interpretation): Would you like to continue Mr. Arvaluk?

Mr. Arvaluk: NCC building leases for Iqaluit, Kugluktuk, everywhere? Qujannamiik.

Chairperson (interpretation): Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. All the GN buildings that were assumed from the Nunavut Construction Corporation on April 1, 1999 and afterwards when they were completed. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Mr. Arvaluk.

Mr. Arvaluk: Thank you, Mr. Chairman. I don't want to get off track here, but is there any way, in your preamble for fiscal management for example, or any other preambles in the financial accounting system, can we be a little bit more specific. For example, contract services 10 million 360 thousand or 9.4 portion is for the NCC leases, etc.

Just by looking at this page for example, I cannot tell what the contract services are for. A lot of times we have to ask for clarification on behalf of the public what is entailed in contract services. Could that possibly be consideration for clearer or more precise information for the public? Especially communities who will be receiving the Main Estimates and they will know what they are for. Qujannamiik.

Chairperson: Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Yes we can take a look at that. Thank you, Mr. Chairman.

Chairperson (interpretation): Would you like to continue? Mr. Havioyak.

Mr. Havioyak (interpretation): Thank you, Mr. Chairman. Perhaps it is on this page or another page of this budget, please inform me if I am mistaken. The training positions, where are they going to be based? I will ask that first before I continue with my line of questioning. Thank you.

Chairperson (interpretation): Thank you, Mr. Havioyak. Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. It is in the compensation and benefits in this fiscal management branch. Thank you.

Chairperson (interpretation): Just a moment. We did not hear the response. Could you state it again Mr. Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. It is in the compensation and benefits section, the line here in this branch. Thank you.

Chairperson (interpretation): I apologize. Thank you. Mr. Havioyak.

Mr. Havioyak (interpretation): Thank you. Well that's understandable. In terms of training, where are these 10 positions located and in which communities? Where would they be located? Thank you.

Chairperson (interpretation): Thank you, Mr. Havioyak. Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. I'll ask Mr. Vardy to give out the plan in respect to the individuals. Thank you.

Chairperson (interpretation): Thank you, Mr. Ng. Mr. Vardy.

Mr. Vardy: Thank you, Mr. Chairman. The positions, there will be at least 10 positions in our department, possibly 12 or more. And as it stands right now there are two positions in Igloolik, one in Cambridge Bay, one in Rankin Inlet, and there's eight positions in Iqaluit. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Vardy. Mr. Havioyak.

Mr. Havioyak (interpretation): I apologize. I wasn't really listening. Did he say that there were 12 or more positions? Is that what you're saying? I just wanted to get a clarification on that. I apologize. Thank you.

Chairperson (interpretation): Thank you, Mr. Havioyak. Mr. Vardy.

Mr. Vardy: Thank you, Mr. Chairman. There will be at least 12 positions under this program. We're still working out the details of the program with the Department of Human Resources and right now we're looking at two positions in the town of Igloolik, in our regional financial office there.

There will be one in Cambridge Bay, one in Rankin Inlet, and there will be eight positions at the headquarters in Finance here in Iqaluit. Thank you.

Chairperson (interpretation): Thank you, Mr. Vardy. Mr. Havioyak.

Mr. Havioyak (interpretation): That's fine. Thank you, for your response. (interpretation ends) So these are jobs or trainees along with the existing positions. Let's say for example, do you have finance officer to be hired, a finance officer trainee aside from that first. Koanaqutit, Itsivautaq.

Chairperson (interpretation): Thank you, Mr. Havioyak. Mr. Vardy.

Mr. Vardy: Thank you, Mr. Chairman. The classifications of the positions have yet to be worked out with the Department of Human Resources. What we are recommending is that the positions be at various levels, we will have, our current proposal is to have four manager level positions and there will be about five or six positions at the officer or analyst level and there will be a least a couple of positions at the entry level to allow for people with high school education to come into our department.

The exact classifications should get worked out over the next couple of weeks as we get our work completed with the Department of Human Resources. The plan is for those positions to be created on a permanent basis and to allow people to go through those positions to take on permanent positions in our department, other permanent positions, as

well as in finance sections in other departments and then other people can come in to the training program.

But some of the people, if they are for example, being trained into an accounting program, it could take several years for them to complete the training program. So, it'll be very much tailored to individual circumstances. The length of training and the details. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Vardy. Mr. Haviyok.

Mr. Haviyok: Koanaqtit, Itsivautaq. They're not really training positions then. It's only training for those people that are going to take on that job. I'm just looking at the trainee part of it. Having a manager in a position and that Innuinaq would be a trainee. That's what I was looking for actually, on the trainee for management level positions there and when I looked at this I thought it might have been a training position for those management positions that were already filled. But from what I hear I don't think they are training positions. But you could correct me again on that Mr. Minister.

I am just looking for training positions and to see if under there we have any beneficiaries. I hear you when you say these are training, these positions are not really a trainee under the existing management positions I guess. Koanaqtit, Itsivautaq.

Chairperson (interpretation): Thank you, Mr. Haviyok. Mr. Vardy.

Mr. Vardy: Thank you, Mr. Chairman. In some cases what you are suggesting will be the case. For example in the community of Igloolik we opened up an office and we brought in one director position from outside. If we were to have that office fully functioning right from the beginning we would have had to bring in a number of people from outside of the community to handle the work.

But we didn't fill the regular two management positions that fell under the directorate, but instead we've got four people from Igloolik that will be trained. Two under this program and two in the permanent manager positions that will have a fairly intensive training program and the director there will spend a large percentage of his time working with those individuals in providing training on the job as well as arranging it where we can send two people at a time to academic programs.

As well at headquarters we have two people that will be trained as managers. But an individual, one of our other managers will be assigned to these people to help them learn their jobs. So it is a combination of on the job training and academic courses. It will give us extra resources that we can allow people to have free time to do academic training in accounting and other areas. We are working with Arctic College; it's developing training programs. Also we are working with, there is an aboriginal finance management program as well as mainly by a First Nations group. And we are trying to have that program tailored to our situation.

So even though we have twelve positions in Iqaluit and other communities in this program, we are hoping to set up a training program that a lot of people can do the training, but it will be most intensive for those people that are accepted into the program, into the training positions. Thank you.

Chairperson (interpretation): Thank you, Mr. Vardy. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. I will go with my question that I asked earlier; here there is quite an increase, almost 3.2 million dollars in compensation and benefits over the initial amount from the Main Estimates last year. I would just like to get an estimation to that from the minister. I know there are 12 new training positions included in there but I don't think that 3.2 million is just going towards training. So if I could just get an estimation that would be great. Thank you, Mr. Chairman.

Chairperson: Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Mr. Chairman, the member is correct. Two million dollars of that increase is specific to the collective agreement with the Nunavut Employees' Union in respect of parental leave and bilingual bonus and mentoring allowance which is held collectively for all of the government here with Finance.

Also there is 220 thousand of another amount for the collective agreement specific to finance and the NEU collective agreement. The other 800 thousand of course is the training for beneficiaries that we mentioned earlier. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Minister Ng. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman, I am just wondering if this increase or the amount that the minister indicated is there for other changes in the collective agreement, were those things always included in the compensation and benefits amount for this area or is this something that was distributed amongst the departments in previous years and this year is showing up in this section? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Tootoo. Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Mr. Chairman, this is the first time to my understanding with this collective agreement, it is being held, and it has not been dispersed to the departments yet. Thank you.

Chairperson (interpretation): Thank you, Minister Ng. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman, I believe previously not today but I think there was, the minister can correct me if I am wrong, there were about 39 PYs in this section. I am just wondering if all those positions are full-time positions. Does this area have any contract positions working for them? Thank you.

Chairperson (interpretation): Thank you, Mr. Tootoo. Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Mr. Chairman, these are all full-time positions, although we do have a couple of contracts, consultants on contract. Thank you.

Chairperson (interpretation): Thank you, Minister Ng. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Can the minister indicate what areas those consultants that they have contracted to do working for the department. What exactly do they do? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Tootoo. Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. We have a couple of contracts. One in respect to support for the program review, and one in respect to development of a leasing policy. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Minister Ng. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Will the minister be willing to provide us with a list of who these consultants are? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Tootoo. Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. We have Dave Ramsden on in respect to the program review and we have Ms. Robin Sinclair in respect to the leasing work. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Minister Ng. Anything else, Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman, there is again quite an increase in fee and payments. There is almost three million dollars. I just want to get an explanation as to what that increase is for. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Mr. Chairman, the bulk of the 2.8 million dollars is again for the NEU collective agreement specific to the training components and issues in the agreement. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman, the minister and his Deputy had indicated that they are looking at hiring twelve training positions here. They also indicated roughly where those positions are going to go. I know in Iqaluit we have a severe housing shortage. I am just wondering where the department plans on putting these people if they hire them. Do they have housing for them here in Iqaluit and do they have housing in the other communities for these individuals as well? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Mr. Chairman, the hope would be that they would be able and competent individuals hired from the municipalities in which we are trying to target the training needs, so that they would already be in the community and have housing. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Ng. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Has the department started looking for these people already or when will they plan on putting out advertising and looking for these competent individuals in our communities? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Tootoo. Minister Ng.

Hon. Kelvin Ng: We haven't specifically put out any ads for that, but it's in the works right now Mr. Chairman. Thank you.

Chairperson (interpretation): Thank you. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. I guess in the minister's department, they've never thought of looking at putting out a competition like this. Training someone and looking for people that are, for all intents and purposes, are going to be working within the government system already. That impact that's going to have basically, hiring all these people from other departments and then the people that they're going to have to try and find to replace that person. You're going to be in a situation where they may need staff housing to replace that person.

I'm just wondering if there was any thought to, are we limiting to just the people that are outside the public services or inside the public services, if we're going to have detrimental impact on the other departments. That we've heard all along, we're having

trouble attracting and retaining these financial people within those departments. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Tootoo. Mr. Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. No, we haven't quite frankly, looked at trying to put any restrictions on whether they're from outside or from internally within the government. The main focus is obviously individuals that would be qualified and have an interest in the financial field that we can develop to benefit the government or any other organization for that matter if they choose to leave afterwards. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Ng. Mr. Tootoo.

Mr. Tootoo: I guess no thought's been given to looking at the impact it may have on the other departments and their abilities to meet their financial requirements if these people are going to come from those departments. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Tootoo. Mr. Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Mr. Chairman, the point I'm trying to make is that regardless of if they come from another department into finance, there's opportunities for them, after they're trained to go back out into other departments or into other organizations after they advance and develop more of their skills in the financial area.

And right now, even now, that happens within government. We have people from finance that have the experience here, develop some expertise and go out into other departments where there is a promotion to another department or providing services to other departments within government. So, that happens right now anyways Mr. Chairman. Thank you.

Chairperson (interpretation): Thank you, Mr. Ng. Mr. Tootoo. Thank you. I have no other names on my list. We're on the Department of Finance. Branch Summary. Fiscal Management. Total operations and maintenance 21 million 119 thousand dollars. Any comments? Agreed? Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. I thought someone else was going to ask questions and I would give someone else a chance. I have another one here, it says that this division, fiscal management looks at their tax regime and also monitors the formula financing agreement. Was this the division that came up with the changes that the minister announced in his budget address on the tax break that all Nunavummiut are going to benefit from? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Tootoo. Minister Ng.

Hon. Kelvin Ng: Yes it is Mr. Chairman. Thank you.

Chairperson (interpretation): Thank you, Mr. Ng. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman, I'd like to ask the minister, I know that since we adopted the TONI legislation last year, at that time the minister and his department indicated that they had no plans of making any changes to that. I'd just like to ask the minister what prompted the quick change all of a sudden before any members even knew about it, that there were all of a sudden all these changes on the taxes. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Tootoo. Mr. Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. The fact that I am the Finance Minister, I took the prerogative to look at those initiatives and ask for the impact government-wide and it initiated some initial response from my Financial Management Board colleagues in respect to support or no support for that and finalized the decision based on that. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Ng. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman, I know when we looked at the TONI legislation, one of the recommendations that the committee made was prior to any changes being made to the tax regime that the department look at setting up an independent committee or structure to take a look at some of the changes that may impact Nunavummiut. I'd just like to ask why the minister chose not to go that route. I know that as an example, that's something that our sister territory the NWT did, was to establish a committee of independent experts in the tax field to take a look at it and make some recommendations.

I'd like to ask the minister why he chose not to do that over here? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Tootoo. Mr. Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. In reviewing the fiscal situation of the government and in developing and finalizing the budget, I thought we didn't have sufficient time to implement a broad based consultation process and decided to go ahead. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Minister Ng. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. So basically what you're saying is that you needed something done quickly to put in the budget address and you chose changes based on consultations within his department staff and no one else. Is that what he's indicating? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Tootoo. Mr. Ng.

Hon. Kelvin Ng: That's one aspect of it Mr. Chairman, as well as the fact that from a broad tax perspective, our tax structure is quite a bit different than other jurisdictions, even the Northwest Territories in the portion of our self-generated taxes, so that was another significant factor. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Ng. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman is the minister anticipating any other changes to our tax structure? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Tootoo. Mr. Ng.

Hon. Kelvin Ng: Not until next year's budget development Mr. Chairman. Thank you.

Chairperson (interpretation): Thank you, Mr. Ng. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. I'd like to ask the minister, in looking at changes for next year; he had indicated that there may be some. Will they use a process to allow for input and consultation work, other than departmental staff and the cabinet? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Tootoo. Mr. Ng.

Mr. Tootoo: Thank you, Mr. Chairman. As much as possible I guess given that we're always trying to receive input and consultation over the course of the year no matter where we may be throughout Nunavut. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Ng. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. We're always trying to seek input and changes, except for when we don't want to I guess. One of the other things here that I mentioned that this area looks at is the formula financing agreement and I'd like to ask the minister, what's happened to date with the formula financing review.

Where are they at along the way, maybe you can update us. I know that's something that has been asked about on a regular basis here in the House. When can we expect to see something concrete come out of that process? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Tootoo. Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. I'll ask Mr. Vardy to give the member an update of the negotiations and the timelines right now. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Minister Ng. Mr. Vardy.

Mr. Vardy: Thank you, Mr. Chairman. The current five year formula financing arrangement expires March 31, 2004. And we are involved in negotiations with Federal Government right now upon renewing for another five year term. Most of the negotiations involve the Yukon and the Northwest Territories as well, Nunavut and the Federal Government. We've had two preliminary meetings to get that process started and it'll probably be another year before we're at the stage where negotiations are close to firming up for the next renewal process.

We are trying to get changes to the formula to, that would be of interest to all territories but also there are some specific things that are of interest primarily to Nunavut so we're hopeful to make some progress along that line. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Vardy. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. I think all members would probably agree that the formula financing agreement that we have in place isn't adequate for us and looking at the many shortfalls and things that we need up here in Nunavut that the formula doesn't address. So, I really don't like the term "renew it." I think we should seriously renegotiate some of the things in that formula and not simply look at renewing this formula seriously look at changing some of the things in there. Things like any, according to the existing formula, I believe, any of our own source revenue that we generate they claw back from the formula financing agreement by the Federal Government.

You know what kind of incentive is there for us to try to become more self-sufficient, basically if we raise any extra money the Feds are going to take it away from the money that they give us.

Another area that I think that we need some improvements on is the infrastructure funding. I don't know if that falls under this area but there are many areas like that, that we need to bring to the attention of the Federal Government that the formula doesn't adequately fund this territory to be able to provide the services and the infrastructure needs throughout our territory. So as a suggestion to the minister and to the department that they don't just go simply renew, don't look at it as renewing an agreement and go back and renegotiate and make sure that we have some things in the new agreement that'll positively impact us and not just keep the people in Ottawa happy. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Mr. Vardy.

Mr. Vardy: Thank you, Mr. Chairman. We would agree with the member's comments on the formula financing. We make every effort that we can to make sure that we get improvements to the formula as apposed to just renegotiating the existing arrangements. Sometimes or often, we are limited in the fact that we don't administer the program directly; it's a federal program so sometimes even very strong arguments don't convince

them to transfer additional dollars. Sometimes we do achieve success. About a year ago, there was a change made that resulted in about 10 million dollars in extra transfers a year coming to the territory and a lump sum payment of about 46 million dollars.

Also, we are endeavouring with other government departments to tap into other pots of money that exist in Ottawa. As recently as yesterday, we had meetings with the federal deputy of the Department of Indian and Northern Affairs, where we made our case.

Officials in our department and our minister on every occasion possible try to make the Nunavut case. There's a lot more money needed. We agree with that fully. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Vardy. Are you done? Mr. Tootoo. 3-7, Finance, Branch Summary, Fiscal Management. Total operations and maintenance, 21 million 119 thousand dollars. Agreed?

Some Members: Agreed.

Chairperson (interpretation): Opposed? Carried. Page 3-8. Finance. Branch Summary. Informatics. Policy and Planning. Total operations and maintenance 4 million 141 thousand dollars. Mr. Arvaluk.

Mr. Arvaluk (interpretation): Thank you, Mr. Chairman. Under the item contract services, I believe it is some of the programs we use in our computers, things like the informatics, policy and planning, it seems to be towards new information technology. Could he just clarify what his division does? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. This is specific to the actually policies around Informatics, information technology within the government. Public Works and Services, what the member is referring to, is more of the operational and maintenance side of the hardware. This is just the developmental side of it. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Ng. Mr. Arvaluk.

Mr. Arvaluk: The policy and planning people, and compensation and benefits, 658, but you also have independent people working as technicians for 2 million 747. Is that what the minister is saying? Thank you.

Chairperson (interpretation): Thank you, Mr. Arvaluk. Mr. Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. As I indicated, this is more on the program development, policy development side versus the technical operational maintenance side, with IT and Public Works and Services. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Minister. Do you want to continue? Mr. Arvaluk.

Mr. Arvaluk: Thank you, Mr. Chairman. Over the past three years, concern has been expressed about whether it's spending on information technology is under control. What are the department plans for the coming year in the area information technology? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Mr. Minister.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Mr. Chairman, the government has put in place an IT Management Committee that reviews all the proposals for systems development programs for that. I think there is some justification and some control in respect to the pace of the development of the system to ensure that they put in place something cost effective and manageable. Then those recommendations go forward to approval through the Financial Management Board. That's where the controls are right now Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Ng. Mr. Arvaluk.

Mr. Arvaluk: Mr. Chairman, thank you. Is there capital planning that is already in place or starting for this fall session or winter session because the concern, I'm not really trying to talk about you know capital but is this the same group that makes capital plan for it. I'm not sure, IT informatics technology, is that the same group? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Arvaluk. Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Maybe if I could ask the member to clarify what capital expenditures he's referring to. Is it in respect to the information technology capital or sorry, in respect to overall government-wide capital expenditures? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Minister Ng. Mr. Arvaluk, clarify.

Mr. Arvaluk (interpretation): Yes, there was a concern in the last three years that the informatics technology or IT I think is out of control and I was asking would it be under control now. My question is, is this the group that plans for capital, for IT, I guess. If that's the group then I would like to know; or are there other bodies that do that? Qujannamiik.

Chairperson (interpretation): Thank you. Deputy Minister. Mr. Vardy.

Mr. Vardy: Thank you, Mr. Chairman. The IT policy and planning is in finance and the development of new IT systems is in finance. Whether it's a new payroll system or a new system for motor vehicles, it's in our department. The Department of Public Works and

Services handles the operations and the hardware, like the computer networks. The planning is done, I guess there is some planning in each department, but it comes together through the IT management committee that the Deputy Minister of Public Works and Services and myself co-chair.

Through that committee we're trying to bring IT costs down and in the Department of Finance for example this year, our IT budget is down 12.4% over last year and we share the concern of the members that IT can easily chew up a big portion of our expenditure budget and our attempt is to bring it down and to not develop IT systems that are too elaborate for the size of the territory. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. You want to continue Mr. Arvaluk. Thank you, Mr. Arvaluk. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman, if you could look at the informatics planning budget is 4.1 million in the Department of Finance and Department of Public Works and Services is around 12 million dollars. This is another example of one basic function of a certain area in one department and delivery in another department. Has the department thought of looking at putting all this area under one roof to eliminate the duplication, there must be some duplication of services? Is that something that they may be looking at to try and cut down some of the costs on informatics? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Tootoo. Mr. Vardy.

Mr. Vardy: Thank you, Mr. Chairman. The IT Management Committee is looking at that issue to see if we can come up with a more efficient structure to manage IT in government. In most jurisdictions, you have an IT Policy Planning Group in Finance or Treasury Board Secretariat and you have IT groups in each department. So what we have in Nunavut is a lot of the IT Operations side is concentrated together in the Department of Public Works and Services.

There's probably more consolidation in this government than exists in any other government. But we are looking at ways of streamlining the process where there are greater efficiencies, less costly ways of managing the system. We haven't come to any conclusions yet but we are pursuing that option. Thank you.

Chairperson (interpretation): Thank you, Mr. Vardy. Would you like to continue? Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman, I think the number over the last three years is probably close to 60 million dollars that's been spent on IT throughout the government and in the area of developing new systems. There's one system in particular that has been asked about for at least three years now and that's the HR System. Maybe we need to look at ways and if it takes this long and we all know through the people, that

there was a whole bunch of money that was wasted on that system and it's taking, does it take this long. The deputy indicated that we're not a very large territory.

We don't need a very elaborate system. I would like to think that it would cost us a heck of a lot less than 60 million dollars and take a lot less time than three years to come up with an appropriate system for us. Having said that, what kind of measures or steps, or checks and balances are being put in place to ensure that these things are being done in one, a timely manner and two, a cost effective manner for the government? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Tootoo. Mr. Vardy.

Mr. Vardy: Thank you, Mr. Chairman. It's true that a lot of money is spent on IT. The percent of our budget that is spent on IT is less than the percent of budgets in most other jurisdictions. This territory is geographically very dispersed and the IT system is one way that we're trying to compensate for a lot of that isolation and a lot of those great distances. We have a very decentralized form of government which puts additional strain on the IT system, especially if there's not sufficient bandwidth going into a lot of those communities.

We are trying to develop systems, unfortunately we don't have enough money to develop all the systems at one time and we had to put our HR payroll on the back burner in order to get other systems done. We have a payroll system that works but on the HR side it doesn't provide a lot of the information that people would like on compensation of our work force. We're trying to get that system developed this year and next year. Each time we do our budget, we are limited on how much we can do in a given year because of the budget area constraints. We also tried to improve our system for dealing with income support and other important systems.

The member asked about how we are managing the costs in this area. We have monthly IT Management Committee meetings where the budget of each of our two departments are reviewed and ways are sought to minimize the costs associated with those activities and the review that goes on there is the same that goes on in any areas of our expenditure budget.

It's scrutinized to see if things can be done in the most cost effective way and any changes required is brought to the attention of the Financial Management Board and I think we're doing a decent job to control costs but we've acknowledged that the costs are high there because the demand and needs are high. Thank you.

Chairperson (interpretation): Thank you, Mr. Vardy. Do you want to continue? Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Just one last little question. Under this area here the travel and transportation costs have almost doubled. I was wondering if I could get an

estimate. Are there more people hired there, are they doing more travelling or what is the result of that increase? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Tootoo. Mr. Vardy.

Mr. Vardy: Thank you, Mr. Chairman. There are now eight people in that branch and up until this past year, most of the operations connected with the systems development were managed out of an office that we have in Ottawa. With the closing of our project management office in Ottawa which was staffed by consultants and travel was built into their consulting charges. By bringing people into Iqaluit, and performing the activities, there's more travel required as part of our operations here. I would argue that it's probably a lot less than was spent previously in the consulting contracts. Thank you.

Chairperson (interpretation): Thank you, Mr. Vardy. We're on 3-8. I don't have anyone else on my list. Total operations and maintenance 4 million 141 thousand dollars. Agreed?

Some Members: Agreed.

Chairperson (interpretation): Opposed? Carried. Turning the page, 3-9 and 3-10 are under the same branch. Comptrollership and Regional Financial Services. Total operations and maintenance 19 million 263 thousand dollars. Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you, Mr. Chairman. On this page, the compensation and benefits has been increased. Is it because of the increase in salaries? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Iqaqrialu. Mr. Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Mr. Chairman, 703 thousand dollars is the result of the collective agreement change and 828 thousand dollars is a result of new positions, the Financial Advisor position and Financial Support. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Ng. Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you, Mr. Chairman. Is it for the employees, not for the training? Thank you.

Chairperson (interpretation): Minister Ng.

Hon. Kelvin Ng: These are for the new financial advisory positions and existing employees for that portion of the Collective Agreement change. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman, here it says the comptrollership and regional financial services branch prepares the annual public accounts statements and as I mentioned in my opening comments, is this something that has not been done yet for 2000/2001. I was wondering when we can expect to see those public accounts tabled? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Tomorrow.

Chairperson (interpretation): Anything else? Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. I think I should have asked this question last week. Also, Mr. Chairman, this area is responsible for the internal audit function and that's something that the Auditor General has indicated, it's something that needs to be done and kept on top of. I'd like to ask the minister or the department, how many internal audits were conducted last year? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Mr. Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. We got him specifically for this area. His area of expertise is here so I'll pass this over to him. Thank you.

Chairperson (interpretation): Welcome. Excuse me for not pronouncing your name correctly. Mr. Malcolm.

Mr. Malcolm: Thank you, Mr. Chairman. With respect to the member's question on internal audits, in fact a number of audits have been begun and are at various stages of completion. At this point I can't provide a number with any of the details because they are still in preparation. I'll give you a couple examples of internal audits.

On the specific issue of overtime within the government we're spending some time looking at audited leave and attendance. Those are a couple of examples of things that the internal audit division is doing and there are several other things that they are presently working on. So, although I don't have any specific numbers in terms of number of audits, they are currently very active. Thank you.

Chairperson (interpretation): Thank you. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman, I'm just wondering if the minister could provide us with a list of internal audits that it has done or is in the process of doing and also if he could provide the members with the copy of the results of the audits as well? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. I'd be willing to provide as much information as legally allowed. Like in the confidentiality issues and issues surrounding, you know if there are further things that are passed on to the proper authorities for further investigations. So we have to check what is allowable but certainly, what is allowable will be provided. Thank you.

Chairperson (interpretation): Thank you. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman, this area of internal audits, and I know this I think this is the area where, I'm not sure if they were looking to hire additional people to take on and fulfill these responsibilities. I should just ask, is this Internal Audit function; is it fully staffed right now and how many people are working in that area? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Tootoo. Minister Ng.

Hon. Kelvin Ng: I am told that three out of six positions are filled. Thank you.

Chairperson (interpretation): Anymore? Mr. Tootoo.

Mr. Tootoo: Does the department anticipate or are they trying to fill those other three positions in the near future? Thank you, Mr. Chairman.

Chairperson (interpretation): Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Yes, we have done competitions for that but haven't found suitable candidates so it will be an ongoing recruitment process. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. When these positions that they have been advertising for, do they come with housing or are they not eligible for housing? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Well obviously in ideal situations it would come with staff housing depending on the need. As members know there is a demand for that right now from all government departments. There is a process in respect to trying to deal with the priorities of available staff housing. Thank you.

Chairperson (interpretation): Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. I guess at this time they are not eligible for staff housing as the minister was saying due to the lack of it. Can the minister indicate whether or not the Crown Corporations of this Government will be audited through this function, through this division of Internal Audits? Thank you.

Chairperson (interpretation): Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Yes.

Chairperson (interpretation): Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Does the department have any plans on doing an Internal Audits on the Crown Corporations? And if so, will they, again as the minister indicated earlier with the other stuff, provide a list of which ones and as much information as possible and the results to the members. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Again yes, given whatever is allowable. Thank you.

Chairperson (interpretation): Anymore Mr. Tootoo? Ms. Williams.

Ms. Williams (interpretation): Thank you, Mr. Chairman. My question I asked this before to different departments (interpretation ends) There are statutory requirements for tabling of reports and other documents in the Legislative Assembly of Nunavut.

There are a number of reports that need to be tabled here from the Government so that this government can be accountable to this House. I would like to ask the minister and his department when he will be tabling the Financial Administration Act, the report on that, and the Financial Administration Act on the Public Accounts. They had been tabled in 1999/2000 and 2000/2001 but nothing else after that. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. As I indicated earlier on the public accounts, we will be tabling that tomorrow. It was only recently received. It's signed off from the Auditor General's office in respect to the translation. It's not just a matter of us not being able to do it; we had to wait for them to okay the translated copies before being able to publicly provide that. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Ng. Ms. Williams.

Ms. Williams: Thank you, Mr. Chairman. There are a number of reports that are required; Worker's Compensation Board, Housing Corporation, Nunavut Power Corporation, the Liquor Commission, Arctic College, Petroleum Products, Nunavut

Development Corporation, and Nunavut Business Credit Corporation. Is this department responsible to make sure these reports are being tabled? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Mr. Ng.

Hon. Kelvin Ng: Certainly for some of those Mr. Chairman. But having said that, as one of the Cabinet Member's certainly I'll bring the issue to the appropriate minister and have that followed up on if it hasn't been done already. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Ms. Williams.

Ms. Williams: Thank you, Mr. Chairman. It's more of an accountability issue. We did a cabinet review last sitting so this is one way of making sure this government is accountable. We will be periodically asking for these reports to be tabled in this House. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Mr. Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. I think that was more of a statement from the member. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Ng. Are you finished? All right, Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you. On page 3-10, Power Subsidy, for 2001/2002, and 2002/2003, the figures are the same and there has been no change on the figures since then. What is this line item used for? Thank you.

Chairperson (interpretation): Thank you, Mr. Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. These are the subsidies that we've paid to consumers, most private homeowners and commercial operators. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Ng. Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you. Perhaps the consumers are not increasing in numbers. Thank you.

Chairperson (interpretation): Thank you. Mr. Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Mr. Chairman, I don't know the answer to that Mr. Chairman. Thank you.

Chairperson (interpretation): Thank you, minister. Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Domestic and commercial, since they're not increasing in numbers, is that's why the figure has not changed at all? Thank you.

Chairperson (interpretation): Thank you, Mr. Iqaqrialu. Mr. Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Mr. Chairman, there's a budget item and any additional requirements would obviously would come back on that to dedicate the resources internally. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you. Is it because funding has been sufficient, is that's why there has been no change since 2001/2002? Thank you.

Chairperson (interpretation): Mr. Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. That appears to be the case Mr. Chairman. Thank you.

Chairperson (interpretation): Thank you. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman, on that power subsidy, there's been government wide I think, more than a million dollars in utility costs that have gone up in the last year. That's just the government. Even if the numbers haven't increased in terms of domestic and commercial users, why hasn't there been a change in the amount of subsidy to match the increase in rates over the last several years? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. I guess this hasn't been something that's been considered. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman, I think it was last year, as the result of the increase in the fuel costs and utility costs, this government gave extra funding to the municipalities to off-set those costs. I'd like to ask how come they haven't considered increasing the funding to the subsidies for the domestic and commercial users as well? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Well I think it was because the fuel costs, I just remembered it was pretty significant because of world oil prices whereas on the power side, any increases that the power corporation put in place has been more gradual.

It wasn't such an immediate need for that because certainly there wasn't such a demand or request for that increase in the subsidy. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. How do they determine the amount that's in here, 4.7 million, and how do they determine the level of subsidy that goes out to the consumer? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Vardy.

Hon. Kelvin Ng: Sorry Mr. Chairman. I'll be more specific about which way my hand goes. Mr. Chairman, I would expect that this is more or less historical spending that's been carried forward. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. This is historical spending and it only shows three years on here and I imagine it is the same, you know has this been the same amount since division and would the minister not concur the cost of these things has changed since April 1, 1999 and if he'd consider looking at indexing this subsidy to coincide with any of those increases since then. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Yes, Mr. Chairman, we could look at it but I would suggest to you that, you know, it'll fall under all the other programs as well in this program review exercise that we're undertaking in trying to identify what priorities the government should be focusing on or not focusing on. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman, I think, not only in the program review process but there was also an indication by the minister in the past that they're looking at the status and the review of all the utility prices and subsidies. I don't know but this is probably one of them. So, maybe I would just ask the minister who's usually on that review? Can he give us a status as to where things are at? Thank you, Mr. Chairman.

Chairperson (interpretation): Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. As members know, there are a couple of major reports out there. There is Ikuma and Ikuma-II for the fuel and utilities operations in Nunavut and these are linked into that. So, I mean, I think overall as they move forward and they're trying to implement some the recommendations there that would be

probably more appropriate, because it is more global but the utilities subsidies and utility operations in Nunavut, collectively. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman earlier we talked about how the minister had decided to come up with some changes to the tax system to benefit the people in Nunavut for their tax credits. I think if there was an increase in the subsidy it would have the same impact, probably more of an impact on Nunavummiut.

I just wondered if they would seriously take a look at the naphtha subsidy, the fuel subsidy, any utility subsidies and look at the impact it will have to the people all throughout Nunavut who are paying for these utilities and indexing them to the cost of living and not just going with the historical numbers that they have used in the past. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Tootoo. Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. I think the member raises a good point. But as he knows right now by and large government programs aren't indexed in the funding that is provided to us, the contributions we provide, that's not to say that ideally it shouldn't be the situation but we have to consider our revenues versus our expenditures and our base. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, minister. I still have names on my list. Mr. Arvaluk.

Mr. Arvaluk (interpretation): Thank you, Mr. Chairman. I may have heard it incorrectly, on page 3 – 10. Why does the government give subsidies to domestic and commercial establishments of 4.7 million dollars? Why don't you have a reduced rate for the power rather than having a power subsidy? Perhaps give people a reduced rate. Why do you use a power subsidy instead of a reduced rate? Thank you.

Chairperson (interpretation): Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. It is because the government doesn't set the rates for the power, Mr. Chairman. Thank you.

Chairperson (interpretation): Thank you. Are you finished? We are on page 3 – 9. Comptrollership and Regional Financial Services. Total operations and maintenance 19 million 263 thousand. Do you agree?

Some Members: Agreed.

Chairperson (interpretation): The other page is part of 3 – 9. Open the information item on 3 – 11. Mr. Nutarak.

Mr. Nutarak (interpretation): Thank you, Mr. Chairman. Operating results. I was wondering if you could elaborate on that to me on the 400 thousand import permits. Thank you.

Chairperson: Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Those are the fees for the import permits for bringing in alcohol from outside of the Territory. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, minister. Would you like to continue Mr. Nutarak?

Mr. Nutarak (interpretation): Just below that line item on income, 60 thousand. Why is that separate from the above line item? Thank you.

Chairperson (interpretation): Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. That would be things that wouldn't include import permits. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Anything else? Mr. Nutarak.

Mr. Nutarak (interpretation): My third question under operating results. I had a question relating to the import permits and they are right underneath where we have the other income. We have two line items. One is for importing liquor, and then the sixty thousand, why do you have them separate? Thank you.

Chairperson (interpretation): Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Mr. Chairman, I am not exactly sure what that would be for. Obviously it is not the ones that are specified as far as permits or for liquor sales go. It could be interest income; it could be sales of items other than alcohol. I don't have that specific information here, but we will get that information. Thank you, Mr. Chairman.

Chairperson (interpretation): Anything else? Mr. Nutarak.

Mr. Nutarak (interpretation): Again underneath we have the expenses, other expenses is 450 thousand. What is that for? Thank you.

Chairperson (interpretation): Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Again Mr. Chairman, I would expect that it would be things like operations of offices and travel possibly in those items. I don't have the specifics here, but I can get that as well. Thank you.

Chairperson (interpretation): Mr. Nutarak.

Mr. Nutarak (interpretation): There are only a few communities in Nunavut that can access alcohol, and then there are the prohibited communities. Some of the communities can only have limited orders only with the authority and the approval of the local alcohol committees.

In some of the communities, are these other communities included whether they are prohibited or controlled?

Chairperson (interpretation): Minister Ng.

Hon. Kelvin Ng: I don't believe that they would be. Thank you.

Chairperson (interpretation): Thank you. Anything else? Mr. Nutarak.

Mr. Nutarak (interpretation): In regards to my question about the alcohol committees in the communities, are they funded under the Liquor Commission Revolving Fund or how are they funded? Thank you.

Chairperson (interpretation): Minister Ng.

Hon. Kelvin Ng: No, they are not funded through the Liquor Commission Revolving Fund, Mr. Chairman. I would expect that they are funded by local municipalities or by societies that might be structured to perform that function Mr. Chairman.

Chairperson (interpretation): Thank you, Minister Ng. Mr. Nutarak.

Mr. Nutarak (interpretation): This information item includes all liquor related issues. Then your department deals with import permits and liquor related regulations and restrictions. The committees, were they always funded by the Hamlets? Thank you.

Chairperson (interpretation): Minister Ng.

Hon. Kelvin Ng: Yes, Mr. Chairman. I believe they were because they are creatures of the local municipality or local authority. It is outside of the jurisdiction of the Liquor Commission or the Liquor Licensing Board, which is more territorial. Thank you, Mr. Chairman.

Chairperson (interpretation): That is it. Thank you. Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you. On page 3-11. Operating Results Income and Expenses. This 4 million 230 thousand dollars under Income and the 2 million 186 thousand dollars under expenses, why do you have it configured like that? Thank you.

Chairperson (interpretation): Thank you. Mr. Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. This section shows the total income, coming in, one shows the expenditures and the other amount is the residual surplus. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you, Mr. Chairman. What we have here are income and expenses. We don't have surpluses here. Thank you.

Chairperson (interpretation): Thank you. Mr. Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. The total income is 4 million 230 thousand dollars. Total expenses is 2 million 186 thousand dollars. And if you look under that, the 2 million 44 thousand dollars is the surplus amount. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. We have the income expenses and surpluses here. Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you, Mr. Chairman. I'm sorry, my oversight. The way I saw it, I thought there was just the income and the expenses. I would however like further clarification from what Jobie had mentioned. Just a question. Are the hamlets given a contribution or grant so that the alcohol committees can run in their communities? Thank you.

Chairperson (interpretation): Thank you. Mr. Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Not from the Liquor Commission Revolving Fund. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Where does the funding come from? Thank you.

Chairperson (interpretation): Thank you. Mr. Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Mr. Chairman, I believe earlier I indicated that it would be the local municipality or society there might be established to receive funds for specific activities. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): If they are not funded by this division, isn't that creating a possibility of these committees going into a deficit situation. Why are we set up like that? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Mr. Ng.

Hon. Kelvin Ng: Mr. Chairman, the committees may be funded from other government departments such as Health and Social Services, which may be making a contribution to the municipalities as I indicated or directly to a society within a hamlet to deal with specific alcohol awareness issues. It's not out of the Liquor Commission Revolving Fund or, to be specific, the Liquor Commission and the Liquor Board. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Ng. In order to have our meeting run properly we are under this information item. It is the Liquor Commission Revolving Fund that we are dealing with at the moment. We are not talking about alcohol committees or hamlets. Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you, Mr. Chairman. It might not be here but it does have an effect on the alcohol committees. I would like to see more information items in the next round. Thank you.

Chairperson: Minister. Would you like to respond?

Hon. Kelvin Ng: I'll put on a special briefing just for the member Mr. Chairman. Thank you.

Chairperson (interpretation): Is that it, thank you. Mr. Arvaluk.

Mr. Arvaluk (interpretation): Thank you. Is there going to be a report of the liquor related review that happened for Nunavut? If there is a report in the works, when are we going to see it? Thank you.

Chairperson: Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. As members may recall that was referred to one of the standing committees, the report that came forward. So we are waiting, quite frankly, to hear back from the standing committee if they have any specific recommendations supporting or not supporting some of the results of that report. Thank you.

Chairperson (interpretation): That's it? Ms. Williams.

Ms. Williams: Thank you, Mr. Chairman. It seems like the minister and the department are having some difficulty responding to some of the questions that the members have on this page. They mentioned that they would be able to give some of the members a briefing on this page, therefore I do have some questions, and they already said they don't know what this 60 thousand dollars is for.

They don't know many of these things. Even the department doesn't know that but they were able to put numbers down, so Mr. Chairman, I would like to say that I don't want to approve that page. Thank you.

Chairperson (interpretation): To the information item. Thank you. Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Mr. Chairman, this is an information item. It doesn't have to be approved. But having said that, we provided that information to members. We don't have some of the specifics on the details that are provided from the Liquor Licensing Board relative to their operations.

Having said that, if the members are interested, next year we will have all the details requested and available, either after this session or certainly for next year's budget process, to answer any of the questions that come forward respecting the Liquor Commission Revolving Fund. Thank you.

Chairperson (interpretation): Thank you. Ms. Williams.

Ms. Williams: Thank you, Mr. Chairman. I think the minister and the department and the government do have a very good understanding of the issues surrounding liquor in Nunavut. That's why this is of big interest to all of us, not just the members but Nunavummiut. Thank you.

Chairperson (interpretation): Thank you. Minister Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Mr. Chairman, the point that I was trying to make is that, it is removed from the government as a separate Liquor Commission. Right now it is still contracted out even to Hay River, to the Northwest Territories. But having said that again, we will provide, ask them to either be here I guess, or to provide specific information prior to this information item coming forward. Thank you.

Chairperson (interpretation): Okay. Thank you. Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you, Mr. Chairman. In regards to the report the Standing Committee currently has under review, there have been no changes. We haven't done any consulting with the communities yet as to what their priorities are and I think that the people of Nunavut have to be placed as a priority. According to the question that was posed by the Member for Nanulik, we still have to work on creating it. If we are contracting out this process to Hay River, then we have to find out how it is operated and what's happening to date.

Chairperson (interpretation): Thank you. There was no question there, more of a comment. I have no other names on my list. We're on the information item. The Liquor Commission Revolving Fund. Going back to 3-12. Information Item. Distribution of operations and maintenance budget, and going back to 3-5. Finance. Program Summary.

Detail of Expenditures. Total operations and maintenance 47 million 380 thousand dollars. Are you agreed?

Some members: Agreed.

Chairperson (interpretation): The Department of Finance is completed. I would like to thank you Mr. Minister, including your deputies and officials. Mr. Minister, closing remarks?

Hon. Kelvin Ng: I would like to thank the committee as well and the officials, Mr. Vardy and Mr. Malcolm. Thank you.

Chairperson (interpretation): Thank you. Mr. Kilabuk and his officials aren't here yet. We have completed the Department of Finance and we'll take a 15 minute break. Thank you.

>>Committee recessed at 3.02 pm and resumed at 3.18 pm.

Chairperson (interpretation): Thank you. We can continue. We are now on Human Resources. Is the minister ready for opening remarks?

Hon. Peter Kilabuk (interpretation): Good afternoon, Mr. Chairman, colleagues. I am pleased to appear before the Committee of the Whole to present the 2002/2003 main estimates for the Department of Human Resources.

Mr. Chairman, the programs and services of the department are supportive of the Bathurst Mandate, Inuit Qaujimagatuqangit, and the Nunavut Land Claims Agreement. We are fully committed to excellence in the public service and building an effective, functional and skilled public service representative of the population it serves.

The Department of Human Resources budget for 2002/ 2003 is nearly 20 million dollars with a net increase of about 1.5 million dollars or 8% over last year's budget. The increase reflects the departmental focus on the Inuit Employment Plan Program and other training and development programs.

Chairperson (interpretation): Mr. Arvaluk.

Mr. Arvaluk (interpretation): Thank you, Mr. Chairman. We can hear the minister but we don't have a translated version of the opening remarks in front of us.

Chairperson (interpretation): Thank you. Are they not completed, Mr. Kilabuk? We have only one copy of the Inuktitut. It is okay if we continue. You could continue. Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. I apologize. We have only one copy of the Inuktitut. If it's okay with the members I'd like to continue.

The major components of this budget are:

- 6.9 million dollars for the Inuit Employment Plan, training and staff development
- 5.8 million dollars for recruitment and staff relocation
- 5.1 million dollars for compensation and benefits
- 1.8 million for decentralization
- 4 hundred thousand dollars for departmental operations and maintenance

The Inuit Employment Plan Program will be doubled from 1.7 million to 3.4 million. One of the key initiatives is the senior Managers Development Program. The purpose of this program is to increase Inuit representation at the senior management level, in partnership with the GN departments. This program will create 15 intern positions across Nunavut who will be exposed to different forms of training, learning and skill enhancement. New initiatives will include Employment Systems Review, ADM Professional Development, Public Administration Certificate Program and Job Descriptions Audit.

The Department will continue to provide the government-wide wellness program for all employees and their families, the government's most valuable asset.

We are committing 755 thousand dollars to this program to develop a made-in-Nunavut wellness strategy and to continue providing counselling services to employees and their families.

We continue to support the summer student employment with priority hiring given to beneficiary applicants. The summer student employment program encourages the students to continue and complete their studies, helps them to develop their skills and enhances their ability to find jobs after graduation.

The program also offers opportunities to the students to evaluate their future career options within the Government of Nunavut. The budget will be increased from 350 thousand dollars to 700 thousand dollars.

As we are moving into the third phase of decentralization, the department will direct 1.3 million dollars to decentralization related activities. This will provide staffing services, relocation, training and orientation to all affected employees.

Currently, the department has a complement of 53 positions including 15 positions in Qikiqtaaluk, Kivalliq and Kitikmeot regions. I'm pleased to report that the department is operating close to full capacity.

The 2002/2003 main estimates provides for a total complement of 61 staff including eight new positions. Three of these eight new positions will be located in the regional offices. These new positions...I apologise, Mr. Chairman.

These new positions are created to address critical resource issues in staffing, training, corporate services, regional operations, labour relations and Inuit employment plans. The department is committed to providing Human Resources Management and support services to all Government of Nunavut Departments and Agencies through headquarters and the three regional offices.

The department continues to be active in serving departmental needs in the areas of staffing, job evaluation, organisational design and labour relations. The department's focus on the Inuit Employment Plan will continue to be a main priority.

To achieve all these commitments, we will require the necessary resources to effectively carry out the mandate, function and responsibilities of the department.

In closing Mr. Chairman, I would like to thank you for this opportunity to address the committee. I look forward to answering any questions that the members may have. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Minister Kilabuk. Does the Standing Committee on Government Operations and Services Chairperson have any opening comments? Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. It's a foregone conclusion I guess. It comes with the job of being the chair of the committee to do opening comments.

Thank you, Mr. Chairman. The Standing Committee on Government Operations and Services has reviewed the budget estimates of the Department of Human Resources for the 2002/2003 fiscal year and I'm pleased to provide you with the committee's comments.

The committee notes that the department has been allocated a relatively modest budget increase of approximately 8 percent over the 2001/2002 main estimates. However, the committee has also noted that the department's budget has increased by over 75 percent from its main estimates in our first year as a government.

At that time the department's main estimates were just over 11.3 million dollars. Over the past year, members have been concerned about a number of issues relating to the state of our public service. Perhaps the most acute and visible issue is the persistent shortage of staff housing in a number of communities. This is an issue that members raised last year during the review of the department's budget. Although the committee recognises that the primary responsibility for the staff housing file now rests with the Nunavut Housing Corporation, this issue nonetheless has a fundamental impact on the operations of the Department of Human Resources.

Furthermore, in reviewing the recently tabled preliminary results of the department's workplace wellness survey, it is noteworthy and of concern that the report indicates the housing and I'll quote, "the housing situation appears to be worse for Inuit".

Mr. Chairman, it seems clear to members that the staffing process of the government has stalled to some extent. According to the most recently tabled statistics from the department we are still hovering around the 78 percent level. This number has not changed in any significant direction for some time. Again, the lack of housing is clearly having a cascade effect across the government. Members also noted that the levels of Inuit employment in the public service have remained fairly constant.

We also note, however, the striking gap between levels of Inuit employment in headquarters positions and those in the smaller communities. According to the government's September 2001 employment statistics, less than 30 percent of the positions in Iqaluit were filled with beneficiaries.

Members also continue to have concerns about the rates of turnover within our government. Mr. Chairman, the committee was pleased to see the department table a combined 1999/2000 and 2000/2001 Public Service Annual Report last December.

The committee applauds the department for filling its legal requirement to table this report and encourages those departments who have not yet fulfilled their own statutory tabling obligations, to follow Human Resources' example in this particular respect.

Members also look forward to reviewing the results of the Workplace Wellness Survey, including information on whether funds for such initiatives as the 1-800 help line have been well spent.

Mr. Chairman in the committee's comments last year, members observed the need for the Department to quantify the gender balance within the public service. The Public Service Annual Report clearly identifies a striking gap between the numbers of male and female beneficiaries employed by the Government of Nunavut. Although the numbers of male and female non-beneficiaries are roughly equal, there are considerably fewer beneficiary males working in the government than there are beneficiary females.

It is nonetheless disturbing to see that so few beneficiary males are having success in entering and staying in the public service. Mr. Chairman, the committee has noted with approval the increases that the department has proposed for investments in training.

Members look forward to learning more detail about the department's plan to create 15 intern positions in the Senior Managers Development Program. Members would also note that this program sounds similar in some ways to the Department of Finance's plan to create 12 training positions. Members would be interested to learn whether such programs are being developed in a coordinated way between departments. Members would also suggest that people in mentoring positions need assurances that mentoring work is truly appreciated by our government.

Too often, we hear comments along the lines of; I have time to do my job or mentor a trainee-but not to do both. Mr. Chairman, our employees who take the time to mentor

need to know that teaching and sharing their experience is an integral part of their job. Members have also stressed the need for comprehensive and reliable information to be generated across the government. The committee would wish to see effective interdepartmental coordination in such areas as the payroll system.

Mr. Chairman, it remains a sad reality that while unemployment in our communities is high, the government cannot always find the people in our communities to fill the jobs available. Members have heard from their constituents that there is a perception in the communities that gaining access to training and apprenticeship programs is actually more difficult than it was in the pre-division days. We must ensure that opportunities are readily available.

The department's current business plan is forthright in acknowledging that long-term solutions lie in the area of education, but the committee continues to feel that every effort should be made for the department to work with partners in the area of training, and in eliminating artificial barriers to employment for Nunavummiut who can do the job. Persistent effort is required to fulfill our Article 23 obligations, and members encourage the department to be forceful in this regard.

Mr. Chairman, one government-wide HR issue that members have noted is that although the Government of Nunavut is in the middle of a major Program Review exercise, many departments, including HR, continue to add positions or tinker with their organizational charts. Members would question the extent to which departments have been given the latitude to make changes to their size and structure while we await the results of the Program Review exercise.

Mr. Speaker, the committee has also noted that the Yukon government has recently announced that it intends to develop its own pension legislation for its public service. At present members of the Yukon, NWT and Nunavut public services belong to the federal superannuation plan. Members would wish to see the Government of Nunavut indicate to its workforce whether it will pursue a similar move, or stay within the existing system.

Mr. Chairman, one suggestion that the Committee has heard is the need for an ombudsman-like position within the Government of Nunavut whom employees can go to for assistance – especially for those employees without access to the formal grievance process. We would suggest that the Department explore this concept over the coming year.

That concludes my opening remarks, Mr. Chairman. Individual Members may have comments and questions as we proceed with the review of the Department's estimates. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Tootoo. Sergeant-At-Arms, could you escort the witnesses? Thank you. Mr. Kilabuk, can you introduce your officials?

Hon. Peter Kilabuk (interpretation): Excuse me. I didn't hear you. Can you repeat your question?

Chairperson (interpretation): Can you introduce your officials sitting with you?

Hon. Peter Kilabuk (interpretation): Thank you. To my left Carmen Levi, my Deputy Minister and to my right Tom Thompson, Assistant Deputy Minister. Thank you.

Chairperson (interpretation): Thank you. You have 10 minutes to speak, in accordance with Rule 77(1) with respect to the minister's opening comments. Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you, Mr. Chairman. I appreciate the Human Resources department for coming and we respect your progress in Nunavut in different communities. We represent different communities and as members we are happy with the present situation, but we would like to see more progress in this department.

I would like to state that the shortage of houses is the biggest barrier and perhaps due to that, it's harder to find employees. But, now another concern is when the employees stay for a short period of time and then leave for other positions, sometimes not even long enough to get to know the office.

The Government of Nunavut employees, we are beginning to wonder whether the salaries are lower than the other governments' salaries. We sometimes have really good employees and then they resign because of the low salary. They look for higher salaries in other organizations. I don't think the housing problem is the only problem we have anymore. We have the people who can have houses or accommodations, who can do the jobs but who are going from position to position looking for the best combination of salary and benefits that they can get.

I think that this issue has to be analyzed as it affects our employee retention and especially if the Nunavut Government is serious about the retaining the best and most skilled employees within its workforce. I think that we should not be looking at hiring short term positions as we require a workforce committed to Nunavut and when an employee has become familiar with the position, they start to understand the intricacies of the job and how it has to run to have the most efficient organization, everyone can learn these things.

For the government positions, if the salary is too small, this may be another impediment for this government. We need to review all the employees' benefits and salary structures if we want to retain good employees from Nunavut, and especially beneficiaries. We need to find out if the salaries are lower comparatively than the job market. If it is, then people tend to overlook these positions.

Housing shortages are not the only barriers here. The fact remains that there are a lot of well-educated individuals in Nunavut who are not working for our government. Perhaps it is because of the salary levels. There are many Inuit within Nunavut who can work and

even though they apply, they are treated as if they don't exist. Some of them don't want to be interviewed by the selection committees, Inuit especially, for the position. Even Inuit who have applied for jobs often ask why they are not contacted for an interview, or whether there are even interviews conducted. I have tried to research this issue, but I have kept running into roadblocks.

I know Inuit who can take higher responsibilities in managerial areas because I know the capabilities of some of the Inuit and this is due to my living with these people. We need to review each applicant and the selection process. How come some of them are not even looked at? Sometimes I would ask people, how come you don't apply for a government position? They reply that they have applied but their applications were not discussed at all and it is as if their applications are just thrown out. It should not be like this, we did not create Nunavut to import these practices. All applicants should be looked at carefully, and not only their academic capabilities.

There are a lot of employees who have been working for the government, some for a long time and although their education level may only be grade 10, they would learn all the responsibilities of their jobs and they would know what to do, and when they are at that stage, they have the skills of a grade 12 graduate.

So, this is understandable and in looking at this problem, I have talked to different people about their experiences, but only those who speak my language as they are the only ones that I understand and I have learned different things from those who have applied for different government jobs and the results of their experiences with these applications. I have learned a lot of unpleasant news about the Nunavut Government's selection processes.

The Department of Human Resources should be focussing on being effective and treat everybody according to how they would like to be treated because more than one person has approached me about applying for a job, especially those who have some ability but due to their lack of a demonstrated understanding of English, they are not even considered. A lot of people have confided these things that they have noticed.

Even some beneficiaries with all of the proper qualifications have not been interviewed for these positions and are likely not going to be offered these positions due to this prejudice against unilingual Inuit. This is very demeaning to our people and it hurts to hear these experiences when we are representing Nunavummiut.

I am telling the truth in this respect and I have tried to find out the situation of Inuit employment and talked to a lot of people regarding this issue over the last two years. There are quite a few people whom I have interviewed about this issue. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Mr. Haviyok. Ten minutes.

Mr. Havioyak (interpretation): I just want to make a small comment. It is good to hear the comments of others. We are trying to increase the number of the Inuit workers in our government workforce.

To date, like you interview a lot of people out there who apply for jobs in Nunavut or in their communities. I brought this up last year, I didn't hear, or what I heard last year is when they interview people for jobs we want the people to be interviewed in the Inuinnaqtun language.

We don't want our people to forget our language and when we interview people, if when we interview people out there even though they want to speak Inuinnaqtun, most times we have a language barrier in the interviewing process. I'm sure you've come across this situation before. It is very painful to hear this because I don't understand you in Inuinnaqtun. I want to speak in English that's what we hear most from interviewers. We do not want to see this in our government especially in the future, or to hear that we do not want to hear Inuinnaqtun spoken. Maybe it's getting a little better now as you may know.

I just want to bring this one comment up as well. The summer student jobs. All summer students want to work and I'm glad to hear that students want to work in the summer time. Some communities are not informed or don't know anything about summer jobs especially for students that finish school for the summer and are looking for jobs.

When these students don't hear about summer jobs, sometimes they don't pursue summer jobs as well. This will come up after a little while to see how it is coming along on the student summer jobs, even for youth that are not in school in these communities. I will bring this up as question a little later on. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Mr. Puqiqnak.

Mr. Puqiqnak (interpretation): Thank you, Mr. Chairman. I'm going to make a brief comment. In his opening comments it states that they would incorporate Inuit Qaujimajatuqangit when they are hiring employees and I'm very glad to hear that because Nunavut Government was established by the Inuit people of Nunavut.

And if it wasn't for the Inuit of Nunavut the government would not exist at all. So, therefore, we were very glad to be creating a new entity that would use Inuit Qaujimajatuqangit as its foundation. I am happy that this is a guiding principle, but it starts with language. We are supposed to be utilizing and incorporating Inuit Qaujimajatuqangit and I'm very glad and happy to hear that they will be incorporating Inuit Qaujimajatuqangit in some departments.

I would like to see all the departments incorporate Inuit Qaujimajatuqangit. I'm not opposing non-natives. Yes, I would like to work closely with them and I would like to have a good working relationship with them.

It's evident that Inuit have been stating as Nunavummiut, that there are hardly any beneficiaries that are employed. So we should not be forgetting this. I know that we are a new government and I know that it was pretty hard to implement the government and I know that we should not be just talking about it in the future.

In the coming years I expect this to be incorporated because we are Inuit people and according to the language that we use, Inuktitut should have a stronger presence in government documents.

I know that we will be hiring employees, and I expect to see the government offices using Inuktitut in the workplace and also in other areas because it's in the land claims agreement. Our land claims agreement is pretty powerful in Article 23 and 24 and I was very glad to hear the department talk about it.

We do still experience some problems in some of the communities of Nunavut. As the member for Kugluktuk stated in his general comments, and I'm sure that we're still experiencing some problems in all the communities. For example, in Gjoa Haven, their Liquor Licensing Board Executive Director, who was the Executive Director, got a different job and we still haven't seen a replacement for him. The Liquor Licensing Board Executive Director position was opened and there was an individual who's an Inuk, although that individual was born outside of Nunavut but he's also registered as a beneficiary for Nunavut although he was born outside of Nunavut, he speaks Inuktitut and English.

Giving support to Inuit employment, I don't know what the real problem is in that area, but there's a bit of a problem. Some individuals are interviewed when they apply for employment but because they are not too qualified, they re-opened that position again for the executive director of the Liquor Licensing Board for Nunavut.

Yes, we would like to see these things in Nunavut but the requirements and needs are still missing, you go in the Bathurst Mandate, there's still a Bathurst Mandate to follow and I'm sure that we'll start following the Bathurst Mandate.

We've been a government for three years now but we're pretty slow in our progress. We expect some time in the future that there will be more Inuit employed within the government. Mr. Chairman, I will have some questions later on. That's the conclusion of my general comments. Thank you.

Chairperson (interpretation): Thank you. I have no more names on my list. Mr. Alakannuark.

Mr. Alakannuark (interpretation): Thank you, Mr. Chairman. I will make a brief general comment. There are many Inuit people who have applied for a job but are never hired. Some of the reasoning is the inability to write syllabics, because if they can't read in Inuktitut, they are turned down. If an individual were to be hired they could be taught on

the job, so these things should not be holding an individual from obtaining a job within the government.

And all the comments that were being made are true. It's possible for a person who is hired, like for example within the department of Finance if they are going to be finance controllers, yes they can learn their job and I'm sure that they would be good at writing up documents but for other jobs outside of those there's hardly any Inuit people being hired because they're not certified or qualified or usually that's the excuse.

Usually inexperienced people can learn on the job, and they are better experienced than some new ones that are imported. Once they learn they can do their job very well, and they become very capable, I just wanted to point that out, and I just wanted to conclude with that for now. Mr. Chairman Thank you.

Chairperson (interpretation): Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. My own general comments to make here to the department is I think that we really seriously have to take a good hard look at our turnover rate and what we can do to lower it, attract, and retain our employees.

Just going by the numbers roughly that the minister has given us in the past, I think, 28% turnover rate of roughly around 2 thousand employees that's 50 thousand dollars is the average cost, that's 2.8 million dollars, you know that's costing us for people that are leaving. I think the department is responsible for collective bargaining if we're dealing with the union, I think that and looking after our employees.

I think we have to try and be a little bit proactive and innovative in coming up with ways in which we can retain and keep our employees; it is something we cannot afford not to do. I think we have to take a serious look at that and I urge the minister and his department that should be a priority of his department over the next year. Especially with the collective bargaining process due to start soon, it would be an ideal time to try and be innovative and find ways in which we can have more attractive pay and benefits packages for them so we can maintain a stable work force and make the Government of Nunavut a place where people want to come and work.

I think last year, I made a comment, we were fourth in line, we were losing people, the former minister indicated that we were losing people to the federal government to the Inuit Organizations and even to the private sector. I think we should be right up there as one of the top two places where people want to work in Nunavut. After all, this is the organization, the government that is looking after Nunavummiut.

There should be some kind of incentive to work there and help your fellow Nunavummiut. I'll leave that for now, for my comments, Mr. Chairman and I'll have some questions as we progress through the main estimates. Thank you.

Chairperson (interpretation): Thank you. I have no more names on my list. Going on to the main estimates. Page 4-6. We are to start from 4-5 but it will be the last page to deal with. Questions to 4-6. Human Resources. Branch Summary. Directorate. Total operations and maintenance 1 million 519 thousand. Questions? Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman here there's roughly a 300 thousand dollar increase in compensation and benefits, I'm just wondering if that's a result of new PYs being added to the division or is this a result of raises or changes in the collective bargaining? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk: Mr. Chairman the increase is due to two new positions, a systems analyst and an HR officer as well as for the salary increments and northern allowance adjustments. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman I'm wondering if the minister could explain why it would be necessary to add new positions to this division? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. Yes, the positions that I have just talked about for systems analyst because we are continually reviewing the statistics on the number of our employees because today it had not been completed, we are still continually working on it. It's going to be used; we got one employee to input data into the computer although I had mentioned in the House that we are continually behind in the entry of the data. Thank you, Mr. Chairman.

Chairperson (interpretation): Anything else? Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. I don't know if I missed it or is it just a requirement for the systems analyst is it not the HR officer. Is that the other position he had indicated was the added one? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. The first one that I mentioned, the system analyst will compile the data and the information and the other one is an employee who's the HR officer. The other government departments have had to use an HR officer with their employees and that's why we have to hire a human resource officer.

Chairperson (interpretation): Thank you. Anything else? Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. I guess I still don't quite understand why they need to have a Human Resources Officer. They have a whole Department of Human Resources and a whole division of staffing. What's so different and unique that they need another position to do that for the department? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. We have employees who have different responsibilities and roles within the department. The Human Resources Officer is responsible for the co-ordination of the Inuit Employment Plan with the help of the various government departments, Inuit Qaujimajatuqangit, and also to do evaluations on the employees. And also to deal with the employment opportunities and also to keep an eye on what training is needed by the employees. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman, I was wondering if there was a reason why these positions weren't worked into the initial organizational structure of the department and why there again, as I mentioned in my opening comments, there seems to be government-wide all kinds of numbers of new positions popping up and then, I was wondering, you if we are at the stage where we were going to be taking a hard look at the programs and things that we offer through the program review process. I just can't help but wonder, are we just kind of trying beef up our numbers in the departments to be able to pad positions for once that whole program review or whatever comes out as a result of the whole program review exercise.

So maybe, what checks and balances are in there? What things need to be done in order to get approval for new positions within the departments? How do you justify the need and to who for new positions within the departments? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Tootoo. Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. For the higher level management positions, there are full-time employees that are required in those divisions and if there's going to be new positions created it has to get the approval of the cabinet and if it was approved then it would be dealt with by the cabinet. For the lower positions and for casual employees, or for specific related employees, we deal with them through our department. Thank you.

Chairperson (interpretation): Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman, It's no secret that all the departments are up around 80% capacity and there are many vacant positions in the

departments, so why do they have to add new positions when they have all kinds of vacancies that they haven't been able to fill? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Tootoo. Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. In our department we are at 87 percent within Human Resources. I'm sure that there will be some changes according to the trends. We believe that we have had to create those two new positions because there was a necessity. They will be working with the other government departments under the Human Resources Department. The member has also asked us why we are creating these new positions when we have vacancies. The only response I can give is that there was a requirement due to the work load. Thank you.

Chairperson (interpretation): Thank you. That's it? Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman, if there's a requirement in the workload that would mean that there are probably existing positions that do that work already. Again, if he's still got 13 percent vacancies, there's still some wiggle room for the department to move people around within that.

I just wonder why they need to have, and I'm not just picking on this department, I've seen it in other departments as well and I raise it as a concern that I look at as any good deputy or department head, they know that potential cuts are coming down the road, try to do as much as they can to protect the turf that they have. I've seen it in the past in the GNWT and I just want to make sure that it's not the same kind of thing that's happening here in Nunavut. The reason I raise those concerns and hopefully some serious scrutiny as to whether there needs to be new positions of people that, are they just going to cut vacant positions only. Or are we going to be moving, you know, why they don't just move vacancy wise, for the time being over to, reclassify or change the title of those vacant positions to accommodate the new ones.

It's a work load thing. There's been three years now where they have people not filling positions and there's other people doing their job. It's probably more of a reclassification instead of a requirement for new positions. Maybe the structures that we inherited within the Footprint II model didn't reflect the needs that we have and we're finding out as time goes on that maybe we don't need all these people in this area but the charts say that, then why don't we just reclassify.

What I see happening is new positions being created to fill these other jobs. There are work load issues, as the minister talked about and yet we still have all these vacant positions going on in the other section of the department. There's 13 percent of the positions are vacant. Now, I'm not saying that they're all in this area or what area they're in but, if they've been vacant for three years now, are they going to get filled or do we need them filled?

Or do we need to reclassify those positions. I think that's the kind of thing that needs to be looked at instead of just jumping to adding new positions to the department org chart. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Tootoo. Minister Kilabuk.

Hon. Peter Kilabuk: Thank you, Mr. Chairman. We feel that the position is a very good addition to the HR and we realize that we have staff working with other departments on job evaluations, interview processes and all the other stuff they do with the other departments.

But this one in question, Mr. Chairman, we feel is a very good addition to the department because this position provides a lot of support to Human Resources in meeting the areas I had identified earlier, Mr. Chairman. And this position should not and will not affect the other positions yet to be filled that have been identified. So, we would take this as a positive step in better meeting the needs of both the departments and also our department. Thank you, Mr. Chairman.

Chairperson (interpretation): Anything else? Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. I shouldn't expect a different answer than that. On another item on that page Mr. Chairman is under contract services in the previous years it was 20 thousand dollars and it jumped up to 144 thousand dollars. I was just wondering if I could get an explanation to that increase and exactly what it's used for. Thank you, Mr. Chairman.

Hon. Peter Kilabuk: Qujannamiik, Itsivautaq. This increase is for the cost of consulting services for the Human Resources information and payroll system, called HRITS. Thank you, Mr. Chairman.

Chairperson (interpretation): Anything else? Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. So is the minister saying that this is contracting and consulting on development of an IT system to be able to track the human resources information? Is that what he is indicating? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk: Thank you, Mr. Chairman. Yes it is for the department's system. Thank you.

Chairperson (interpretation): Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. I'm just kind of wondering I know that previously the Minister of Finance often indicated that their IT section looks after all the new software development and policy or program development for all the departments,

I'm just wondering if this differs from that division in finance? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. Under this line item, it's going to be for data collection and as the member stated this one is for the data collection within our Human Resources Department.

Chairperson (interpretation): Thank you. Anything else? Mr. McLean.

Mr. McLean: Thank you, Mr. Chairman. Under the directorate, the department is also responsible for monitoring and reporting on the government's initiatives related to Article 23 of the land claims agreement.

It's very clear in Article 23 that there should be priority hiring and I think in most cases it's been implemented in Nunavut if it's a qualified individual. And I know that the numbers have gone the other way in the last two years in regards to the IEP.

But I know there is a concerted effort in this budget and I'm starting to hear through all the departments that they want to do priority hiring for Inuit which I applaud the whole government for. But, there is a little issue that I'm wondering about here in regards to, in the old GNWT, and don't get me wrong, I don't want to compare us to the old GNWT, because this is something that I really don't want to express too many ideas about. But they had a type of hiring program in place where if you were a beneficiary, and if you were considered a long term northerner you had sort of priority B hiring, and then if you were from the south, you were sort of like priority C hiring and today what do we have today.

I know on most ads that if you're a beneficiary to let it be known on the applications. So, what I'm getting here is if Ed Picco is applying for a job in Arctic College and has lived in the north for 25 years and he's competing against a guy from Ottawa or Montreal, you know, he's applying for a job. So, is a guy like Ed Picco with 25 years northern experience going to have an advantage over a southern placement? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk: Qujannamiik, Itsivautaq. Currently, we have the priority hiring policy which gives priority consideration only to Inuit Beneficiaries based on Article 23 of the Nunavut Land Claims Agreement. However, in highlighting the experience of an individual who's not a Land Claims Beneficiary, those would be highlighted by the applicant and through the application process of the individual's experience and knowledge relating to that position. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. McLean.

Mr. McLean: So, an individual that's lived up here for anywhere from 10 to 25 years that's not aboriginal has a slight advantage with his experience and connections to the north over somebody from the south. Is that what you're saying? Yes or no? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk: Thank you, Mr. Chairman. I guess in looking at the experience of the applicants, either as a Nunavut Land Claims Beneficiary or non-land claims beneficiary and the experience and knowledge of individuals always has its point.

In going back to what I just read out, currently the only policy in place is the priority hiring policy but I should also note that experience and knowledge of each individual who's not a beneficiary scores them points in the application process. Thank you.

Chairperson (interpretation): Mr. McLean.

Mr. McLean: Thank you, Mr. Chairman. I think there are weaknesses and it's just my opinion in the hiring policies in this government. Whether if it's Inuit or non-aboriginals that lived up here a long time. Who's responsible for changing the hiring guidelines if it's a unilingual Inuit applying for a job? And we've heard this many times, you know, with their experience and a unilingual long time northerner over an educated articulate southerner. Who's in charge of making up these policies for hiring priorities? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. I'll have my Assistant Deputy Minister, Mr. Thompson, respond to your question but I would like to ask the member to clarify his question. Thank you.

Chairperson (interpretation): Mr. Thompson. Oh, Mr. McLean.

Mr. McLean: Thank you, Mr. Chairman. Do you want me to ask my question over again? You didn't get it. Okay.

What I was getting to here is that the practice of hiring now, the hiring policy the Government of Nunavut has now, it's a policy. I guess it's a hiring policy and I know it's sacred because a bunch of intelligent people made it up.

But when intelligent people make these things up that there's people that fall through the cracks and it's the unilingual Inuit people and maybe long term northerners that have contributed a lot to the development of Nunavut also that maybe not looked at as an application because they too may not have the qualifications some crackerjacks that comes from McGill University or University of Waterloo or something like that.

Sometimes, when people are hiring in the Department of Human Resources, they've got this stringent hiring practice. We've all been through it, Mr. Minister. Yourself included. Who has the decision to make up or look at revising the hiring policies in the Government of Nunavut? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Minister Kilabuk.

Hon. Peter Kilabuk: Thank you, Mr. Chairman. The Department of Human Resources does. Thank you.

Chairperson (interpretation): Thank you, Minister. Mr. McLean.

Mr. McLean: Thank you, Mr. Chairman. We are the law makers. We're elected by our representatives to pass laws in this Legislative Assembly. When our constituents come to us and ask us, I've applied for this job, I've applied for that job; we know that they can do it. But there's a stringent set of rules that were developed by somebody. I'm still not sure who. It was before us I think. Somebody told me a long time ago that policies were made to change. Would your department undertake a revision of the hiring policies in Nunavut to reflect the true needs of Nunavut? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. McLean. Minister Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. There were policies available during the GNWT and the priority hiring policy has been extended to 2006. I just want to remind the members that when a job is open, the government identifies what qualifications the individual has to have. They have to be Inuk or a Nunavut beneficiary and their skills have to be identified to see if the person is the right person for the job. We look at their qualifications once we've seen their resumes and applications. Thank you, Mr. Chairman.

Chairperson (interpretation): Would you like to continue Mr. McLean?

Mr. McLean: Thank you, Mr. Chairman. I will try to write up a motion this afternoon, draft a motion this afternoon regarding the hiring policy of the Government of Nunavut as soon as I'm done asking my question. But going back, we heard the statistics in Nunavut already. We have a 25 percent turnover and I suspect it's on our southern based staff. And it's costing 50 thousand dollars a year to turn these positions over, Mr. Minister.

To me if it's costing that kind of money, why don't we start keying in on our own people in our own communities that have a wish to stay in our communities and a wish to live and raise their families and contribute to Nunavut. If we have that kind of turnover in the civil service and we've been saying it here for the last three weeks, that maybe it's time to look at our hiring policies, our training policies and stuff like that.

So it's just more or less a statement than anything else, that you know we've heard it, the turnover, we've heard it. Why not try to look at hiring policies to make it more user friendly for the beneficiaries of Nunavut, that's just a statement and my final question. Thank you, Mr. Chairman.

Chairperson (interpretation): Just to remind the members we're on 4-6. Human Resources. Branch Summary. Directorate. Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. He was asking if we could review the priority hiring policy or even our selection process. We could ask the departmental staff to review the policy or the process. I want the members to be on the same page of comprehension that when an individual leaves their position, it is not only the non Inuit who leave. It includes some Nunavummiut who leave Nunavut, not just the non beneficiaries, some Nunavummiut have their own reasons for leaving their positions and a lot of those people who leave are Nunavut beneficiaries who do not necessarily leave the Nunavut workforce. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you while the discussion is centred around the department of Human Resources main estimates I just wanted to ensure that my comments are on the record. Mr. Minister was right when he stated that they try to hire only the candidates who are qualified for that position but there's also a problem with these so called qualified individuals. The problem is that a lot of times individuals who are hired do not speak the same language and basically is a unilingual individual who is very qualified for their position but then who often has to use co-workers in that department as interpreters. This is one of the problems where these Inuit were not hired as interpreters in their positions and who then have to spend valuable time as interpreters.

These are some of the problems that are present in the hiring process of our government where these qualified individuals are hired and although they have the required expertise and experience for the position, when they do not speak Inuktitut, they end up using their co-workers as interpreters and I'm just wondering if the ministers realise this is a problem. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. Perhaps if we can look at this problem for one position, we will never address this concern within Nunavut. But it's a concern not just in Nunavut but everywhere where there are people who speak different languages and not everybody is bilingual. This also applies to visitors who do not speak the language of the majority in the place that they are visiting.

So this is a concern that we are aware of and we want to train our staff accordingly. The civil servants should receive training in either Inuktitut or another language. There are different training programs available to encourage staff to learn a different language. We

should look to programs such as on the job training to recruit more Nunavummiut. This is something we are trying to remedy and in my opening comments, I identified some of these problems and barriers. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you. He stated that he's aware of this concern and we will always have this concern which will probably never go away. But looking at the policy and the jobs that will continue to be advertised, how about grade 12 graduates who are often unable to find a job, what is Human Resources doing to encourage graduates to find jobs? Thank you.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. We'll get to that concern. We're going to be initiating a summer student program and so we are training our youth and this is a way of training our youth to see what field they'd like to get into prior to their graduation. This is to encourage them to work with government and it encourages them to look at what field they'd like to get into, once they have completed grade 12. So we encourage our students to take on summer jobs to see what they would like to get into. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Perhaps I'm getting ahead of everybody but while we are here, just a brief question. The minister stated that the students are encouraged to take on summer jobs and so, are they providing career opportunities or programs in the schools, does this department work with the school to provide information on different job opportunities? Thank you.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you Mr. Chairman, I will ask the Minister of Education when I see him. We'll get to that area under 4-7 and in 4-10 we'll be able to discuss this further under the Inuit Employment Plan. And we encourage our students to get into a career or we provide them with information and the Department of Education is also supportive of us to get involved in the schools. Thank you.

Chairperson (interpretation): I don't have anybody else on my list; we are on Human Resources. Branch Summary. Directorate. Total operations and maintenance 1 million 519 thousand. Are you agreed?

Some Members: Agreed.

Chairperson (interpretation): Opposed? Carried. Turn the page, Human Resources. Branch Summary. Staffing. Total operations and maintenance 6 million 37 thousand. Are there any questions? Mr. Arvaluk.

Mr. Arvaluk (interpretation): Thank you, Mr. Chairman. It states that this is a major program. Major programs include staff recruitment and retention, summer student programs and staff relocation programs. My question is, in the Department of Human Resources main estimates, under travel and transportation it's 1 million 821 thousand.

Does this Travel and Transportation, is it geared towards the travel of staff or is that also used within other departments or does it only cover Human Resources?

Chairperson (interpretation): Thank you. Minister Kilabuk.

Hon. Peter Kilabuk (interpretation): This is staffing within other departments for Travel and Transportation. Thank you.

Chairperson (interpretation): Mr. Arvaluk.

Mr. Arvaluk (interpretation): Thank you, Mr. Chairman. There was a question raised by one of the other members regarding summer student jobs. Do I understand that all the high school students and college students in Nunavut and outside of Nunavut will have an opportunity to have a summer job this summer?

Chairperson (interpretation): Mr. Minister.

Hon. Peter Kilabuk (interpretation): The summer jobs are open to students that will be returning to school in the fall in the high school and also in university in and outside of Nunavut. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Arvaluk.

Mr. Arvaluk (interpretation): The minister stated that these jobs are open to students that will be returning in the fall. Thank you for that response. Also, on this page under Purchased Services, I'm wondering what the purchased services is geared towards? Thank you.

Chairperson (interpretation): Thank you. Minister Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. I have a lot of figures here. I'll try to explain to the member once I've figured out what these numbers are. Mr. Chairman, I apologise. Perhaps the member could rephrase his question? Thank you.

Chairperson (interpretation): Mr. Arvaluk, could you please rephrase your question.

Mr. Arvaluk (interpretation): Thank you, Mr. Chairman. Under Purchased Services, 2 million 564 thousand dollars, under 2002/2003, I'm just wondering what this would be used for? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Minister Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. And thank you to the member for rephrasing his question. This amount would be used for advertisements or communications, translation, job opportunity advertisements and for travel. That's what this money would be used for. Thank you.

Chairperson (interpretation): Thank you. Mr. Arvaluk.

Mr. Arvaluk (interpretation): Thank you, Mr. Chairman. So the advertisements, do I understand that this money would be used for advertisements with that. I think we need to realize that yesterday, when we were dealing with the bad gasoline, their concern about where the gasoline was purchased and as an individual from Nunavut, when you're advertising a position, we'd encourage you to have them translated in layman's terms in Nunatsiaq News, Kivalliq News, or other newspapers, so I think we're still following the GNWT advertising practices and so, I'd just like to encourage the minister. It's not a question. Just a comment.

Perhaps I could rephrase what I'm saying then. When you're advertising jobs in Nunavut, they should be very clear. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. The job advertisements, when they are available, today we are trying to use three languages and we'll continue to do that. Whenever possible it would also be in French. The job advertisements are in three languages. Thank you.

Chairperson (interpretation): Mr. Arvaluk.

Mr. Arvaluk (interpretation): When the jobs are advertised, we read them in the paper but some of us from say Grise Fiord, it would take about three weeks to receive the paper. All the hamlets nowadays have fax machines. There are 26 communities, would it be possible to fax them to these 26 communities and all the hamlet offices have fax machines. Can this be considered? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Yes, thank you, Mr. Chairman. We are already doing that. We know that the mail services can be slow. Whenever there is job advertising, it would be translated, it will be in English and Inuktitut and sometimes we advertise through radio too. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Arvaluk.

Mr. Arvaluk (interpretation): Thank you, Mr. Chairman. Do you fax them to the hamlet offices whenever there is a job opening?

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. Yes, when the jobs are posted they are faxed to the hamlet offices. Thank you.

Chairperson (interpretation): Mr. Arvaluk.

Mr. Arvaluk (interpretation): There used to be in the past, in the 1970's the Hudson Bay Company's employees and the educators used to become government officials. We taught them government responsibilities and we helped them out by getting higher jobs. I think anybody can learn. We can consider more on the training programs. Rather than saying that they don't have any experience, I think we can consider and plan to hire someone who will do on the job training. Thank you.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. Our operation today is different from those years. Today's system for example from their experiences or the knowledge, would consider the people who can use their experience for developing in their jobs. There used to be a lot of people who used to work for the Hudson's Bay Company that are now able to become things like deputy ministers and even ministers. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Arvaluk.

Mr. Arvaluk (interpretation): Thank you. That's it.

Chairperson (interpretation): Mr. Havioyak.

Mr. Havioyak (interpretation): Thank you. I just want to elaborate on what I said earlier. On the summer students, students in grades 11 and 12, have they been informed of this program? Are they informed about the summer job programs or are they going to be using like you know, the summer jobs, how do you inform the students on this program? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. We will help the different departments this summer so that the students can have summer jobs. We are

giving out the information to each hamlet council so the information will be available to each community. Thank you.

Chairperson (interpretation): Thank you. Mr. Havioyak.

Mr. Havioyak (interpretation): Thank you, Mr. Chairman. Grades 11 and 12, just using them as an example, if they are given to high school students as well, I want you to keep in mind that we want the high school students to be included. I want to say in another area, on staffing recruitment, I'm sure that they do a lot of interviews for this as well as I said earlier we have a language barrier at times.

We have different dialects if there was a court party from here and they go to, this is what I said earlier, if this person wants to speak in Inuinnaqtun or if this person speaks in Inuinnaqtun and because I don't understand in Inuinnaqtun, can you talk to me in English, I just want to use this as an example in Kugluktuk.

Like if you are in Kugluktuk, would you have the selection panel for positions do you include someone who speaks Inuinnaqtun or who can ask questions in Inuinnaqtun? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): I will. The member is understandable as to where he is coming from and when someone who knows this language is there, they have to be available. If there should be any problem within the language bureau, if the applicant wants to use his or her own language they can do so. We can issue directives for interpreters to be included in these selection interviews. Thank you Mr. Chairperson.

Chairperson (interpretation): Are you finished? Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Just briefly. Although it was touched upon, I won't be asking in regards to the figures here but to date, according to the Human Resources minister's comment, nowadays we keep hearing about Nunavummiut needing to be educated in order to be hired in Nunavut and that's what the department is saying, that they need to be certified. This is even to the people who used to be in the work force for the government who are no longer working there and I was wondering why this is the case and why the department has made it that way, or was it done unintentionally? Thank you.

Hon. Peter Kilabuk (interpretation): I apologise Mr. Chairman I don't know which page he is reading from.

Chairperson (interpretation): Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Perhaps we moved, I'm asking about the figures on page 4-7.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): I apologise, he caught me by surprise. I will look for the Inuktitut pages he read from. Thank you, Mr. Chairman. In regards to his question, I don't know whether the question applies to individuals, if he's talking about individuals who are trying to apply for a job, perhaps, if he can explain his question again. Because what I'm reading is that it describes what the department roles and responsibilities are under 4-7. Thank you

Chairperson (interpretation): Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you. Staffing. At the top in Inuktitut according to the description. I'm not talking about the contents of the description; I'm talking about individuals' experiences in Nunavut. Nunavummiut have lost their positions within the government workforce although they are very well versed in their positions because of the requirement to have paper qualifications, they are losing these positions, and my question is why is this the case?

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you Mr. Chairman, we still have employees who are long term employees within our government who are still unilingual, but these are things that we can deal with, but this policy that I alluded to earlier, this priority hiring policy is still going to be in effect and the things that I spoke about, if an Inuk does not have paper qualifications, an individual who has no certification is seen as equally certified and qualified people according to the level of their experience and knowledge.

I can't say the procedure we follow today, I can't tell you now that we need to hire only the people who are highly educated. So, our procedure that we follow is usually the other way around, we usually support individuals who would like to get in the work force.

Chairperson (interpretation): Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you, Mr. Chairman. Yes, thank you for clarifying that to me because Nunavummiut are voicing their concern, saying that I thought once we get the Nunavut Government everything would be more Inuit friendly so that I was talking along that line. Also in regards to his opening comments, 6.9 million for Inuit Employment Plan or strategy, that's quite a huge sum of money to train the Inuit people to get into the workforce. And it states looking at the total here 6 million 37 thousand, total. What does it mean when we are talking about two related but separate things? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): I apologize Mr. Chairman. I did not understand the member and what he means, but if he can clarify his question. Thank you.

Chairperson (interpretation): Please clarify your question. Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you, Mr. Chairman. In the opening comments of Mr. Minister, it says 6.9 million dollars for the Inuit Employment Plan, training and staff development. Looking at that and looking at the page under 4-7 under staffing the funding figures in here are totally different from each other. What does that mean?

Chairperson (interpretation): Just to clarify. Inuit Employment Plan is still on the other pages, it will be on page 4-15 but I will allow Mr. Minister to respond.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. Yes they are on the other pages they're not under staffing here. So, once we get to that page we'll give him some clarification at that time.

Chairperson (interpretation): Mr. Puqiqnak.

Mr. Puqiqnak (interpretation): Thank you, Mr. Chairman. Staffing under 4-7 when he did his opening comments, I heard the local radio station broadcast in one of my constituency communities. I heard the people who went on the local radio station expressing their gratitude to the Nunavut Government because they will be hiring summer students again. They are happy because their children will be working over the summer and they were very appreciative.

And these parents were very appreciative for having their children working over the summer with the program but I have heard as a Member of the Legislative Assembly quite a number of different stories and some parents are quite concerned about their children. Many parents come to talk to me about their concerns. The communities, the parents in the communities, their children don't go to school anymore and if they drop out when they try to apply for a job and since they are not attending school they don't qualify to be hired under the summer student job program.

Under staffing, the goals and objectives of this program, can we include the young people even though they have dropped out of school, I'm asking your objective here to see. It does not include all the youth. It only includes youth that are in school. It seems like this is not fair so what's your goal in this, whether this young person is in school or not, could they get be included in the summer job program? Thank you.

Chairperson (interpretation): Thank you, Mr. Puqiqnak. Minister Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. Whether they're in school or whether they're not, as long as they're Nunavummiut it applies when we do our other employment opportunities. The program we're talking about is for summer students and this program is only for school students. Last year it continued and it's slightly

increased from last year because the funding we had last year was insufficient. The figure has doubled this year because we want more students to get into the summer job program. Thank you.

Chairperson (interpretation): Thank you Minister Kilabuk. Mr. Puqiqnak.

Mr. Puqiqnak (interpretation): Thank you, Mr. Chairman. For staffing, under this branch in your department, since your department is responsible for staffing. According to our human rights, I know it's evident that youth want to work in the summer time, even some young people who are not in school. Their parents care for them and since your department is responsible for staffing, they know their children are not in school. And these parents care for them. So what kind of program would you have for students that are no longer in school or for students that have dropped out but will get back into the school system? We don't want to hurt anyone. It's evident that we want to be fair.

Since you're responsible for staffing, how can we include these young people so that they can work during the summer? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Puqiqnak. Minister Kilabuk.

Hon. Peter Kilabuk (interpretation): Yes, thank you, Mr. Chairman. This program was geared towards the students that will be returning to school. If we look at last year's, it was half of this figure. Last year's funding for this program was insufficient. At this time, we're estimating we can hire approximately 140 students during the summer and spring.

The funding we have made available continues onto this year to encourage the students to get into the work force so they can have some work experience prior to them completing their education working for the government. Also, according to the studies that they're doing and we keep hearing about in the House, how can we train the people more on job employment opportunities? So this is to support those sorts of things. Thank you.

Chairperson (interpretation): Thank you, Minister Kilabuk. Mr. Puqiqnak.

Mr. Puqiqnak (interpretation): Thank you, Mr. Chairman. Thank you for considering that briefly. Students from high school and students from elementary schools, I think that was the question already posed. I might have been out of the chambers when that question was posed. The students from Arctic College, who are taking some training, are you thinking about that age level. Is there an age criteria in this, if they are 55 or 60 year old, if they happen to be taking Arctic College training courses are they eligible? Do you also include those adults like if there were 50 to 60 year old people who are taking training courses through Arctic College, would they be eligible under this program? Thank you.

Chairperson (interpretation): Thank you, Mr. Puqiqnak. Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. These are geared towards high school students and also Arctic College students and also the students that are going to the university. There are no age criteria providing that they are students. They're eligible under this program because this program is for students and there is no age criteria because they need to be more experienced and they need to take on further training.

Chairperson (interpretation): Thank you, Minister Kilabuk. Mr. Puqiqnak.

Mr. Puqiqnak (interpretation): Thank you, Mr. Chairman. Since your department is responsible for staffing, I'm grateful that we do have such a department. My question is, if we are going to be using these main estimates, once approved for the coming year, but we don't want to make long term commitments. As the Department of Human Resources are you looking at getting additional funding in the future for this worthwhile program?

Chairperson (interpretation): Thank you, Mr. Puqiqnak. Minister Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. It's obvious that there are a lot of people who would like to get into training, to further their training and to get into apprenticeship programs and of course with the GN. We will do all we can to provide the required training and we will give full support to all the government employees who wish to upgrade their skills and to further their education. We'll provide money for as long as we can so that we can give them that support.

Chairperson (interpretation): Thank you, Mr. Kilabuk. Ms. Williams.

Ms. Williams (interpretation): Thank you, Mr. Chairman. I have a very brief question under staffing. The major programs include staff recruitment and training, summer student programs and staff relocation programs. When we're talking about our young people and when there are interviews within the community, do they include a hamlet representative to sit on the interview team? Thank you.

Chairperson (interpretation): Thank you, Ms. Williams. Minister Kilabuk.

Hon. Peter Kilabuk (interpretation): I apologise Mr. Chairman. I don't want to mention small communities. But we are talking about the regions, or about the smaller communities with government offices, we haven't identified any representatives at this time. Thank you.

Chairperson (interpretation): Ms. Williams.

Ms. Williams (interpretation): Thank you, Mr. Chairman. My question is, no matter where you are, whether it's a larger community or smaller community, there are the District Education Authorities, the hamlet councils and other entities at the community level. Do they have representatives sitting on the interview team if they're interviewing for candidates that would work under that particular entity at the community level. It can

make a big difference. For example, there was one time that I got interviewed by the hamlet council and it helped tremendously to have a representative sitting there. Would your department consider using this route when you're interviewing likely candidates? Thank you.

Chairperson (interpretation): Thank you. Minister Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. I apologise, I had misunderstood your previous question. It depends on the type of job that we're looking for. I'm sorry. There are times when there are representatives sitting on the interview team depending on the type of position that we're interviewing for. We can review this option. It's a very good idea and it's something that we can take into consideration. We will seriously consider it and we totally agree with the member's position on this issue. Thank you.

Chairperson (interpretation): Thank you, Minister Kilabuk. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman, I guess this is probably according to our turnover rate, probably our busiest division within the Department of Human Resources. I would like to just ask the minister how many, in the last year, if he has a number of how many positions that they've put out competitions and out of all the ones that they've advertised and put out there, how many of them were they successful in filling? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Tootoo. Minister Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. If we look at the past year, 2001/2002, there were 185 positions that were advertised and 92 of those were advertised down south, 113 positions were advertised in the northern newspapers. It is very expensive to advertise that many positions. We're looking at approximately 920 thousand dollars to put out those ads. Thank you.

Chairperson (interpretation): Thank you. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman, he said there were 185 positions advertised. How many of those were actually successfully filled? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Tootoo. Minister Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. I apologise Mr. Chairman. Out of the 185 positions, I don't have the information in front of me in terms of how many were successful. I could give you the information once I have it. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Mr. Tootoo, anything else?

Mr. Tootoo: Thank you, Mr. Chairman. Hopefully we can get that information fairly quickly. But I guess just looking at that number of 185 positions in the last year and if you look at say roughly 2 thousand employees we have right now working in the government and the 28 % turnover rate of 560 people leaving the government. And in the last year, 185 advertised positions, depending if they were all filled or not, 375 more people that we are bringing on stream. I know it's just a numbers game but if that is any indication of where we are going, I say we are in big trouble and we need to do something about it.

Can the minister tell us what they cost, an average cost to hire an individual right from the beginning of when the job goes through classification or whatever. The beginning stages of the process to the ending stages of the process where the individual is actually in the communities, can you give us an idea as to the average cost to hire and fill the competition? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Mr. Tootoo. Mr. Minister.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. We did provide the numbers at an earlier date but I'll have my ADM respond to your question.

Chairperson (interpretation): Thank you. Mr. Thompson.

Mr. Thompson: Thank you, Mr. Chairman. Yes, recruitment and retention are issues in our government, there's no question about that. Retention has actually gone down from 1999-2000 where our retention rate was 31% but it has actually improved to this year where it's 28%. So our retention rate is actually improving in the government. I don't think the numbers reflect exactly that interpretation. Many of these employees in some cases are not necessarily leaving the Government of Nunavut.

They often apply for other positions within that come up, promotional positions, some people move from one job to another job and we do count that in some degree as retention issues, people moving from job to job. We've done a couple of studies on calculating costs. We've heard the number 50 thousand talked about, with respect to running a process to hire a position. They also used another number, 108 thousand; it's just a number that we used to talk about when we were developing IEP in dollars to submit the budget for training.

To start from scratch as the member asks and to get somebody in a workstation, at a job, including the recruitment costs, a formula for average costs of salary, removal and relocation, housing, the infrastructure of the actual office space and the computer etc. whatever it takes to get them at a site is approximately 108 thousand per employee. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman the deputy indicated that their rate has gone down and I know that it was 31% in the first year but 28% was actually or 29 and that year there was a percentage of people that actually left the department or left not only the department but left the government completely.

And I'd like to ask the minister or the deputy of the 28% that he referred to, the latest number if that includes the overall turnover rate including those that have left the government and have moved from one job to another in a department or what is the rate just for people who have left the government completely? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk: Yes, the figures that we presented, the 31% for the year 2000 was for those that left the government. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. So 560 people left working for government last year and we only ran 185 advertisements for competition. We have a long way before we start making any forward progress. I guess the other thing, I wouldn't mind and I know that's been asked before but is the department looking at doing as they indicated in the past that they are starting to do exit interviews to find out why people are leaving the government? I would like to ask are they doing that now, in every case and are they tracking the results of those interviews? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. We're going to have an employee who will have that responsibility for gathering data and different types of information including exit interviews. We are gathering data, and that will be the responsibility of one of the new employees, one of the new employees who will be filling in a position that will be his or her responsibilities. Thank you

Chairperson (interpretation): Thank you. Anything else? Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. How many new positions are we looking at in this division? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. In total, I apologise Mr. Chairman there will be 1 full time and 15 students. I'm sorry again. 1 permanent employee and a summer employee.

Chairperson (interpretation): Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Just for almost 500 thousand dollars? Out of the positions that have been advertised 185 positions, how many of those positions have been advertised more than once? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk: Thank you, Mr. Chairman. Unfortunately, that is information we do not have here, but something we can supply to the member also. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman maybe they can add on to that, with the positions that have been advertised more than once for positions that didn't have staff housing available to them and also, as we all know recently there's been many of the positions that have been advertised without housing in certain communities especially here in Iqaluit.

What kind of a success rate are they having in filling those positions that have been advertised without staff housing available for them? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Tootoo. Minister Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. We'll get that information once we have the details. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman, we heard earlier in this session, I believe it was the Minister responsible for the Housing Corporation and staff housing. They indicated that the department, it might have been the Minister responsible for Human Resources I can't remember now, that they usually don't hire or advertise positions that they don't have housing for but given the chronic shortage of staff housing that is here, there's been a whole lot of pressure from departments for the department of Human Resources to go ahead and advertise these positions regardless of whether or not we have housing for those individuals.

I guess I'd like to know and I think it's important that we find out, are those positions being filled? Because if they're not, aren't we just wasting money advertising positions with no staff housing? If people aren't applying for jobs because they don't have staff housing, then I believe that the minister had indicated earlier that it was 300 thousand dollars they spend in putting these ads in the paper. Are we just wasting money by putting these ads in that don't come with that housing, if we don't have a very good success rate on those positions? Can I get some feed back on that? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Tootoo. Minister.

Hon. Peter Kilabuk: Thank you, Mr. Chairman. I've been advised that we do have a rather successful rate in finding people to fill jobs that do not go with housing that's been advertised in those communities. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, minister. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman, I'm wondering if the minister could provide that information on a good successful rate. It could be 61 percent, it could be 80 percent it could be 70 percent. I think that's important information to take a look at and see whether or not we're filling those.

Also, another question is, given I've seen some of the ads in the paper for positions that don't come with staff housing some of them are very, very technical positions and pretty difficult to find individuals with that level of expertise to fill those positions in Nunavut.

Is there any type of criteria that the department uses if there's no way we feel we're going to find a level 5 technical position or whatever whether it be a biologist or a chemist or something like that. We're not going to find that person within Nunavut.

So we are not going to run that ad and wait until housing is available for it. I was wondering if there was any policy or guidelines that the department uses in deciding which positions to put out there? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Yes we do have a policy as to which jobs will be advertised. There is a policy available at human resources regarding job advertisements.

Chairperson (interpretation): Thank you. Do you want to continue, Mr. Tootoo?

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman, does the minister commit to making that copy of that policy available to the members of this House? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. I'll think about it, just kidding. I'll make it available to the members.

Chairperson (interpretation): Thank you. You want to continue or are you done? Mr. Arvaluk.

Mr. Arvaluk (interpretation): Thank you, Mr. Chairman. My throat is dry. But, Ms. Williams brought up the issue regarding summer student jobs. I did not pay attention

until I realized just when the minister stated that these high school students and Arctic College students will have summer jobs if they're going to return to school in the fall.

With these summer jobs coming up, will there be hamlet jobs available as well? And under grants and contributions there's no money available to fund summer jobs. Some of the smaller communities don't have decentralized positions from the government and so I'm wondering if jobs would be made available to the hamlet. Can money be provided to hamlets to have summer jobs in some of the communities that don't have department positions decentralized into their community?

Chairperson (interpretation): Thank you, Minister Kilabuk.

Hon. Peter Kilabuk (interpretation): I just want to clarify that this summer job program was available last summer and that it is continuing. There were a lot of applicants and these are students that are working towards or perhaps working for the government later in the year. But there were a lot of applicants and so this summer, the jobs will be open within the government but we don't have any money provided to the hamlets and as I said it was successful last summer and that is why we have funded it further.

Chairperson (interpretation): Thank you. Mr. Arvaluk.

Mr. Arvaluk (interpretation): Thank you, Mr. Chairman. Is the minister stating that some of the communities that don't have government positions will not have a summer student job in those communities if there are no government positions in their community?

Chairperson (interpretation): Thank you. Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. The summer program is geared towards getting students involved in jobs within the government and doesn't have anything to do with hamlets. For those communities that don't have government positions they will probably have other jobs available.

Chairperson (interpretation): Thank you. Mr. Arvaluk.

Mr. Arvaluk (interpretation): I seem to understand in his opening comments he stated that this money is geared towards summer students and the hamlets, the municipalities, or community governments. They provide resources and services so with that I want to ask the minister about eligibility criteria and will those communities be left out. Thank you.

Chairperson (interpretation): Thank you. Minister.

Hon. Peter Kilabuk (interpretation): If we are going to be trying to provide jobs for those other jobs in all the communities this is something that was done last summer and if we are trying to represent all the communities. But we are concerned about the smaller communities and perhaps something else would have to be done a different program outside of this program that is available for students. This program is geared towards

getting summer students working in the GN offices. But we could look at setting up something. Thank you.

Chairperson (interpretation): Thank you. Mr. Arvaluk.

Mr. Arvaluk (interpretation): Thank you, Mr. Chairman. Can the minister ask the Minister of Education how these students can be trained in communities that don't have government departments or positions? In a few weeks the students will be getting out of school for the summer and this money will be effective starting April 1. I think it's important that we find funds perhaps within the department of education or human resources to provide funding for summer students and get approval from FMB. Thank you.

Chairperson (interpretation): Thank you. Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. It would be easy to talk to my colleagues and in the smaller communities perhaps in the health centres and wildlife offices, we could encourage job opportunities for students in the summer. Not all communities will have a lot of applicants but the smaller communities could also be involved in this program.

Chairperson (interpretation): Mr. Arvaluk.

Mr. Arvaluk (interpretation): Thank you, Mr. Chairman. I think somebody asked a question about how many PYs there are going to be available for the students' summer jobs.

Chairperson (interpretation): Minister.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. There are 140 in Nunavut. It might go slightly beyond that. There are presently 44 students at headquarters, 32 students in the Baffin region, 32 in the Kivalliq region and 32 in the Kitikmeot region. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Arvaluk.

Mr. Arvaluk (interpretation): Thank you, Mr. Chairman. The communities, are the communities going to be informed that 32 positions will be in Baffin, Rankin, Cambridge Bay, the government headquarters offices there they might get 32 positions for summer students but for the smaller communities like Coral Harbour, Grise Fiord, they might not know about these summer jobs for students. What I am trying to get at is this, I wonder if this money can be divided proportionally for each community, so that if the Hamlet is not included, then the students can have access to different departments such as RCMP, government offices according to the population of the community? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. The jobs will be open for the summer students, I think we are ahead of time; we will make sure that each department in the government hire summer, the students for summer jobs. We will ask the departments how many summer jobs they can have and I want to be more open to the ideas and each community has been informed so the students in the communities will know what is available in the government.

Chairperson (interpretation): Any more? Staffing. Page 4-7. Total operations and maintenance 6 million 37 thousand. Mr. Nutarak.

Mr. Nutarak (interpretation): One question. The contract services 25 thousand. What exactly is it for? Thank you.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. The reason for the increase is for the casual employees.

Chairperson (interpretation): Mr. Nutarak.

Mr. Nutarak (interpretation): Is it just for the summer, is it one week? One month? How does it go?

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. Whenever there's jobs that need to be done right away, we would hire casual employees. Thank you.

Chairperson (interpretation): Any more? Total operations and maintenance 6 million 37 thousand. Agreed?

Some Members: Agreed.

Chairperson (interpretation): Opposed? Carried. It's supper time, we'll come back at 6.30.

>>Committee recessed at 5.55 and resumed at 6.33 p.m.

Chairperson (interpretation): Thank you. We were finished with page 4 – 7. Next page. Assistant Deputy Minister Community Operations. Total operations and maintenance 3 million 4 thousand. Questions? Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you, Mr. Chairman. I would like a clarification on Assistant Deputy Minister, Community Operations. Which community is running this operation in the regions? Thank you.

Chairperson (interpretation): Minister.

Hon. Peter Kilabuk (interpretation): To my left, Mr. Thompson is my Assistant Deputy Minister and Community Operations is for the Baffin, Kivalliq and Kitikmeot communities. Community operations deal with headquarters.

Chairperson (interpretation): Thank you. Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you, Mr. Chairman. Is it for all of the communities?

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. Yes it is for the regions and representing their communities. So it's for each region's operations.

Chairperson (interpretation): Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you, Mr. Chairman. Compensation and benefits 1 million 754 thousand dollars is an increase. Is it for each region or for the communities? Thank you, Mr. Chairman.

Chairperson (interpretation): Minister Kilabuk.

Hon. Peter Kilabuk (interpretation): The reason for the increase is for two new employees and their salaries and benefits according to the collective agreement. So that's what the increase is for.

Chairperson (interpretation): Any more questions? Mr. Arvaluk.

Mr. Arvaluk (interpretation): Thank you, Mr. Chairman. I would like to ask the Minister of Education, when you are working on this in the regions, Kitikmeot, Kivalliq, they have a Department of Education headquarters who are on the job training, there are apprentices programs in these and are you working with those people in the regions. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Arvaluk. Minister Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. We have to work with these people in the government so we are helping each other and we work with them and for the other communities, they are in the communities with the government

headquarters, for the Baffin and Kivalliq, there is only a difference for those two, for community operations.

Chairperson (interpretation): Any more? ADM Community Operations. Total Operations and Maintenance, 3 million 4 thousand dollars. Do you agree?

Some Members: Agreed.

Chairperson (interpretation): Carried. Job Evaluation and Organisation Design. Total Operations and Maintenance, 759 thousand dollars. Questions? Arvaluk.

Mr. Arvaluk (interpretation): The Department of Finance informed us that the report is not complete about women who were employed, that were not paid enough. They have been working on this for about 10 years now. Is the Nunavut Government in a good position? It says in here "implementing a gender neutral job evaluation system." Is this well defined so that we will not be paying out large sums of money from the old GNWT days? Are we paying for this now in Nunavut starting from 1999? Thank you.

Chairperson (interpretation): Minister Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. Yes.

Chairperson (interpretation): Any more? Job Evaluation and Organisation Design. Total Operations and Maintenance, 259 thousand dollars. Agreed?

Some Members: Agreed.

Chairperson (interpretation): Opposed? Carried. Inuit Employment Plan. Total Operations and Maintenance, 3 million 449 thousand dollars. Agreed? Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): This contracts services, 1 million 983 thousand dollars. I would like clarification. There is compensation and benefits, 899. What kind of contracts are we talking about here? Thank you, Mr. Chairman.

Chairperson (interpretation): Minister Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. I will give this to my Assistant Deputy Minister, to answer this question.

Chairperson (interpretation): Mr. Thompson.

Mr. Thompson: Thank you, Mr. Chairman. The increase of 1.221 million dollars reflects the cost of new Inuit Employment Plan program initiatives that will commence on or about April 2002, such as the Employment Systems Review, continued professional improvement for Assistant Deputy Minister Development, that's all the ADMs in all departments.

The Public Administration Certification Program through Carleton University and audit of all job descriptions to ensure that departments are beginning to remove artificially inflated education barriers and identify compensating skills required to do the job. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you, Mr. Chairman. The contract services are geared for the communities. Do the communities use this money under contract services? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. This budget line item will be used to enhance and develop the existing Inuit Employment Plan and also to implement the plan and the management level training programs. And to orientate the new employees and also, to provide further training programs and also for Inuktitut language skills. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you, Mr. Chairman. Very briefly, and my last question. This 1 million dollars according to your statement under contract services, it is only your department that such a place and that's where they come out. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. No, we deal with contract services, the Public Works and Services gives us assistance. Thank you, Mr. Chairman.

Chairperson (interpretation): Ms. Williams.

Ms. Williams (interpretation): Thank you, Mr. Chairman. I will ask another question later on but I need further clarification under page 4-10, on the lower paragraph it states (interpretation ends) course training development specialized training (interpretation) on page 4-11 there's a same heading, so I was wondering what difference there is between the two. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. From page 4-9 to 4-11 you're asking the difference between those two. Thank you, Mr. Chairman.

Chairperson (interpretation): Ms. Williams.

Ms. Williams: Thank you, Mr. Chairman. Under Inuit Employment Plan, 4-10, second paragraph talks about skill training, training needs analysis, course development; it talks about budget training initiatives. How does that differ from training and development in the next page? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. My page numbers don't correlate. I will ask Mr. Thompson to respond. Thank you.

Chairperson (interpretation): Go ahead Mr. Thompson.

Mr. Thompson: Thank you, Mr. Chairman. The difference primarily is the 4 - 10 document refers to the Inuit Employment plans. These monies are all spent on beneficiaries. Training development 4-11 refers to those budgets for all GN employees. So training opportunities for all employees of Nunavut including non-beneficiaries. Thank you, Mr. Chairman.

Chairperson (interpretation): Ms. Williams.

Ms. Williams: Thank you, Mr. Chairman. Perhaps this was passed but I wanted some more clarification under that same page. Contract services 1 million 983 thousand and 58 thousand fees and payments, maybe at this point I can ask what's the difference between those two, fees and payments contract service and also who are you contracting to do this Inuit Employment plan? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. I'll ask Mr. Thompson to respond.

Chairperson (interpretation): Mr. Thompson.

Mr. Thompson: Yes. Mr. Chairman. I'm trying to clarify the actual concern, I wonder if I could ask for clarification there. Thank you, Mr. Chairman.

Chairperson (interpretation): Ms. Williams.

Ms. Williams: Thank you, Mr. Chairman. I will ask this one question, contract services, who are you contracting to do the Inuit Employment Plan? Thank you.

Chairperson: Mr. Thompson.

Mr. Thompson: Thank you, Mr. Chairman. The contract services the 1 million 983 thousand is spread out over what we described a few moments ago. The funding for the employment systems review, the ADM training and development, public admin certification program, and as I said earlier the audit of the job descriptions. As well as also primarily finding funding for the senior management development program which is 15 beneficiaries, 12 beneficiaries to be identified and selected and trained for senior management positions.

The IEP implementation planning, employee orientation and education culturally in Inuktitut program, that's where the contract services are going. We do a lot of work in the IEP in house with the staff in training and development, and occasionally there are contracts that are put out for tender for RFPs for various portions of that document. So some of that does go to the consultants for the preparation of those documents for the IEP. Thank you, Mr. Chairman.

Chairperson (interpretation): Ms. Williams.

Ms. Williams: Thank you, Mr. Chairman. Fees and Payments, what would you use for fees and payments for? Thank you.

Chairperson: Mr. Thompson.

Mr. Thompson: Thank you, Mr. Chairman. Some of the fees and payments, Mr. Chairman are to provide Inuktitut language training for Inuit and non Inuit Government of Nunavut Employees. Some of that goes back directly to Arctic College. All new Government of Nunavut employees are required to take Inuktitut language training to gain elementary language skills within one year of employment. So if it's a job requirement fees and payments goes to help pay for the costs of those courses. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Arvaluk. I apologise. Ms. Williams.

Ms. Williams: I'm sorry. According to the department's program inventory additional federal funding for Inuit Employment Program is scheduled to start in 2003 and 2004, how much more will be provided and what will it be used for? Thank you, Mr. Chairman.

Chairperson: Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. I can not give you information on that because negotiations are still going on. Thank you.

Chairperson (interpretation): Mr. Arvaluk.

Mr. Arvaluk: Thank you, Mr. Chairman. Along the same line, it's hard to tell now but are you at 50 percent or 60 percent of completion in your negotiations with the federal

government to get additional funding for Inuit employment? Something like that. Thank you.

Chairperson (interpretation): Thank you, Mr. Arvaluk. Minister.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. Since this is a new program we just initially started it so it is hard to say what level we are at now.

Chairperson (interpretation): Mr. Arvaluk.

Mr. Arvaluk: What is your timeline that you want to complete the negotiations for additional funding? Thank you.

Chairperson (interpretation): Minister.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. I apologize, Mr. Chairman. In regards to the question, I don't want to confuse anyone but I can't respond for the Executive and Intergovernmental Affairs. Thank you.

Chairperson (interpretation): Would you like to continue? Inuit Employment Plan. Total operations and maintenance 3 million 449 thousand. Do you agree?

Some Members: Agreed.

Chairperson (interpretation): Opposed? Carried. Going on to the next page. Human Resources. Branch Summary. Training and Development. Total operations and maintenance 2 million 130 thousand. Ms. Williams.

Ms. Williams (interpretation): Thank you, Mr. Chairman. In part of my question on the previous page, on this page it speaks to training and development. The collaborative inter-departmental training and development program.

For those employees that don't speak Inuktitut at all is that where they teach them Inuktitut language skills? Also in here is says Employee Workplace Wellness Program, Professional Development.

Here there are contract services and fees and payments. The fees and payments are larger than the previous page. I was wondering if the minister could elaborate on the difference between the two? Thank you, Mr. Chairman.

Chairperson (interpretation): Minister.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. On the page for training and development, it is geared towards GN employees. The previous page is geared towards beneficiaries. Thank you.

Chairperson (interpretation): Thank you. Anything else? Mr. Arvaluk.

Mr. Arvaluk: Qujannamiik, Itsivautaq. Earlier on you alluded to having high turnover resulting in the need to advertise for more replacements although it has been successful, although the retention rate has slightly improved from 31% to 28 I think you mentioned, if I recall correctly. The preamble on that pages states, leadership initiatives to support and enrich employees' growth. We are spending probably 718 thousand bucks on that one, or at least part of it. Does that mean it's not working well? I understand this leadership to support and encourage growth, it sounds like part of the retention program.

With this concern about the turnover, does that mean it's not working well, it needs to be reviewed or changed or approached to be taken differently. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. In listening to your question, I heard you well but I don't understand your question. So I'll ask my Assistant Deputy Minister to respond.

Chairperson (interpretation): Mr. Thompson.

Mr. Thompson: Thank you, Mr. Chairman. That is a difficult question to answer. I think the programs under Training and Development are successful. Many if not all of our non-Inuktitut Government of Nunavut employees are working through the courses. So they are learning some rudimentary basics of the language. Part of this funding as well is for professional development, other training opportunities and courses and workshops that all Government of Nunavut employees have access to.

And of course we also make our contribution to the Department of Justice's program the Akitsiraq Law School. So to answer that question, I think recruitment or retention issues are going to continue to be there for us but I think they are going to improve. I think as the government matures and we become an employer of choice I think you'll see our retention figures improve and the workforce stabilize. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Arvaluk.

Mr. Arvaluk: Thank you, Mr. Chairman. It probably will stabilize in terms of employment and retention down the road but as a new territory, a new government and new initiatives like NTI and other employment opportunities other than the government have caused some of that. However, what I would be interested in, when you are reviewing retention initiatives will you also include regular ordinary employees who may have thought of leaving the Government of Nunavut, middle management or the administrative staff that may have considered leaving the government, would you include them in your review or study so that they could tell you from first hand experience how they feel today or how they felt yesterday? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. Yes, this question was posed to me in the House if I should include the general staff to find out how we can retain the employees and to find out more about the problems that they are experiencing. Yes I committed to reviewing that and I agreed to review that in our plan.

Chairperson (interpretation): Thank you. Mr. Arvaluk.

Mr. Arvaluk: I also hear that some casual employees have been placed in positions as casual employees sometimes for over a year. Isn't there somewhere the collective agreement states that after a year, things must change or you have to have a permanent position or fire them or, you know, are you supposed to decide sometime within a year what you want to do with that employee or casual employee? Qujannamiik.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): That's a reminder. It depends on the type of employment, for example if you have to extend, or make an extension you could either decide to make them a permanent employee or make some kind of decision. It depends on the type of classification they are on. Thank you.

Chairperson (interpretation): Mr. Arvaluk.

Mr. Arvaluk: Thank you, Mr. Chairman. Well I think that's part of the problem with the Government of Nunavut employees, that some of them hoped to be placed in the indeterminate positions or at least receive some kind of title. Well they have a title as casual employees but some of them stayed hoping that they would be placed in permanent positions. I think there are also retention problems because the uncertainty in their employment when they're working as casuals for too long, like over a year, uncertainty causes them to seek other more stable employment with other organizations.

Just a comment. Mr. Chairman. (interpretation) That was my comment Mr. Chairman. Thank you.

Chairperson (interpretation): Thank you, Mr. Arvaluk. Just a general comment. Ms. Williams.

Ms. Williams: Thank you, Mr. Chairman. This workplace wellness program, one of my favourite subjects. Last year, this government contracted to Health Canada for about 700 thousand dollars and what's happened to that money and is it on this page? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Ms. Williams. Minister Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. Just for my clarification, are you asking me where the program is at the moment? Thank you.

Chairperson (interpretation): Thank you. Ms. Williams.

Ms. Williams (interpretation): Thank you, Mr. Chairman. There was 700 thousand dollars that we accessed from the Federal Government for the workplace wellness program. Is it in here some where? We have the contract services that are only at 563 thousand dollars. What about the 700 thousand dollars that was used for the wellness program? Thank you, Mr. Chairman.

Chairperson (interpretation): Minister Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. I just became the minister for this department just last year so I will have my deputy respond to your question.

Chairperson (interpretation): Which one, deputy or ADM.

Hon. Peter Kilabuk (interpretation): Mr. Thompson.

Mr. Thompson: Thank you, Mr. Chairman. Yes that program spent approximately 700 thousand dollars last year on compensation and benefits, 1 PY for the workplace wellness coordinator position. There was some travel and transportation involved to workshops as well as regional travel. There were some materials, supplies, purchased services, phone, and utilities. There were some contract services which were for the translation services. The employee information sessions and telephone counselling. Made in Nunavut strategy and the workplace wellness strategy survey was done and the results of that of course are available.

For the year 2002/2003, we're proposing 755 thousand dollars for the workplace wellness program. We've continued the 1-800 counselling services to develop and implement the made in Nunavut strategy and to staff a management orientation session. So the wellness program is functioning and will be offered to staff based on feedback from the survey. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Thompson. Ms. Williams.

Ms. Williams: Thank you, Mr. Chairman. So that money is being put into training and development instead of, I thought it was, if a staff person was experiencing some personal problems, they would get counselling through this but it's being, some of the money has been used now for something else other than staff counselling.

We do have the document that was tabled on May 1 on this survey and it seems like they were very positive findings. So maybe, this government didn't have to have all that

funding anymore. So I am just trying to get a clear understanding. If I call this wellness program number that, if it was still the 800 number, where would I be answered from?

Chairperson (interpretation): Minister Kilabuk.

Hon. Peter Kilabuk (interpretation): Mr. Chairman, the phone would be answered in Ottawa. Thank you.

Chairperson (interpretation): Ms. Williams.

Ms. Williams: This House was advised that this government was going to try to get that moved to Nunavut. Is that going to be happening or what has happened to that? Thank you, Mr. Chairman.

Chairperson (interpretation): Minister.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. In our plans we did have one option where we would have a Nunavut made program.

Chairperson (interpretation): Ms. Williams.

Ms. Williams: Thank you, Mr. Chairman. Is the program moving here, so this almost one million dollars could be spent in Nunavut? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. Well, this money is not only used for that office in Ottawa, we have the employees, the coordinators that do get training and for the cost of the 1-800 number. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Kilabuk. Ms. Williams.

Ms. Williams (interpretation): Thank you, Mr. Chairman. My question is, there is over 700 thousand dollars we send it right back down to Ottawa to provide the services up in Nunavut. What we heard last year was that we were going to move that location to Nunavut. Are you going to be moving it up here or are you going to keep it down there in Ottawa? I am not talking about the administration or expenses. Thank you.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. We are currently working on it, we are trying to move it here, but as per the member's third question, she asked about the 700 thousand dollar figure, whether it was going to be moved here, so that's how I responded. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Kilabuk. Ms. Williams.

Ms. Williams (interpretation): Thank you, Mr. Chairman. When are you going to be moving that office and how are you going to do it? Thank you.

Chairperson (interpretation): Thank you. Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. Well you have to work on it, you have to have plans, you have to decide how you are going to move it and once all that is done then the office would be moved up here. We are looking at having it move up here as soon as possible but we do have to do the preliminary work before we actually move it. Thank you.

Chairperson (interpretation): Ms. Williams.

Ms. Williams (interpretation): Thank you, Mr. Chairman. This is not the first time that we have talked about relocating the office. We had thought that it would be moved to Nunavut maybe not necessarily in Iqaluit, but in Nunavut. We provide short term contracts to the people out there, what's the problem with trying to relocate it from Ottawa to Nunavut? Thank you.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. Before we set up the office in Nunavut we have to use the location in Ottawa in the meantime, it's not because of the challenges, it's because we don't have the location or the facilities. In the meantime we have to keep that office down there. Thank you.

Chairperson: Ms. Williams.

Ms. Williams (interpretation): Thank you, Mr. Chairman. So what are you trying to establish, telephone lines, employees, what do you have to do before the move and to date what have you set up?

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. In the interim there's quite a lot of work to do but we have to provide the training for the employees, first of all, they will be manning the telephones and that's currently what we are doing at this stage. Thank you, Mr. Chairman.

Chairperson (interpretation): Ms. Williams.

Ms. Williams (interpretation): Thank you, Mr. Chairman. The minister also stated that they are providing training on, so that they would have a Nunavut made program. Once the program moves up here do you have to train other employees, you have trained the

people down there in Ottawa on the Nunavut made program now that it's moving up here you have to re-train the employees. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. Maybe possibly what I could do is the training would be provided here and that's the current plan. Thank you.

Chairperson (interpretation): Ms. Williams.

Ms. Williams (interpretation): Thank you, Mr. Chairman. The minister said that they were providing training already. Now that the office is down there, there's trained personnel down in Ottawa, can we not use that to get the employees up here?

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. They provide the services as far as on a contract and because they are on contract they have been able to keep the program going. Thank you, Mr. Chairman.

Chairperson (interpretation): Ms. Williams.

Ms. Williams (interpretation): Thank you, Mr. Chairman. We are both speaking in Inuktitut but I don't think that we understand one another. When does the contract come to an end? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. I don't have the information. I'll have our ADM Mr. Thompson respond to your question.

Chairperson (interpretation): Mr. Thompson.

Mr. Thompson: Thank you, Mr. Chairman. It is on a one year, year to year basis that we contract this service from Health Canada and they provide the service, 1-800 number and the counsellors as well. We haven't trained anybody there to come back here. Our idea is to establish through this survey that we've done, we determined that we need a made in Nunavut strategy, to develop a Wellness Program and the 800 number and bring it home, repatriate it here so that it's here delivered in Nunavut.

That is for a person to phone during the counselling hours, training those employees, hiring them, staffing those positions and bringing the whole program home. Thank you, Mr. Chairman.

Chairperson (interpretation): Ms. Williams.

Ms. Williams: I know some of the contracts are being done annually; my question was when the contract will be finished? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. September 30 of this year is the end of the contract.

Chairperson (interpretation): Thank you. Ms. Williams.

Ms. Williams: There are lots of September 30s; 2002, 2005, 2020. Which September 30? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. September 30, 2002. Thank you.

Chairperson (interpretation): Mr. Nutarak.

Mr. Nutarak (interpretation): I would like to refer back to; we have the Inuit Employment Plan and also training with the staffing and for the management positions. Maybe I can rephrase my question. Is this management training provided to both beneficiaries and non-beneficiaries?

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): We have a training coordinator here in the gallery. I would like her to move up to the witness table if it's okay with the Chairperson and the members.

Chairperson (interpretation): Agreed. Sergeant-At-Arms. Could you introduce your staff Mr. Kilabuk?

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. This is Marion Love who is the coordinator of training.

Chairperson (interpretation): Thank you. Mr. Nutarak. Perhaps you could bring up your question again.

Mr. Nutarak (interpretation): My question was on 4-10 under Inuit Employment Plan. There's money available to train Inuit for management and on 4-11, Training and Development for development of leadership. There's training for different areas. Can this training be taken by both beneficiaries and non-beneficiaries? Thank you, Mr. Chairman.

Chairperson (interpretation): Ms. Love.

Ms. Love: Thank you, Mr. Chairman. The expenditures that are listed under 10-11 are primarily for beneficiaries and the whole training and development division looks after the training needs for the entire government.

Chairperson (interpretation): You want to continue Mr. Nutarak.

Mr. Nutarak (interpretation): The minister stated that there's management training and language development and leadership initiatives and the Akitsiraq Law Program under training and development. My question is for language programs, is it just geared towards non-beneficiaries or both?

Chairperson (interpretation): Thank you. Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. The training development is for both beneficiaries and non-beneficiaries. Thank you.

Chairperson (interpretation): Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman, just to follow up on...actually I'll start somewhere else first. Looking at the training and development section on 4-11, I believe it talks about the branch manages all collaborative inter-departmental training and development and it says that, it is currently mandated to deliver programs such as Employee Workplace Wellness Program, Professional Development, Law Program and Inuit Qaujimagatuqangit.

Maybe I'm a stickler for words but is there a reason why it says it's currently mandated to do this? Are there any plans to shift or move the delivery of any of these programs to different areas? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Minister.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. It's in the other, under Inuit Employment Program, it's because of that.

Chairperson (interpretation): Pages 4-11 and 4-12 go together. Do you want to continue? Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you, Mr. Chairman. Because they go together under 4-12, I have a question regarding the Akitsiraq Law School Program. There's 350 thousand dollars and when we dealt with the Department of Justice, there was money set aside for the Law Program. There were 15 students when the program first started and I think now there are 12 students if I remember correctly. Even though there are fewer students, it seems to be the same amount.

Chairperson (interpretation): Minister Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. The Akitsiraq Law School Program, half of it was put in last year and this year the full amount was put in. Thank you.

Chairperson (interpretation): Thank you. Mr. Iqaqrialu.

Mr. Iqaqrialu (interpretation): Thank you. What is the reason for this when some of the students have dropped out?

Chairperson (interpretation): Thank you. Minister Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you. This is for the students that are taking the program. There are five instructors.

Chairperson (interpretation): Mr. Tootoo.

Mr. Tootoo: I would just like to ask the minister, on 4-11, under the training and development description, it says that it is currently mandated to deliver those programs that I mentioned.

I asked if there were any plans on, because it says that it is currently mandated to do that. Are there any, maybe, why does it say currently mandated? Are they looking at moving any of those programs, the delivery of those programs somewhere else? I don't believe I got an answer on that earlier. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Minister Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. I'll get Ms. Love to respond.

Chairperson (interpretation): Thank you. Ms. Love.

Ms. Love: Thank you, Mr. Chair. Currently refers to the fact that there may be some programs migrating to another division and because, for example, workplace wellness may go over to another division. Also, because of the Inuit employment plan and our obligations under Article 23, we want to keep it in a separate branch to emphasise the importance.

Chairperson (interpretation): Thank you. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Where would you look at moving the employee workplace wellness program? Is that something that they're looking at doing? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Ms. Love.

Ms. Love: Thank you, Mr. Chairman. Workplace wellness may have a better fit in another division. The training and development would stick strictly to training and development, professional development and developing other programs.

Chairperson (interpretation): Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. I don't know where it makes it better and listening to the comments that were made earlier in talking especially about this program in particular and I believe the minister mentioned earlier that they were training people to do this and the Deputy I think indicated they weren't training, they want to look at hiring and training people to take over this program, the 1-800, I'm referring to the 1-800 service.

That is currently contracted out and given the time frame that is taking the Department to put together a Human Resources system, maybe it might be better to look at strictly contracting, to continue to contract out that service rather than try and build something. Has the Department looked at any potential organizations or companies that potentially could offer and deliver that service on a contract basis in Nunavut? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Who will respond? Mr. Minister.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. I apologise, there's a request for interest that we're going to be giving out to see who would, who is interested. Thank you.

Chairperson (interpretation): You want to continue? Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman I know in Iqaluit there's a crisis line that offers 1-800 service throughout Nunavut and I'm just wondering if the, as far as I know they are the only organization, the only group that offers, or Nunavut that offers that type of service and they have a dedicated amount of individuals and volunteers and trained to man the line, the crisis line. I'm just wondering if the Department could approach them and see if they can supplement somehow to integrate the use of what they currently offer and the delivery of this program as well, I know that they already have I think last year, or two years ago was their tenth year.

Tenth anniversary of providing that service so they've got many years of experience and dedication of people to provide and trained individuals that provide that service. Now given if they were to take a look at going and evolving into on a contract basis and offer the type of service that's being offered out through the existing contract, that they would need to change their structures, and that but I think there's an organization that exists in Nunavut already and with some foresight and co-operation and some willingness to work together to try and develop and bring home and repatriate those services here.

I think that it would be excellent if the department would approach them and see if that's something they'd be interested in looking at and developing with the department, it could come to a way in which they may be able to offer that service here in Nunavut. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. We could, that's a good suggestion and we could consider that. But with my response earlier, I just want to clarify that the RFP, I read the opposite side, we're going to be putting out a request for proposals for that contract.

Chairperson (interpretation): Thank you. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman I think if I'm correct any RFP that goes out it has a disclaimer that say any proposal received may not necessarily be accepted. But in the event they don't get any proposal from an organization that's established in Nunavut, if prior to moving forward if they approached the crisis line people to talk to them to see if it is something that they would be willing to do. Could the minister commit to doing that before they act on any proposals that they received through the RFP process if all of them are from outside of Nunavut? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. Yes, the, it will be, the information will be clear. Thank you, Mr. Chairman.

Chairperson (interpretation): Any more? That's it. Training and Development. Total operations and maintenance 2 million 130 thousand. Agreed?

Some Members: Agreed.

Chairperson (interpretation): Opposed? Carried. Page 4-15. Human Resources. Branch Summary. Labour Relations. Total operations and maintenance 1 million 261 thousand. Any questions? Mr. Arvaluk.

Mr. Arvaluk: Thank you, Mr. Chairman. You have the branch also responsible for administering and interpreting collective agreement, human resource policies and procedures. You recognized in previous page that, on previous page 4-10 the Inuit Employment Plan to employ Inuit under the Article 23.

Why is, why when you are doing labour relations work worth 756 thousand dollars for working towards to administer and to interpret collective agreements and to develop human resource policies and procedures and there's no reference to Article 23 under that labour relations in this page? Qujannamiik.

Chairperson (interpretation): Mr. Thompson.

Mr. Thompson: Thank you, Mr. Chairman. Labour relations is responsible for the interpretation and the management of the collective agreements with the FNT, NEU as well as the agreement with the Power Corp. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Arvaluk.

Mr. Arvaluk: Maybe a better question would be if you have all these things, where is the Article 23 in terms of Labour Relations funded in the Human Resources Department? Thank you.

Chairperson (interpretation): Minister Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. I'm not sure where we are 4-10, it's under this page. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Arvaluk.

Mr. Arvaluk: I disagree because 4-10 says that various training initiatives in order to fill the Article 23. It doesn't say for Labour Relations. It doesn't say in 4-30, it actually says, Labour Relations. In other words it will work with the union members developing resource policies and procedures but nothing specific to Article 23 in page 4-13, that's what I'm trying to get at. There has been a problem with the government employees under Article 23, that have been squeezed out or mistreated or made, or harassed some way or the other. They become how you call, they become frustrated and I think a lot of that turnover that Mr. Tootoo was asking about earlier is attributable to those kinds of lack of labour relations with the beneficiaries under the Article 23.

That's why I'm asking, I guess the better question would be, Mr. Chairman, will there be plans to dedicate some kind of funding, small funding on the labour relations to honour Article 23? Thank you.

Chairperson (interpretation): Minister Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. Page 4-13 is for labour relations. It's for all people whether you are Aboriginal or not. The reason why it's different here is that I can clarify 4-13 is for the labour relations.

Chairperson (interpretation): Mr. Arvaluk.

Mr. Arvaluk: Thank you, Mr. Chairman. I understand that 4-13 only in existence for all Nunavummiut including beneficiaries only under the collective agreement.

But there is nothing in this department, main estimates to protect and preserve the Article 23 except in 4-10 for the purpose of hiring and training beneficiaries, but nothing to

counsel them if there's an event of mistreatment or personality clashes from other employees of the government.

Inuit employment with the government is very new. We didn't have a good experience with GNWT. Woman didn't have a good experience with the GNWT, that's why this pay equity thing came up. They are still fighting it. Inuit were like that too. And there's nothing yet to counsel for the purpose of retention of the Inuit employees in the government in your budget. I'm asking you Mr. Minister when you will put labour relations for the purpose of retention to Article 23 in your budget? Thank you.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. Perhaps I can answer this way. Under labour relations item, it is for all employees. They are protected under this agreement whether they are from Nunavut Employees Union or the Federation of Nunavut Teachers. They are all protected under this Labour Relations section. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Arvaluk.

Mr. Arvaluk: Thank you, Mr. Chairman. You also have an obligation. You say you have obligations in 4-10 under the Article 23. Under the Article 23 of the Nunavut Land Claims Agreement, I hire the beneficiary. I'm following, but if I don't like his jeans for some reason and that by slowly shoving him or her out of my office through personal harassment or comments or whatever, then if that person goes, I'm still abiding by Article 23.

What I'm saying is where are your retention measures to make sure these inexperienced Inuit employees are protected from more aggressive employees in your labour relations. That is what I think the 766 thousand dollars is for. The difference is the fight is not with the employers like yourself and the union. The fight for the uncomfortable relationship sometimes that develops between two cultures, two languages but in most of the cases Inuit don't have enough experience to fight back or at least complain to a proper person or a proper body of government to get the fair hearing. Qujannamiik. Just a comment at this time. Thank you.

Chairperson (interpretation): Just a comment. Would you like to respond? Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman, the description on this is it says, this branch is responsible for negotiating collective bargaining with unions and so is this correct, that the minister is the lead person, like the person responsible for negotiations with any of the unions? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. Yes, the portfolio I'm holding, as a minister is responsible for negotiations. Although I have been identified to be the lead for the negotiations but there's already another agreement within our government that we would like to be up to par with the other provinces of Canada.

Although this is my first time but we have moved that responsibility to the Minister of Finance and Administration for the negotiations process. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Tootoo.

Mr. Tootoo: So then this isn't accurate in here, if he isn't the person responsible for that and maybe you can correct me if I'm wrong but as far as I know any of the agreements and things that are in place right now on policies and a lot of it is the Minister of Human Resources that is the lead person and who the unions are supposed to be negotiating with not the Minister of Finance. Now the minister just indicated that they did an agreement within the government to switch that. Did they consult with any of the unions that they are supposed to be negotiating with as to whether that is something that is acceptable to them? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. In order for all of the members to have the same level of understanding within our policy, according, yes the way it is written, it is true. Yes we take the lead during the negotiations when we have collective bargaining with the unions but the highest, at the highest level we agreed at the FMB level that the Minister responsible for Finance would take the lead on negotiating collective bargaining during the negotiations and once that negotiation is completed then we'll sign it off. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. I'm just wondering if that violates any agreements that we had in place with the unions representing the employees we have working for us whether through the Nunavut Employees Union, the Teachers Union or the Power Corporation Union. Thank you, Mr. Chairman. Is it in the collective agreement that it is the Minister of Human Resources that they are supposed to be negotiating with? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. No. It's not that case in there. Thank you.

Chairperson (interpretation): Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman has the minister or the department been approached by any of the unions or representatives of any of the unions expressing concern that, you know, they are supposed to be dealing with the Minister of Human Resources and they are getting passed off to the Minister of Finance. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. The only time according to the way it is stated is because we have to take the lead once, before they come to collective agreement the Minister responsible for Finance will continue to negotiate. So while we stated a question to clarify that and that's the only time they had asked the question. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. I didn't quite understand his answer. Maybe have they received any concerns in regards to the fact that they are supposed to be dealing with the Minister of Human Resources on negotiations and they are being passed off to the Minister of Finance for negotiations instead of the Minister of Human Resources? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. I have received correspondence in regards to the one that I just mentioned asking for clarification as to who will be taking the lead, which department will be taking the lead on negotiating the collective bargaining with the unions. That's the only time we have ever received correspondence from them. Thank you, Mr. Chairman.

Chairperson (interpretation): Would you like to continue Mr. Tootoo?

Mr. Tootoo: Thank you, Mr. Chairman. Again I just wonder why that's even in here if the minister and the department are not going to be doing that. Maybe that's something that should be either moved somewhere else if for whatever reason that the minister and I don't know why, maybe the minister, I can only speculate why, I don't want to say any reason why they have a different minister looking after responsibilities that are supposed the responsibilities of the Minister of Human Resources.

If that's going to be the case, why don't we just switch it to the person that can be doing it and not just have it in one area and yet in reality it's being done by someone else. I'd like to also find out I guess, you know, in the collective agreement that we have in place with our union does it specify who and through our whole negotiating process, does it specify that the representative of the employees what ever union it is, is supposed to be negotiating with the Minister responsible for Human Resources? Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you. Minister Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. I apologise. I'll have my ADM respond to that. Thank you.

Chairperson (interpretation): Mr. Thompson.

Mr. Thompson: Thank you, Mr. Chairman. There are two questions there. The first of course, refers to staff. We do have staff, Mr. Pinto and the staff at Labour Relations are involved in the negotiations as part of the team for FNT and for the upcoming NEU.

The Public Service Act was changed prior to division. As you know the GNWT dissolved the Department of Personnel. So there is at this point no reference to Human Resources as a department in the Public Service Act and that will need to be reinstated so it refers to the Financial Management Board to the department the former GNWT established when they dissolved personnel.

We are at this point in time, we are continuing to do the negotiations with our staff and at the time when hopefully a successful agreement is reached, our minister and the Minister of Finance will be signing off on that agreement. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Thompson. Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman, Mr. Thompson brings up another topic that I could spend a lot of time talking about and that's the changes that were made to the Public Service Act. I'd like to ask the minister if by the absence of the mention of Human Resources, in our current Public Service Act, as it is something that was just carried over from the NWT, when will amendments be coming forward to the Public Service Act so that it does accurately reflect the situation that we have here in Nunavut? Thank you, Mr. Chairman.

Chairperson (interpretation): Minister Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. It contains a lot and it's evident that the funding. I'm sure that if you would like to get further clarification besides negotiating collectively with the unions, Mr. Chairman, at this time, I can't explain all the information that is contained in the negotiation of collective bargaining so I cannot tell you and inform you and explain those overnight so, if it's okay Mr. Chairman, outside of this review of the operations and maintenance, I was wondering if I could elaborate to the members and clarify to them, give them more detailed information what is contained in here. Thank you.

Chairperson (interpretation): Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman, all I was simply asking was does the minister plan on bringing forward amendments to the Public Service Act so that it accurately reflects the situation that we face, that we have here in Nunavut. And right now it doesn't. Does the department planning on bringing forward an amendment so that it does? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. Yes, we are reviewing the act right now and we are going to continue to review it. Thank you.

Chairperson (interpretation): Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. When does the minister anticipate bringing forward changes to the Public Service Act? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. Perhaps within this fiscal year. Thank you.

Chairperson (interpretation): Mr. Tootoo. Do you want to continue Mr. Tootoo?

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman, it's something that I've asked in the past and that has to do with grievances that have been filed against the government and I'm just wondering if the minister has any ideas of how many grievances have been filed so far this year and also whether that number is increasing or decreasing? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. It has slightly increased and we have had an increase with our staff numbers and the figures, I was going to just talk about them. In total there have been 111 that have gone through NEU and FNT, 4. Thank you.

Chairperson (interpretation): Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. How much of an increase is that over the last year and that's part one to that question and does that fact that we're getting a significant amount of grievances not raise a concern or red flag with the Department of Human Resources and Labour Relations that there are problems out there that need to be addressed? You know these numbers are considerably higher if memory serves me correct than what they were before in the GNWT. You know for running into problems for grievances like this. Since division it's getting worse.

That should be an indicator of there is some kind of problem out there. I'd like to ask the minister 1 – how much of increase and 2 – because of the substantial amount what's the department doing to try and alleviate that problem? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. I don't have any information on the previous years but I will provide the member with the information with detailed information as to how much the number has increased and how it had fluctuated with the other previous years. Once I get that information I will provide that information to the member. Thank you.

Chairperson (interpretation): Please identify if you are going to ask another question, Mr. Tootoo, you have 2 minutes and 45 seconds Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Then can you fix my clock because mine says 2 minutes and 40 seconds. Mr. Chairman the minister, I look forward to getting that information I would also like to ask what is the department doing to try and curb the number of grievances out there.

You know if memory serves me correct that is a pretty substantial amount of grievances out there and I would like to hear, and one is the department concerned about it and what they are doing to try and address the high amount of grievances we are receiving? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. Perhaps the staff are starting to understand their right to appeal. So the number of individuals who has appealed is because they are now more educated about the process of the appeal system and we're now training and informing about the procedures. Thank you

Chairperson (interpretation): Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. Mr. Chairman I believe the minister indicated appeals, I think there's a difference between appeals, an appeal is something on a competition or something like that. A grievance is something to do when an employee feels that they have been wrongfully treated, and treated in a way that they shouldn't be according to the collective agreement. So you know when does the minister see this as a problem, the numbers of grievances that we're receiving. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. I was talking about grievances. Mr. Chairman. Just to clarify that. Also we need to review that again as to where they came from and what department they came from so that we can reduce the

number of grievances. I just got the figures now, at this time, with just the figures at hand; we don't know how we can improve. The only way we can make a decision is to look at and review this and look at how we can improve this. Perhaps through negotiations, by having some discussions with individuals we can avoid grievances by talking to each other.

Chairperson (interpretation): Mr. Tootoo One minute.

Mr. Tootoo: I need 10 seconds Mr. Chairman. Could the minister provide when they provide that information could he provide a breakdown of what they were for, what department they were at, what levels, the level or categories of the positions that they have outlined in their stats that they put out quarterly and also whether they are coming from, whether they are coming from non Inuit or Inuit employees? Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. Yes, we'll give you a breakdown as to what departments where they came and the level of position but I will not provide you with names. We will not provide the names to the members. I want the members to know that we will not provide names, whether they are beneficiaries or non beneficiaries. Thank you

Chairperson (interpretation): Mr. Tootoo.

Mr. Tootoo: Thank you, Mr. Chairman. I wasn't asking for names. I realize that that's something that probably confidential information and we wouldn't want to make that information public. But I do look forward to getting the rest of the information.

One last question, I guess that's all I have time for. As I mentioned in my opening comments Mr. Chairman that the Yukon Public Service Commission is working to create a Yukon Government Public Service Pension Plan outside of the Federal Public Service Pension Plan and superannuation plan. Is the Government of Nunavut planning to also leave that federal public pension plan and create a new one here? Thank you, Mr. Chairman.

Chairperson (interpretation): Minister Kilabuk.

Hon. Peter Kilabuk (interpretation): Thank you, Mr. Chairman. The Department of Finance would be the more appropriate department to respond to your question. Thank you.

Chairperson (interpretation): That's it. Ms. Williams.

Ms. Williams (interpretation): Thank you, Mr. Chairman. In the minister's comments, they would negotiate and it would also include Inuit Qaujimagatugangit. I think it would

be best to include Inuit Qaujimajatuqangit in the collective agreement or the negotiations. Is it possible? Thank you.

Chairperson (interpretation): Thank you. Minister Kilabuk. I didn't see anybody's hand. Mr. Okalik. Order in the House. Mr. Arvaluk.

Mr. Arvaluk: Thank you, Mr. Chairman. The minister can delegate questions to his staff or other ministers if it's relevant. He already stated that the only minister that can answer that particular question is the Minister of Finance. Thank you, Mr. Chairman.

Chairperson (interpretation): Minister Kilabuk.

Hon. Peter Kilabuk: Thank you, Mr. Chairman. In my response I tried saying that I would only let the Minister responsible for Finance respond to that. I didn't say he was going to nor did I say that I say that I was asking him to. I just said that it would be best if the Minister of Finance responded to that question. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Arvaluk.

Mr. Arvaluk (interpretation): Mr. Chairman, I thought you were going to ask the Minister of Finance then after the minister indicated that he would prefer whatever he said. I thought that you would automatically ask the minister if he cared to answer that particular question. Thank you.

Chairperson (interpretation): Mr. Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Mr. Chairman, right now we are a part of the superannuation plan with the Federal Government and we've signed off, they've indicated that we're good, I believe for another two or three years. Right now we're not actively looking at setting up our own plan but at some point I think it would be a consideration. Thank you, Mr. Chairman.

Chairperson (interpretation): Thank you, Mr. Ng. Ms. Williams.

Ms. Williams (interpretation): Thank you, Mr. Chairman. What I was trying to say, I thought you were asking me to respond to the regular members question but I wanted to ask a question in regards to disputes or grievances and I was trying to say that it would be best if it was worked out between the employee and the employer.

That's what I was trying to say when I mentioned Inuit Qaujimajatuqangit in my last statement. That is for disagreements between the employee and the employer. More of a comment.

Chairperson (interpretation): Any more. Mr. Tootoo.

Mr. Tootoo: Mr. Chairman, it's just a suggestion, maybe the responsibility of this department should go to the Minister of Finance and Administration if it seems anything there has to get referred to him to go to so maybe just a suggestion to think about. Maybe the Minister of Finance and Administration should take back these responsibilities. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. Kilabuk.

Hon. Peter Kilabuk: Qujannamiik, Itsivautaq. I find no grounds for those comments at all Mr. Chairman. Thank you.

Chairperson (interpretation): We'll try and keep to the subject at hand. Mr. Ng.

Hon. Kelvin Ng: Thank you, Mr. Chairman. Maybe just to clarify some of the earlier comments and there certainly is some overlap between the functions of Human Resources and Finance particularly when it comes to the collective bargaining. Because obviously the Minister of Human Resources does have responsibility for Collective Bargaining. That's quite clear.

I as a chairman of the Financial Management Board not as a Minister of Finance is where my role comes in trying to be the lead minister on the negotiations because that's broader, government-wide and Finance provides the financial support for the analysis of negotiations whether it's with the Federation of Nunavut Teachers or Nunavut Employees' Union. That's where it's combined and it overlaps and obviously it was a lot clearer and it wasn't an issue when I did have the responsibility for both departments and now there is a different minister responsible.

It's no different Mr. Chairman, than if Minister Kilabuk wasn't the Education Minister. The Education Minister would also be at the table with the HR Minister and the Chairperson of the FMB in respect of the Collective Bargaining for the Federal of Nunavut Teachers.

Just like with the Power Corporation Employees, Minister Picco comes to the table. So, it's a matter of which bargaining unit that the government is bargaining with where different ministers that are responsible come to the table and then again my role as the Chairperson is to coordinate all that for the Financial Management Board. Thank you, Mr. Chairman.

Chairperson (interpretation): Mr. McLean.

Mr. McLean: Thank you, Mr. Chairman. I would like to report progress.

Chairperson (interpretation): There is a motion to report progress. All in favour? Opposed? You can call in the Speaker. Thank you Mr. Minister and your witnesses.

Speaker: Returning to the Orders of the Day. Item 20. Report of Committee of the Whole. Mr. Chairman, Mr. Irqittuq.

Item 20: Report of Committee of the Whole

Mr. Irqittuq (interpretation): Thank you, Mr. Speaker, Mr. Speaker, your committee has been considering Bill 6, and the main estimates and would like to report progress. Mr. Speaker, I move that the report of the Committee of the Whole be concurred with. Thank you, Mr. Speaker.

Speaker: Thank you, Mr. Chairman. There is a motion on the floor. Is there a seconder for the motion? Ms. Williams. The motion is in order. All those in favour? All those opposed? The motion is carried. Item 21. Third Reading of Bills. Mr. Kattuk.

Item 21: Third Reading of Bills

Bill 8, An Act to Amend the Revolving Fund Act – Third Reading

Hon. Peter Kattuk (interpretation): Thank you, Mr. Chairman. I move, seconded by the Honourable Member for Pangnirtung, that Bill 8, An Act to Amend the Revolving Fund Act be read for the third time. Thank you, Mr. Speaker.

Speaker: The motion is in order. All those in favour? All those opposed? The motion is carried and Bill 8 has had third reading. Item 21. Third Reading of Bills. Third Reading of Bills. Item 22. Orders of the Day. Mr. Clerk.

Item 22: Orders of the Day

Clerk (Mr. Quirke): Thank you, Mr. Speaker.

Orders of the Day for Thursday May 16, 2002:

1. Prayer
2. Ministers' Statements
3. Members' Statements
4. Returns to Oral Questions
5. Recognition of Visitors in the Gallery
6. Oral Questions
7. Written Questions
8. Returns to Written Questions
9. Replies to Opening Address
10. Petitions
11. Reports of Standing and Special Committees

12. Reports of Committees on the Review of Bills
13. Tabling of Documents
14. Notices of Motions
15. Notices of Motions for First Reading of Bills
16. Motions
17. First Reading of Bills
18. Second Reading of Bills
19. Consideration in Committee of the Whole of Bills and Other Matters
 - Bill 2
 - Bill 3
 - Bill 4
 - Bill 5
 - Bill 6
 - Bill 7
 - Bill 9
20. Report of Committee of the Whole
21. Third Reading of Bills
22. Orders of the Day

Thank you.

Speaker: Thank you, Mr. Clerk. This House stands adjourned until Thursday May 16 at 10 a.m. Sergeant-At-Arms.

>>*House adjourned at 8.18 p.m.*

