



RETURN TO WRITTEN QUESTION

Asked by: Adam Arreak Lightstone, MLA for Iqaluit- Manirajak
Asked of: Hon. David Akeeagok, Minister of Finance
Number: WQ 013-5(2)
Date: June 14, 2018
Subject: Administration of the Government of Nunavut's *Staff Housing Policy*

Questions:

1. As of June 1, 2018, broken down by community, employing entity (Government of Nunavut department, Crown agency and territorial corporation) and category of position (within the meaning of subsection 2(c) of Schedule A of the Government of Nunavut's *Staff Housing Policy*), how many staff housing units were rented to employees who were Nunavut Inuit?
2. As of June 1, 2018, broken down by community, employing entity (Government of Nunavut department, Crown agency and territorial corporation) and category of position (within the meaning of subsection 2(c) of Schedule A of the Government of Nunavut's *Staff Housing Policy*), how many staff housing units were rented to employees who were not Nunavut Inuit?
3. As of June 1, 2018, how many employees under the jurisdiction of the Government of Nunavut's Senior Personnel Secretariat (within the meaning of the "Definitions" section of the Government of Nunavut's *Staff Housing Policy*) were renting staff housing units?
4. How many of the employees referred to in question #3 were Nunavut Inuit?
5. How many of the employees referred to in question #3 were not Nunavut Inuit?
6. As of June 1, 2018, what was the average monthly value of the staff housing subsidy provided to employees under the jurisdiction of the Government of Nunavut's Senior Personnel Secretariat (within the meaning of the "Definitions" section of the Government of Nunavut's *Staff Housing Policy*) renting staff housing units?
7. Broken down by community, how many of the 146 employees listed in the

government's response to question #11 in Written Question 7-5(2) were Nunavut Inuit?

8. Broken down by community, how many of the 146 employees listed in the government's response to question #11 in Written Question 7-5(2) were not Nunavut Inuit?
9. As of June 1, 2018, broken down by community, employing entity (Government of Nunavut department, Crown agency and territorial corporation) and category of position (within the meaning of subsection 2(c) of Schedule A of the Government of Nunavut's *Staff Housing Policy*), how many employees were participating in the Rental Assistance Program that is provided for in Schedule F of the Government of Nunavut's *Staff Housing Policy*?
10. How many of the individuals referred to in question #9 were Nunavut Inuit?
11. How many of the individuals referred to in question #9 were not Nunavut Inuit?

Responses:

1. The Government of Nunavut (GN) uses “category of position” (within the meaning of 2(c), Schedule A, *Staff Housing Policy*) for allocation of housing at the advertising stage of competitions only. Information in the Human Resource Information System only relates to employees, not competitions.

All other requested information related to staff housing rented to Nunavut Inuit is presented in *Appendix A*.

Please note that this information does not indicate the number of units or number of employees in units. For example, a couple who both work for the GN, and live together in a unit may be represented twice in the data table, depending on how their rent is deducted from their pay.

2. All comments related to question #1 apply equally to question #2. Data related to employees that are not Nunavut Inuit can be found in *Appendix B*.
3. Employees under the jurisdiction of the GN’s Senior Personnel Secretariat are defined as Deputy Minister, President, Assistant Deputy Minister, or Vice President. Data available is as of March 1, 2018, and indicates that 10 of these employees were renting staff housing units
4. Of the 10 employees referred to in question #3, two (2) are Nunavut Inuit.
5. Of the 10 employees referred to in question #3, eight (8) are not Nunavut Inuit.
6. Based on information provided by the Nunavut Housing Corporation (NHC), of the employees referred to in question #3, where information was available, the average monthly staff housing subsidy is \$1,507.

Please note that the subsidy for each employee varies depending on the cost of the unit to NHC, and the size of the unit.
7. Based on information provided by the NHC, *Table 1* in Appendix C indicates, by community, how many individuals on the staff housing waiting list are Nunavut Inuit. Please note that the numbers on the list are as of July 2018, and have changed slightly since March 2018.
8. Based on information provided by the NHC, *Table 1* in Appendix C indicates, by community, how many individuals on the staff housing waiting list are not Nunavut Inuit. Please note that the numbers on the list are as of July 2018, and have changed slightly since March 2018.
9. Based on information received from the NHC, *Table 2* in Appendix D indicates the number of employees who currently access the Rental Assistance Program, broken down by community and category of position. In order to protect the privacy of individuals accessing the program, employing entities have not been listed.
10. Eight (8) of the individuals identified in question #9 are Nunavut Inuit.
11. One (1) of the individuals identified in question #9 is not Nunavut Inuit.

Appendix A - Count of Nunavut Inuit in Staff Housing by Community and Group

Count of Nunavut Inuit		Dep															Grand Total
Community	Position Category	CGS	CH	EDT	EDU	EIA	ENV	FIN	FS	HEA	JUS	NAC	NBCC	NHC	OLA	Grand Total	
Arctic Bay	4-Professional				2							1				3	
	5-Paraprofessional						1									1	
Arctic Bay Total					2		1					1				4	
Arviat	3-Middle Management				1				1	1						3	
	4-Professional				5				1							6	
	5-Paraprofessional													1		1	
	6-Administrative Support				3				1							4	
Arviat Total					9				3	1				1		14	
Baker Lake	4-Professional								2			1				3	
	6-Administrative Support				2											2	
Baker Lake Total					2				2			1				5	
Cambridge Bay	3-Middle Management							1								1	
	4-Professional	1		1	1				1	2		1				7	
	5-Paraprofessional	2						1	2	1	1					7	
	6-Administrative Support	1			3			1		8				1		14	
Cambridge Bay Total		4		1	4			3	3	11	1	1		1		29	
Cape Dorset	3-Middle Management													1		1	
	4-Professional	1														1	
	5-Paraprofessional	2			1				1		1			3		8	
	6-Administrative Support	1														1	
Cape Dorset Total		4			1				1		1			4		11	
Chesterfield Inlet	4-Professional				1				1							2	
Chesterfield Inlet Total					1				1							2	
Clyde River	3-Middle Management											1				1	
	4-Professional				1							1				2	
	5-Paraprofessional						1									1	
	6-Administrative Support											1				1	
Clyde River Total					1		1					3				5	
Gjoa Haven	3-Middle Management			1												1	
	4-Professional				3				1			1				5	
	5-Paraprofessional						1			1						2	
	6-Administrative Support				1					1	1					3	
Gjoa Haven Total				1	4		1		1	2	1	1				11	
Hall Beach	4-Professional				1											1	
	5-Paraprofessional				1											1	
Hall Beach Total					2											2	
Igloolik	3-Middle Management							2		1		1				4	
	4-Professional		2		3		1		1							7	
	5-Paraprofessional				2		1									3	
	6-Administrative Support		1							1						2	
Igloolik Total			3		5		2	2	1	2		1				16	

Appendix A - Count of Nunavut Inuit in Staff Housing by Community and Group

Community	Position Category	CGS	CH	EDT	EDU	EIA	ENV	FIN	FS	HEA	JUS	NAC	NBCC	NHC	OLA	Grand Total
Igloolik Total			3		5		2	2	1	2		1				16
▣ Iqaluit	1-Executive													1		1
	2-Senior Management		1	1		1										3
	3-Middle Management	2	3		1	2	1	1	1		3	2			1	17
	4-Professional	1	9	1	5	7		2	3	3	4	11			1	47
	5-Paraprofessional	5	2	1	6	1		8	3	4	7	1			2	40
	6-Administrative Support	2	1	3	6	7	1	3		27	26	2	2	2	1	83
	7-Casual Health Care									1						1
Iqaluit Total		10	16	6	18	18	2	14	7	35	40	16	2	3	5	192
▣ Kugaaruk	4-Professional				2							1				3
Kugaaruk Total					2							1				3
▣ Kugluktuk	3-Middle Management		1													1
	4-Professional		1		1	1										3
	5-Paraprofessional			1			1		1							3
	6-Administrative Support										1					1
Kugluktuk Total			2	1	1	1	1		1		1					8
▣ Naujaat	4-Professional				1							1				2
	6-Administrative Support					1										1
Naujaat Total					1	1						1				3
▣ Pangnirtung	3-Middle Management				1				1	1						3
	4-Professional			1	4	1										6
Pangnirtung Total				1	5	1			1	1						9
▣ Pond Inlet	4-Professional	1			2				1			1				5
	5-Paraprofessional	1		1	2		2									6
	6-Administrative Support			1	2											3
Pond Inlet Total		2		2	6		2		1			1				14
▣ Qikiqtarjuaq	4-Professional				1											1
Qikiqtarjuaq Total					1											1
▣ Rankin Inlet	2-Senior Management									1						1
	4-Professional	1			4						1	3				9
	5-Paraprofessional	1			1		1	3	1		1	2				10
	6-Administrative Support	2		2	1			2		6	10					23
Rankin Inlet Total		4		2	6		1	5	1	7	12	5				43
▣ Resolute Bay	6-Administrative Support									1						1
Resolute Bay Total										1						1
▣ Sanikiluaq	5-Paraprofessional						1									1
Sanikiluaq Total							1									1
▣ Taloyoak	4-Professional				1											1
Taloyoak Total					1											1
▣ Whale Cove	4-Professional				2											2
Whale Cove Total					2											2
Grand Total		24	21	14	74	21	12	24	23	60	56	32	2	9	5	377

Appendix B - Count of Non-Nunavut Inuit in Staff Housing by Community and Group

Count of NON-Nunavut		Dept	CGS	CH	EDT	EDU	EIA	ENV	FIN	FS	HEA	JUS	NAC	NBCC	NHC	OLA	Grand Total
Arctic Bay	3-Middle Management					8					1						1
	4-Professional										2						10
Arctic Bay Total						8					3						11
Arviat	2-Senior Management				1												1
	3-Middle Management				3						2				2		7
	4-Professional			1	26						5				2		34
	5-Paraprofessional	1						2							1		4
Arviat Total		1		1	30			2			7				5		46
Baker Lake	2-Senior Management				2												2
	3-Middle Management			1							2						3
	4-Professional				18					1	3						22
	5-Paraprofessional	1						1									2
Baker Lake Total		1	1		20			1		1	5						29
Cambridge Bay	2-Senior Management								1		2					1	4
	3-Middle Management	1			2				1	1	6					2	13
	4-Professional	4		1	17						7		3		1		33
	5-Paraprofessional	4							3		5		1		2		15
Cambridge Bay Total		9		1	19				5	1	20		4		6		65
Cape Dorset	2-Senior Management														2		2
	3-Middle Management	1		1	2						3				3		10
	4-Professional	1		1	16					2	1				2		23
	5-Paraprofessional	3						1							6		10
Cape Dorset Total		5		2	18			1		2	4				13		45
Chesterfield Inlet	3-Middle Management				1						2						3
	4-Professional				4								1				5
Chesterfield Inlet Total					5						2		1				8
Clyde River	3-Middle Management										1						1
	4-Professional				12					1	1						14
Clyde River Total					12					1	2						15
Coral Harbour	3-Middle Management				1						1						2
	4-Professional				10						3						13
Coral Harbour Total					11						4						15
Gjoa Haven	3-Middle Management										3						3
	4-Professional				9						4						13
	5-Paraprofessional	1		1							1						3
Gjoa Haven Total		1		1	9						8						19
Grise Fiord	3-Middle Management				1						1						2
	4-Professional				3												3
Grise Fiord Total					4						1						5
Hall Beach	3-Middle Management				1												1
	4-Professional				11						3						14
	5-Paraprofessional							1									1
Hall Beach Total					12			1			3						16

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Community	Position Category	CGS	CH	EDT	EDU	EIA	ENV	FIN	FS	HEA	JUS	NAC	NBCC	NHC	OLA	Grand Total
Igloolik	2-Senior Management							1								1
	3-Middle Management				2				1	1						4
	4-Professional		1		26		3			1						31
	5-Paraprofessional		1				2			3						6
Igloolik Total			2		28		5	1	1	5						42
Iqaluit	1-Executive	1		1		1		1	1	3		1		1		10
	2-Senior Management	4	1	1	1	1	3	3	6	10	3	1		5		39
	3-Middle Management	9	1	1	8	1	4	8	3	11	7	4		5	1	63
	4-Professional	13	1	1	59	2	3	19	11	50	22	14		4		199
	5-Paraprofessional	10			3	1	3	5	1	19	9		1	2	1	55
	6-Administrative Support				4	2				9	27	1		1		44
	7-Casual Health Care									18						18
Iqaluit Total		37	3	4	75	8	13	36	22	120	68	21	1	18	2	428
Kimmirut	3-Middle Management									1						1
	4-Professional				5					2						7
	5-Paraprofessional										1					1
Kimmirut Total					5					3	1					9
Kugaaruk	3-Middle Management				1											1
	4-Professional				10					3						13
Kugaaruk Total					11					3						14
Kugluktuk	2-Senior Management	1		1	1											3
	3-Middle Management	2			2											4
	4-Professional	1		1	18				2	2						24
	5-Paraprofessional	3			1		1									5
Kugluktuk Total		7		2	22		1		2	2						36
Naujaat	3-Middle Management				2					1						3
	4-Professional				18				1	2						21
Naujaat Total					20				1	3						24
Pangnirtung	2-Senior Management									2						2
	3-Middle Management				1	1			2	2						6
	4-Professional			1	15		1		2	6						25
	5-Paraprofessional						1									1
Pangnirtung Total				1	16	1	2		4	10						34
Pond Inlet	2-Senior Management	1			4											5
	3-Middle Management	1			4											5
	4-Professional	3			20		1		1	4						29
	5-Paraprofessional						1									1
Pond Inlet Total		5			28		2		1	4						40
Qikiqtarjuaq	3-Middle Management				1					1						2
	4-Professional				5				1	2						8
Qikiqtarjuaq Total					6				1	3						10
Rankin Inlet	2-Senior Management	2							1	2		1				6
	3-Middle Management	2							1	7						10
	4-Professional	3			27				3	12	1	9				55
	5-Paraprofessional	4								6	2					12
	6-Administrative Support									1	2					3
Rankin Inlet Total		11			27				5	28	5	10				86

Appendix B - Count of Non-Nunavut Inuit in Staff Housing by Community and Group

Community	Position Category	CGS	CH	EDT	EDU	EIA	ENV	FIN	FS	HEA	JUS	NAC	NBCC	NHC	OLA	Grand Total
Resolute Bay	3-Middle Management			1	1											2
	4-Professional				4				1							5
Resolute Bay Total				1	5				1							7
Sanikiluaq	3-Middle Management				1					2						3
	4-Professional				9											9
	5-Paraprofessional	1									1					2
Sanikiluaq Total		1			10					2	1					14
Taloyoak	3-Middle Management									2						2
	4-Professional				10					1						11
Taloyoak Total					10					3						13
Whale Cove	3-Middle Management				1					2						3
	4-Professional				8					1						9
Whale Cove Total					9					3						12
Grand Total		78	6	13	420	9	28	42	43	248	75	36	1	42	2	1043

Appendix C – GN Employees on the Staff Housing Waitlist

Table 1 – GN Employees on the Staff Housing Waiting List as of July 12, 2018

COMMUNITY	TOTAL ACTIVE APPLICANTS	NUMBER OF NUNAVUT INUIT	NUMBER OF NON-NUNAVUT INUIT
Arviat	7	6	1
Baker Lake	1	1	0
Cambridge Bay	4	4	0
Coral Harbour	1	1	0
Gjoa Haven	2	2	0
Igloolik	4	4	0
Iqaluit	108	58	50
Kimmitut	1	1	0
Kugaaruk	1	1	0
Kugluktuk	1	1	0
Pangnirtung	2	2	0
Pond Inlet	2	1	1
Qikiqtarjuaq	1	1	0
Rankin Inlet	16	11	5
Taloyoak	2	2	0
TOTALS	153	96	57

Appendix D – GN Employees Accessing Rental Assistance

Table 2 – GN Employees Accessing the Rental Assistance Program as of July 4, 2018

TENANT	COMMUNITY	Position Category
001	Arviat	3
002	Cambridge Bay	3
003	Iqaluit	3
004	Iqaluit	1
005	Iqaluit	1
006	Iqaluit	3
007	Iqaluit	3
008	Iqaluit	3
009	Kugluktuk	3

Position Category Legend	
Category 1	Health/Safety/Security
Category 2	Operations
Category 3	Administrative Support