

Ideally, the department would like to post all positions, particularly our front-line roles, with

staff housing included to support recruitment and retention. At present, there are 29 vacant Community Social Services Worker (CSSW) positions, all of which we would seek to offer with staff housing where possible.

3. What steps and how far is your department at in this area of having Inuit bilingual workers hired in this position to have a job as an interpreter-translator in your offices?

Response Family Services currently has an Inuit employment rate of 67%. The breakdown of positions in the staffing report, appendix 1, shows that of the 174 filled positions, 108 are held by Inuit employees.

Clerk Interpreter Positions: The department has five Clerk Interpreter positions, located in Qikiqtarjuaq, Arctic Bay, Sanirajak, Igloolik, and Pond Inlet. While these positions are currently vacant on paper, they are being actively filled on a casual basis by Inuit bilingual workers in the respective communities.

Recognizing the importance of culturally appropriate service delivery and language access, the department is taking deliberate steps to:

Convert long-standing Inuit casuals into indeterminate positions to improve stability and retention in these critical roles.

Enhance Inuit representation in front-line interpreter-translator roles across the territory, supporting both community engagement and public service accessibility.

Prioritize bilingual capacity in staffing processes for reception and client-facing positions, including Clerk Interpreters and Income Assistance Workers.

The department's efforts align with its broader Inuit Employment Plan and Article 23 objectives, ensuring services are linguistically and culturally responsive to the communities we serve.

4. For the communities that don't have bilingual Inuit workers, do you have to hire an interpreter from the community? How does it go when you are getting an interpreter for the unilingual English-speaking social worker when there is one in the community? What's the procedure for the communities that don't have a social worker?

Response The department hires interpreters from the community whenever possible and when appropriate. In addition to departmental interpreters, we also contract external services as needed. While the sensitive nature of the work can present challenges, the department is committed to exploring all available options to ensure Inuktitut interpretation is accessible for Nunavut families and children.

In communities without a social worker, remote coverage is in place. When a situation requires social work intervention or a child protection investigation, staff will be deployed from another community. Interpretation support, either locally or through contracted services, is arranged to ensure effective communication throughout the process.

5. Regarding the connection of Department of Health interpreter-translators in communities where the Family Services office is still located within the health centre, is there an overlap of support from clerk-interpreters in the health care field to assist Family Services

interviews?

Response The department cannot utilize Health staff to provide interpretation due to the confidential nature of child protection work and the requirements of the Child and Family Services Act (CFSA). Section 71 of the Act strictly limits access to information. As a result, interpreters or translators outside Family Services may only be used if they are formally hired or contracted to perform these duties.

6. A scholarship is awarded annually to five eligible Nunavut Inuit and Nunavummiut to study and practise social work, counselling, or psychology. How are the candidates for these scholarships identified and evaluated?

Response Candidates are assessed by a committee within the Family Wellness office at headquarters. In previous years, the assessments were carried out by Inuit staff members who reviewed all submissions and selected applicants who best aligned with the eligibility criteria. The department has identified the need to develop a standardized rubric to ensure consistency and transparency.

7. In the progress report card that we received that is dated February 11, 2025, where is the update on the progress that has been made under change management specifically?

Response There was no specific reference to change management in the progress update that was tabled on February 11, 2025.

8. Regarding a service delivery model, was that shared with the Representative For Children and Youth?

Response The version shared with the Representative was not the finalized service delivery model currently being developed by the department. Rather, it was a conceptual depiction of the expected outcomes. The actual service delivery model is more comprehensive and remains under development. The department has not received feedback from the Representative.

How many staff are appointed, or fully delegated under the CFSA, and how many have letters of authority, and what is the difference?

Response As of now, 77 staff have received authorization letters under the CFSA, with 43 fully delegated, and 11 formally appointed. This work is ongoing and is informed by training completion as well as performance evaluations.

The CFSA sets out the respective roles and powers of the Minister, the Director of Child and Family Services, Assistant Directors, Child Protection Workers (CPWs), and Authorized Persons.

Authority of the Minister

Under the CFSA, the Minister has defined responsibilities, including:

- Issuing directions and guidelines;

- Appointing the Director;
- Tabling the Director's annual report before the Legislative Assembly;
- Entering into community agreements;
- Appointing investigators for child care facilities;
- Disclosing confidential information where legally justified; and
- Making regulations.

Authority of the Director

The Director is responsible for administering and enforcing the CFSA. Key powers and duties include:

- Ensuring compliance with the CFSA;
- Authorizing and supervising CPWs and Authorized Persons;
- Preparing reports and responding to oversight bodies;
- Inspecting placements and care facilities; and
- Providing direction on child welfare cases.

Delegation:

The Director may delegate their authority to Assistant Directors and CPWs in writing. Delegation must be made to specific individuals, not positions. Certain responsibilities, listed under s. 52 of the CFSA, cannot be delegated, including:

- Medical apprehensions;
- Submitting the annual report;
- Making formal appointments of CPWs, Assistant Directors, or Authorized Persons.

Assistant Directors

The Director may appoint one or more Assistant Directors, who may act within specific communities. Assistant Directors may carry out any duties that can legally be delegated and also assume CPW duties as necessary.

Child Protection Workers (CPWs)

- CPWs have broad authority under the CFSA, including:
- Receiving and assessing protection concerns;
- Conducting investigations and developing safety plans;
- Apprehending children where necessary (except for medical reasons unless directed);
- Developing and implementing Plans of Care;
- Applying to court for protection orders;
- Supervising placements under court orders;
- Arranging services to support families and children; and

- Acting on delegated authority from the Director.

CPWs are appointed in writing by the Director. The CFSA does not require CPWs to meet a specific skills threshold prior to appointment.

Authorized Persons

Authorized Persons have limited roles under the CFSA and may only act where expressly permitted in legislation. They may:

- Receive protection reports and refer them;
- Apprehend children in emergencies or when directed by the Director;
- Visit and inspect facilities and placements; and
- Access and review relevant records.

They do not have the full scope of authority granted to CPWs and must act only within the scope of their legal authorization.

Delegation Process and Appointment Requirements

The only requirement is written appointment by the Director.

Consent to Medical Care

The CFSA does not restrict the Director from delegating authority to consent to medical care. The Director may assign this responsibility to individuals based on role, experience, or policy considerations.

10. How many people are employed who are qualified to provide clinical supervision. What's the qualification level?

Response Clinical supervision is typically provided by supervisors and managers. Due to the high turnover and staffing challenges across the territory, qualifications and experience vary widely.

Until recently, there was no formal training or development program to prepare staff for clinical supervision. The department is in the process of developing a comprehensive training and development framework to support consistent, high-quality clinical supervision moving forward.

Typically, a clinical supervisor would hold a Bachelor of Social Work (BSW) with at least two–three years of child welfare experience, including at least one year in Nunavut or a similar remote setting. A manager would typically hold a Master of Social Work (MSW) with three–five years of relevant experience, including two years in a remote context. In some cases, a BSW with extensive skills and experience may be considered for managerial roles. While these are the ideal qualifications, access to fully qualified candidates remains limited. Continued engagement in training and workforce development is essential to



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Building *Nunavut* Together
Nunavut liuqatigiingniq
Bâtir le *Nunavut* ensemble

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Ministère des services à la famille

address this gap and support effective clinical supervision across the territory.

I trust this addresses the commitments I made to provide additional information following my appearance.

Nakurmiik,

Jonathan Ellsworth
Deputy Minister



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 Inulirijikkut
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Appendix A

Staffing Report

Sum of FTE	Vacant/filled		
Division	Filled	Vacant	Grand Total
Career Development	24	19.0	43.0
Corporate Management	26	11.0	37.0
Family Wellness	72	64.0	136.0
Income Assistance	43	16.0	59.0
Poverty Reduction	9	3.0	12.0
Grand Total	174	113.0	287.0

Staffing Report

Vacant/filled	Filled
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Sum of FTE	Nunavut Inuit status		
Position title	N-No	Y-Yes	Grand Total
Administrative Officer		1	1
Adoption Specialist	1		1
Adult Services Worker	1		1
Apprenticeship Officer	1	2	3
Assistant Deputy Minister, Family Wellness	1		1
Associate Deputy Minister		1	1
ATIPP and Policy Advisor		1	1
Canadian Housing Benefit Coordinator		1	1
Career Development Officer		6	6
Career Development Services Coordinator	1		1
Child Protection Specialist		1	1
Clerk Interpreter		1	1
Client Liaison Officer		4	4
Community Coordinator for Women's Safety		1	1
Community Social Service Worker		1	1
Compliance Officer	1		1
CSSW	26	11	37
Deputy Minister, Family Services	1		1
Director Corporate Services	1		1
Director Family Wellness	1		1
Director Income Assistance		1	1
Director Policy, Planning and Communications	1		1
Director Poverty Reduction	1		1
Executive Secretary		1	1
Executive Services Coordinator		1	1
Family Resource Worker		5	5
Finance Clerk		1	1
Finance Officer		3	3
Foster Care Coordinator	1	1	2
Homelessness Outreach Worker		4	4
Human Resource Coordinator	1		1
Human Resources Coordinator		1	1
Income Assistance Clerk		1	1
Income Assistance Worker		32	32
ISV Implementation Advisor		1	1
Labour Market Program Specialist	1		1
Manager Financial Planning and Budget	1		1
Manager Homelessness Initiatives		1	1

Manager Labour Market Programs	1		1
Manager, Communications	1		1
Manager, Compliance & Systems	1		1
Manager, Finance & Administration	1		1
Manager, Human Resources		1	1
Manager, Policy and Planning		1	1
Program Development & Delivery Specialist		1	1
Public Engagement Planner		1	1
Receptionist		1	1
Regional Director Family Wellness	2		2
Regional Director Income Assistance & Career Development		3	3
Regional Manager Career Development		3	3
Regional Manager Family Wellness	2	1	3
Regional Manager Finance		1	1
Regional Manager Income Assistance		2	2
Senior Analyst Program Reform	1		1
Senior Compliance Analyst	1		1
Senior Database Analyst	1		1
Senior Finance Officer		1	1
Senior Finance Officer - Supervisory	1		1
Senior Financial Analyst	1		1
Senior Labour Market Analyst	1		1
Social Programs Clerk		2	2
Supervisor Family Wellness	6	1	7
Supervisor of Apprenticeship, Trade & Occupations	1		1
Systems Analyst	1		1
Systems Support Analyst		1	1
Territorial Manager Income Assistance	1		1
Territorial Manager Quality Assurance		1	1
Territorial Manager, Family Safety Initiatives	1		1
Training Specialist	1		1
Travel Coordinator		1	1
Verification & Investigation Officer		2	2
Grand Total	66	108	174

Position title	Occupational category	FTE	Vacant/filled	Nunavut Inuit status	Notes	Division
ADM, Income Assistance & Career Development Officer	1-Executive	1	Vacant			Corporate Management
Executive Secretary	6-Administrative Support	1	Filled	Y-Yes		Corporate Management
Deputy Minister, Family Services	1-Executive	1	Filled	N-No		Corporate Management
Community Social Service Worker	4-Professional	1	Filled	Y-Yes		Family Wellness
Social Programs Clerk	6-Administrative Support	1	Filled	Y-Yes		Family Wellness
Social Programs Clerk	6-Administrative Support	1	Vacant			Family Wellness
CSSW	4-Professional	1	Filled	Y-Yes		Family Wellness
CSSW	4-Professional	1	Filled	Y-Yes		Family Wellness
CSSW	4-Professional	1	Vacant			Family Wellness
Career Development Officer	5-Paraprofessional	1	Filled	Y-Yes		Career Development
Regional Manager Finance	3-Middle Management	1	Vacant			Career Development
CSSW	4-Professional	1	Filled	N-No		Family Wellness
Director Career Development	2-Senior Management	1	Vacant			Career Development
Career Development Officer	5-Paraprofessional	1	Vacant			Career Development
Training Development Officer	5-Paraprofessional	1	Vacant			Income Assistance
Territorial Manager Income Assistance	3-Middle Management	1	Filled	N-No		Income Assistance
Supervisor Family Wellness	4-Professional	1	Vacant			Family Wellness
CSSW	4-Professional	1	Filled	N-No		Family Wellness
Supervisor Family Wellness	4-Professional	1	Filled	N-No		Family Wellness
CSSW	4-Professional	1	Vacant			Family Wellness
Supervisor Family Wellness	4-Professional	1	Filled	N-No		Family Wellness
Career Development Officer	5-Paraprofessional	1	Vacant			Career Development
Career Development Officer	5-Paraprofessional	1	Filled	Y-Yes		Career Development
Administrative Assistant	6-Administrative Support	1	Vacant			Career Development
Adoption Specialist	4-Professional	1	Filled	N-No		Family Wellness
Director Income Assistance	2-Senior Management	1	Filled	Y-Yes		Income Assistance
Certification Officer	6-Administrative Support	1	Vacant			Career Development
Supervisor Family Wellness	4-Professional	1	Vacant			Family Wellness
Supervisor Family Wellness	4-Professional	1	Filled	N-No		Family Wellness
Supervisor Family Wellness	4-Professional	1	Filled	N-No		Family Wellness
Manager Financial Planning and Budget	3-Middle Management	1	Filled	N-No		Corporate Management
Supervisor Family Wellness	4-Professional	1	Filled	N-No		Family Wellness
Manager Training Development	3-Middle Management	1	Vacant			Income Assistance
Regional Director Income Assistance & Career Development	2-Senior Management	1	Vacant			Career Development
CSSW	4-Professional	1	Vacant			Family Wellness
Career Development Officer	5-Paraprofessional	1	Vacant	Y-Yes		Career Development
Career Development Officer	5-Paraprofessional	1	Vacant			Career Development
Finance Clerk	6-Administrative Support	1	Vacant			Career Development
CSSW	4-Professional	1	Filled	Y-Yes		Family Wellness
CSSW	4-Professional	1	Filled	N-No		Family Wellness
CSSW	4-Professional	1	Vacant			Family Wellness
CSSW	4-Professional	1	Filled	N-No		Family Wellness
CSSW	4-Professional	1	Vacant			Family Wellness
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes		Income Assistance
Regional Manager Finance	3-Middle Management	1	Filled	Y-Yes		Career Development
CSSW	4-Professional	1	Filled	N-No		Family Wellness

Income Assistance Clerk	6-Administrative Support	1	Filled	Y-Yes	Income Assistance
Income Assistance Worker	5-Paraprofessional	1	Vacant		Income Assistance
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance
CSSW	4-Professional	1	Filled	N-No	Family Wellness
Finance Officer	5-Paraprofessional	1	Filled	Y-Yes	Corporate Management
Career Development Officer	5-Paraprofessional	1	Filled	Y-Yes	Career Development
Supervisor Family Wellness	4-Professional	1	Filled	Y-Yes	Family Wellness
Regional Manager Family Wellness	3-Middle Management	1	Filled	Y-Yes	Family Wellness
CSSW	4-Professional	1	Filled	N-No ITA	Family Wellness
CSSW	4-Professional	1	Filled	N-No	Family Wellness
CSSW	4-Professional	1	Filled	N-No	Family Wellness
CSSW	4-Professional	1	Filled	N-No	Family Wellness
CSSW	4-Professional	1	Filled	N-No	Family Wellness
CSSW	4-Professional	1	Filled	N-No	Family Wellness
Career Development Officer	5-Paraprofessional	1	Vacant		Career Development
Career Development Officer	5-Paraprofessional	1	Vacant		Career Development
Director Family Wellness	2-Senior Management	1	Filled	N-No	Family Wellness
CSSW	4-Professional	1	Filled	Y-Yes	Family Wellness
Income Assistance Worker	5-Paraprofessional	1	Vacant		Income Assistance
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance
Senior Finance Officer - Supervisory	5-Paraprofessional	1	Filled	N-No	Corporate Management
Income Assistance Clerk	6-Administrative Support	1	Vacant		Income Assistance
Executive Services Coordinator	6-Administrative Support	1	Filled	Y-Yes	Corporate Management
Regional Manager Family Wellness	3-Middle Management	1	Vacant		Family Wellness
CSSW	4-Professional	1	Filled	N-No	Family Wellness
CSSW	4-Professional	1	Vacant		Family Wellness
Finance Officer	5-Paraprofessional	1	Filled	Y-Yes	Corporate Management
Regional Manager Finance	3-Middle Management	1	Vacant		Career Development
Social Programs Clerk	6-Administrative Support	1	Filled	Y-Yes	Family Wellness
Career Development Officer	5-Paraprofessional	1	Filled	Y-Yes	Career Development
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance
CSSW	4-Professional	1	Filled	Y-Yes	Family Wellness
Regional Manager Career Development	3-Middle Management	1	Filled	Y-Yes	Career Development
CSSW	4-Professional	1	Filled	N-No	Family Wellness
Supervisor Family Wellness	4-Professional	1	Filled	N-No	Family Wellness
Career Development Officer	5-Paraprofessional	1	Filled	Y-Yes	Career Development
Career Development Officer	5-Paraprofessional	1	Vacant		Career Development
Regional Manager Income Assistance	3-Middle Management	1	Vacant		Income Assistance
Regional Manager Income Assistance	3-Middle Management	1	Filled	Y-Yes	Income Assistance
Regional Manager Income Assistance	3-Middle Management	1	Vacant		Income Assistance
Regional Manager Income Assistance	3-Middle Management	1	Vacant		Income Assistance
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance
Regional Director Income Assistance & Career	2-Senior Management	1	Filled	Y-Yes	Career Development
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance
Income Assistance Worker	5-Paraprofessional	1	Vacant		Income Assistance
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance
CSSW	4-Professional	1	Vacant		Family Wellness
Regional Director Income Assistance & Career	2-Senior Management	1	Filled	Y-Yes	Career Development
Receptionist	6-Administrative Support	1	Filled	Y-Yes	Income Assistance
CSSW	4-Professional	1	Vacant		Family Wellness
CSSW	4-Professional	1	Vacant		Family Wellness

CSSW	4-Professional	1	Filled	Y-Yes	Family Wellness
CSSW	4-Professional	1	Filled	Y-Yes	Family Wellness
CSSW	4-Professional	1	Filled	Y-Yes	Family Wellness
Supervisor of Apprenticeship, Trade & Occupa	4-Professional	1	Filled	N-No	Career Development
Child Protection Specialist	4-Professional	1	Filled	Y-Yes	Family Wellness
Director Corporate Services	2-Senior Management	1	Filled	N-No	Corporate Management
Manager, Finance & Administration	3-Middle Management	1	Filled	N-No	Corporate Management
CSSW	4-Professional	1	Filled	N-No	Family Wellness
CSSW	4-Professional	1	Vacant		Family Wellness
CSSW	4-Professional	1	Filled	Y-Yes	Family Wellness
Finance Clerk	6-Administrative Support	1	Filled	Y-Yes	Career Development
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance
Human Resource Coordinator	5-Paraprofessional	1	Filled	N-No	Corporate Management
Senior Program Specialist	4-Professional	1	Vacant		Income Assistance
Manager Labour Market Programs	3-Middle Management	1	Filled	N-No	Career Development
Senior Database Analyst	4-Professional	1	Filled	N-No	Corporate Management
Receptionist/Interpreter	6-Administrative Support	1	Vacant		Family Wellness
ISV Implementation Advisor	4-Professional	1	Filled	Y-Yes	Corporate Management
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance
Director Policy, Planning and Communications	2-Senior Management	1	Filled	N-No	Corporate Management
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance
CSSW	4-Professional	1	Filled	Y-Yes	Family Wellness
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance
Budget Analyst	4-Professional	1	Vacant		Corporate Management
Assistant Deputy Minister, Family Wellness	1-Executive	1	Filled	N-No	Corporate Management
Career Development Services Coordinator	4-Professional	1	Filled	N-No	Career Development
Income Assistance Worker	5-Paraprofessional	1	Vacant		Income Assistance
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance
Clerk Interpreter	6-Administrative Support	1	Vacant		Family Wellness
Verification & Investigation Officer	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance
Regional Manager Income Assistance	3-Middle Management	1	Filled	Y-Yes	Income Assistance
Human Resources Coordinator	5-Paraprofessional	1	Filled	Y-Yes	Corporate Management
Income Assistance Worker	5-Paraprofessional	1	Vacant		Income Assistance
Clerk Interpreter	6-Administrative Support	1	Vacant		Family Wellness
Clerk Interpreter	6-Administrative Support	1	Filled	Y-Yes	Family Wellness
Clerk Interpreter	6-Administrative Support	1	Vacant		Family Wellness
HR Assistant	6-Administrative Support	1	Vacant		Corporate Management
Senior Planner Homelessness Initiatives	4-Professional	1	Vacant		Poverty Reduction
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance
Income Assistance Worker	5-Paraprofessional	1	Vacant		Income Assistance
Director Poverty Reduction	2-Senior Management	1	Filled	N-No	Poverty Reduction
Systems Support Analyst	4-Professional	1	Filled	Y-Yes	Corporate Management
Regional Manager Family Wellness	3-Middle Management	1	Filled	N-No	Family Wellness
CSSW	4-Professional	1	Filled	Y-Yes	Family Wellness
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance
Supervisor Family Wellness	4-Professional	1	Vacant		Family Wellness
CSSW	4-Professional	1	Filled	N-No	Family Wellness

CSSW	4-Professional	1	Filled	N-No	Family Wellness
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance
Income Assistance Worker	5-Paraprofessional	1	Vacant		Income Assistance
Verification & Investigation Officer	5-Paraprofessional	1	Vacant		Income Assistance
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance
Senior Analyst Program Reform	4-Professional	1	Filled	N-No	Poverty Reduction
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance
Systems Analyst	4-Professional	1	Filled	N-No	Corporate Management
CSSW	4-Professional	1	Filled	N-No	Family Wellness
Systems Support Analyst	4-Professional	1	Vacant		Corporate Management
Clerk Interpreter	6-Administrative Support	1	Vacant		Family Wellness
Supervisor Family Wellness	4-Professional	1	Vacant		Family Wellness
CSSW	4-Professional	1	Filled	N-No	Family Wellness
CSSW	4-Professional	1	Filled	N-No	Family Wellness
Territorial Manager, Family Safety Initiatives	3-Middle Management	1	Filled	N-No	Family Wellness
Regional Manager Career Development	3-Middle Management	1	Filled	Y-Yes	Career Development
Labour Market Program Specialist	4-Professional	1	Filled	N-No	Career Development
Labour Market Research Analyst	4-Professional	1	Vacant		Career Development
Program Development & Delivery Specialist	5-Paraprofessional	1	Filled	Y-Yes	Career Development
Senior Policy Analyst	4-Professional	1	Vacant		Corporate Management
Manager, Human Resources	3-Middle Management	1	Filled	Y-Yes	Corporate Management
Contracts Administrator	5-Paraprofessional	1	Vacant		Corporate Management
Public Engagement Planner	4-Professional	1	Filled	Y-Yes	Poverty Reduction
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance
Administrative Officer	6-Administrative Support	1	Filled	Y-Yes	Corporate Management
CSSW	4-Professional	1	Filled	N-No	Family Wellness
CSSW	4-Professional	1	Filled	N-No	Family Wellness
CSSW	4-Professional	1	Vacant		Family Wellness
Apprenticeship Officer	5-Paraprofessional	1	Filled	Y-Yes	Career Development
Apprenticeship Officer	5-Paraprofessional	1	Filled	N-No	Career Development
Certification Officer	6-Administrative Support	1	Vacant		Career Development
Finance Officer	5-Paraprofessional	1	Filled	Y-Yes	Corporate Management
Client Services Specialist	4-Professional	1	Vacant		Family Wellness
Manager, Compliance & Systems	3-Middle Management	1	Filled	N-No	Income Assistance
Senior Compliance Analyst	4-Professional	1	Filled	N-No	Income Assistance
Senior Financial Analyst	4-Professional	1	Filled	N-No	Corporate Management
CSSW	4-Professional	1	Filled	N-No	Family Wellness
Family Resource Worker	5-Paraprofessional	1	Vacant		Family Wellness
Family Resource Worker	5-Paraprofessional	1	Filled	Y-Yes	Family Wellness
Family Resource Worker	5-Paraprofessional	1	Filled	Y-Yes	Family Wellness
Family Resource Worker	6-Administrative Support	1	Filled	Y-Yes	Family Wellness
Family Resource Worker	5-Paraprofessional	1	Filled	Y-Yes	Family Wellness
Territorial Food Security Coordinator	4-Professional	1	Vacant		Poverty Reduction
Supervisor Family Wellness	4-Professional	1	Vacant		Family Wellness
Family Safety Project Officer	4-Professional	1	Vacant		Family Wellness
CSSW	4-Professional	1	Filled	N-No	Family Wellness
Family Resource Worker	5-Paraprofessional	1	Filled	Y-Yes	Family Wellness
Family Resource Worker	5-Paraprofessional	1	Vacant		Family Wellness
Client Liaison Officer	5-Paraprofessional	1	Filled	Y-Yes	Family Wellness
Client Liaison Officer	5-Paraprofessional	1	Filled	Y-Yes	Family Wellness
Program Development & Delivery Specialist	5-Paraprofessional	1	Vacant		Career Development
Senior Finance Officer	5-Paraprofessional	1	Filled	Y-Yes	Corporate Management
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes	Income Assistance

Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes		Income Assistance
Income Assistance Worker	5-Paraprofessional	1	Vacant			Income Assistance
Family Resource Worker	5-Paraprofessional	1	Vacant			Family Wellness
Family Resource Worker	5-Paraprofessional	1	Vacant			Family Wellness
Regional Manager Family Wellness	3-Middle Management	1	Filled	N-No		Family Wellness
Adult Services Worker	4-Professional	1	Filled	N-No		Family Wellness
Training Specialist	4-Professional	1	Filled	N-No	Double filled	Family Wellness
Foster Care Coordinator	5-Paraprofessional	1	Vacant			Family Wellness
Foster Care Coordinator	5-Paraprofessional	1	Filled	Y-Yes		Family Wellness
Foster Care Coordinator	5-Paraprofessional	1	Filled	N-No		Family Wellness
Verification & Investigation Officer	5-Paraprofessional	1	Filled	Y-Yes		Income Assistance
Travel Coordinator	6-Administrative Support	1	Filled	Y-Yes		Career Development
Income Assistance Worker	5-Paraprofessional	1	Filled	Y-Yes		Income Assistance
Regional Director Income Assistance & Career	2-Senior Management	1	Filled	Y-Yes		Career Development
Regional Director Family Wellness	2-Senior Management	1	Vacant			Family Wellness
Regional Director Family Wellness	2-Senior Management	1	Filled	N-No	IDTA pending	Family Wellness
Regional Director Family Wellness	2-Senior Management	1	Vacant			Family Wellness
Regional Director Family Wellness	2-Senior Management	1	Filled	N-No		Family Wellness
Community Coordinator for Women's Safety	5-Paraprofessional	1	Vacant			Family Wellness
Community Coordinator for Women's Safety	5-Paraprofessional	1	Vacant			Family Wellness
Community Coordinator for Women's Safety	5-Paraprofessional	1	Vacant			Family Wellness
Community Coordinator for Women's Safety	5-Paraprofessional	1	Vacant			Family Wellness
Community Coordinator for Women's Safety	5-Paraprofessional	1	Filled	Y-Yes		Family Wellness
Career Development Officer	5-Paraprofessional	1	Filled	Y-Yes		Career Development
Senior Labour Market Analyst	4-Professional	1	Filled	N-No		Career Development
Manager Homelessness Initiatives	3-Middle Management	1	Filled	Y-Yes		Poverty Reduction
Homelessness Outreach Worker	5-Paraprofessional	1	Filled	Y-Yes		Poverty Reduction
Homelessness Outreach Worker	5-Paraprofessional	1	Filled	Y-Yes		Poverty Reduction
Homelessness Outreach Worker	5-Paraprofessional	1	Filled	Y-Yes		Poverty Reduction
ATIPP and Policy Advisor	4-Professional	1	Filled	Y-Yes		Corporate Management
Family Resource Worker	5-Paraprofessional	1	Vacant			Family Wellness
Regional Manager Career Development	3-Middle Management	1	Filled	Y-Yes		Career Development
Apprenticeship Officer	5-Paraprofessional	1	Vacant			Career Development
Apprenticeship Officer	5-Paraprofessional	1	Filled	Y-Yes		Career Development
Regional Senior Financial Analyst	4-Professional	1	Vacant			Career Development
Territorial Manager Quality Assurance	3-Middle Management	1	Filled	Y-Yes	Double filled	Family Wellness
Client Liaison Officer	5-Paraprofessional	1	Filled	Y-Yes		Family Wellness
Canadian Housing Benefit Coordinator	5-Paraprofessional	1	Filled	Y-Yes		Poverty Reduction
Homelessness Outreach Worker	5-Paraprofessional	1	Filled	Y-Yes		Poverty Reduction
Client Liaison Officer	5-Paraprofessional	1	Filled	Y-Yes		Family Wellness
Client Liaison Officer	5-Paraprofessional	1	Vacant			Family Wellness
Associate Deputy Minister	1-Executive	1	Filled	Y-Yes		Corporate Management
Manager, Communications	3-Middle Management	1	Filled	N-No		Corporate Management
Manager, Policy and Planning	3-Middle Management	1	Filled	Y-Yes		Corporate Management
CSSW	4-Professional	1	Filled	N-No		Family Wellness
CSSW	4-Professional	1	Vacant			Family Wellness
CSSW	4-Professional	1	Vacant			Family Wellness
CSSW	4-Professional	1	Vacant			Family Wellness
CSSW	4-Professional	1	Vacant			Family Wellness
CSSW	4-Professional	1	Vacant			Family Wellness
CSSW	4-Professional	1	Vacant			Family Wellness
Family Resource Worker	5-Paraprofessional	1	Vacant			Family Wellness
CSSW	4-Professional	1	Filled	N-No		Family Wellness
CSSW	4-Professional	1	Vacant			Family Wellness

CSSW	4-Professional	1	Vacant		Family Wellness
CSSW	4-Professional	1	Vacant		Family Wellness
Family Resource Worker	5-Paraprofessional	1	Vacant		Family Wellness
CSSW	4-Professional	1	Vacant		Family Wellness
CSSW	4-Professional	1	Vacant		Family Wellness
CSSW	4-Professional	1	Vacant		Family Wellness
CSSW	4-Professional	1	Vacant		Family Wellness
CSSW	4-Professional	1	Vacant		Family Wellness
Family Resource Worker	5-Paraprofessional	1	Vacant		Family Wellness
CSSW	4-Professional	1	Vacant		Family Wellness
Family Resource Worker	5-Paraprofessional	1	Vacant		Family Wellness
CSSW	4-Professional	1	Vacant		Family Wellness
CSSW	4-Professional	1	Vacant		Family Wellness
CSSW	4-Professional	1	Vacant		Family Wellness
Compliance Officer	6-Administrative Support	1	Filled	N-No	Income Assistance
Capital Planner	4-Professional	1	Vacant		Corporate Management
Grants & Contributions Coordinator	5-Paraprofessional	1	Vacant		Corporate Management
Occupational Health and Safety Coordinator	4-Professional	1	Vacant		Corporate Management
Human Resources Coordinator	5-Paraprofessional	1	Vacant		Corporate Management
Travel Coordinator	6-Administrative Support	1	Vacant		Family Wellness
Senior Social Economist	4-Professional	1	Vacant		Poverty Reduction
Communications Coordinator	5-Paraprofessional	1	Vacant		Corporate Management
Territorial Manager Training and Development	3-Middle Management	1	Vacant		Family Wellness
Training Specialist	4-Professional	1	Vacant		Family Wellness
Training Specialist	4-Professional	1	Vacant		Family Wellness

Employment summary: Indeterminate & term employees

	# Total FTEs	# Vacant	# Filled	% Filled	# Filled by Nunavut Inuit	As % of all filled FTEs
By occupational category						
Executive	4.00	1.00	3.00	75%	1.00	33%
Senior Management	14.00	4.00	10.00	71%	4.00	40%
Middle Management	28.00	8.00	20.00	71%	11.00	55%
Professional	111.00	49.00	62.00	56%	18.00	29%
Paraprofessional	105.00	38.00	67.00	64%	64.00	96%
Administrative Support	25.00	13.00	12.00	48%	11.00	92%
Total	287.00	113.00	174.00	61%	109.00	63%
By community						
Arctic Bay	5.00	1.00	4.00	80%	3.00	75%
Arviat	9.00	2.00	7.00	78%	5.00	71%
Baker Lake	9.00	3.00	6.00	67%	5.00	83%
Cambridge Bay	20.00	10.00	10.00	50%	7.00	70%
Chesterfield Inlet	3.00	3.00	-	0%	-	-
Churchill	-	-	-	-	-	-
Clyde River	5.00	3.00	2.00	40%	2.00	100%
Coral Harbour	4.00	1.00	3.00	75%	2.00	67%
Edmonton	3.00	1.00	2.00	67%	2.00	100%
Gatineau	-	-	-	-	-	-
Gjoa Haven	6.00	2.00	4.00	67%	3.00	75%
Grise Fiord	2.00	1.00	1.00	50%	1.00	100%
Sanirajak	4.00	3.00	1.00	25%	1.00	100%
Igloolik	10.00	6.00	4.00	40%	2.00	50%
Iqaluit	106.00	39.00	67.00	63%	29.00	43%
Kinngait	8.00	3.00	5.00	63%	3.00	60%
Kimmirut	3.00	1.00	2.00	67%	1.00	50%
Kugaaruk	4.00	1.00	3.00	75%	3.00	100%
Kugluktuk	9.00	3.00	6.00	67%	4.00	67%
Nauyasat	3.00	2.00	1.00	33%	1.00	100%
Ottawa	2.00	-	2.00	100%	2.00	100%
Pangnirtung	20.00	7.00	13.00	65%	9.00	69%
Pond Inlet	10.00	5.00	5.00	50%	3.00	60%
Qikiqtarjuaq	4.00	2.00	2.00	50%	1.00	50%
Rankin Inlet	24.00	7.00	17.00	71%	14.00	82%
Resolute Bay	2.00	1.00	1.00	50%	-	0%
Sanikiluaq	3.00	2.00	1.00	33%	1.00	100%
Taloyoak	5.00	3.00	2.00	40%	1.00	50%
Whale Cove	4.00	1.00	3.00	75%	3.00	100%
Winnipeg	-	-	-	-	-	-
Total	287.00	113.00	174.00	61%	108.00	62%
Iqaluit vs. all other communities						
Iqaluit	106.00	39.00	67.00	63%	29.00	43%

All other communities	181.00	74.00	107.00	59%	79.00	74%
Total	287.00	113.00	174.00	61%	108.00	62%

Employment summary: Casual employees

	# Total casual employees	# Nunavut Inuit	As % of all casual employees
By community			
Arctic Bay	-	-	-
Arviat	2.00	2.00	100%
Baker Lake	5.00	3.00	60%
Cambridge Bay	9.00	5.00	56%
Chesterfield Inlet	-	-	-
Churchill	-	-	-
Clyde River	3.00	2.00	67%
Coral Harbour	1.00	-	0%
Edmonton	1.00	1.00	100%
Garland	-	-	-
Gatineau	-	-	-
Gjoa Haven	2.00	-	0%
Grise Fiord	-	-	-
Igloolik	2.00	1.00	50%
Iqaluit	44.00	12.00	27%
Kimmirut	2.00	1.00	50%
Kinngait	5.00	3.00	60%
Kugaaruk	1.00	-	0%
Kugluktuk	3.00	1.00	33%
Nauyasat	1.00	-	0%
Ottawa	2.00	1.00	50%
Pangnirtung	13.00	10.00	77%
Pond Inlet	3.00	2.00	67%
Qikiqtarjuaq	2.00	1.00	50%
Rankin Inlet	6.00	5.00	83%
Resolute Bay	-	-	-
Sanikiluaq	1.00	1.00	100%
Sanirajak	3.00	1.00	33%
Taloyoak	3.00	2.00	67%
Whale Cove	-	-	-
Winnipeg	1.00	-	0%
Total	115.00	54.00	47%

Iqaluit vs. all other communities

Iqaluit	44.00	12.00	27%
All other communities	71.00	42.00	59%
Total	115.00	54.00	47%



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Building *Nunavut* Together
Nunavut liuqatigiingniq
Bâtir le *Nunavut* ensemble

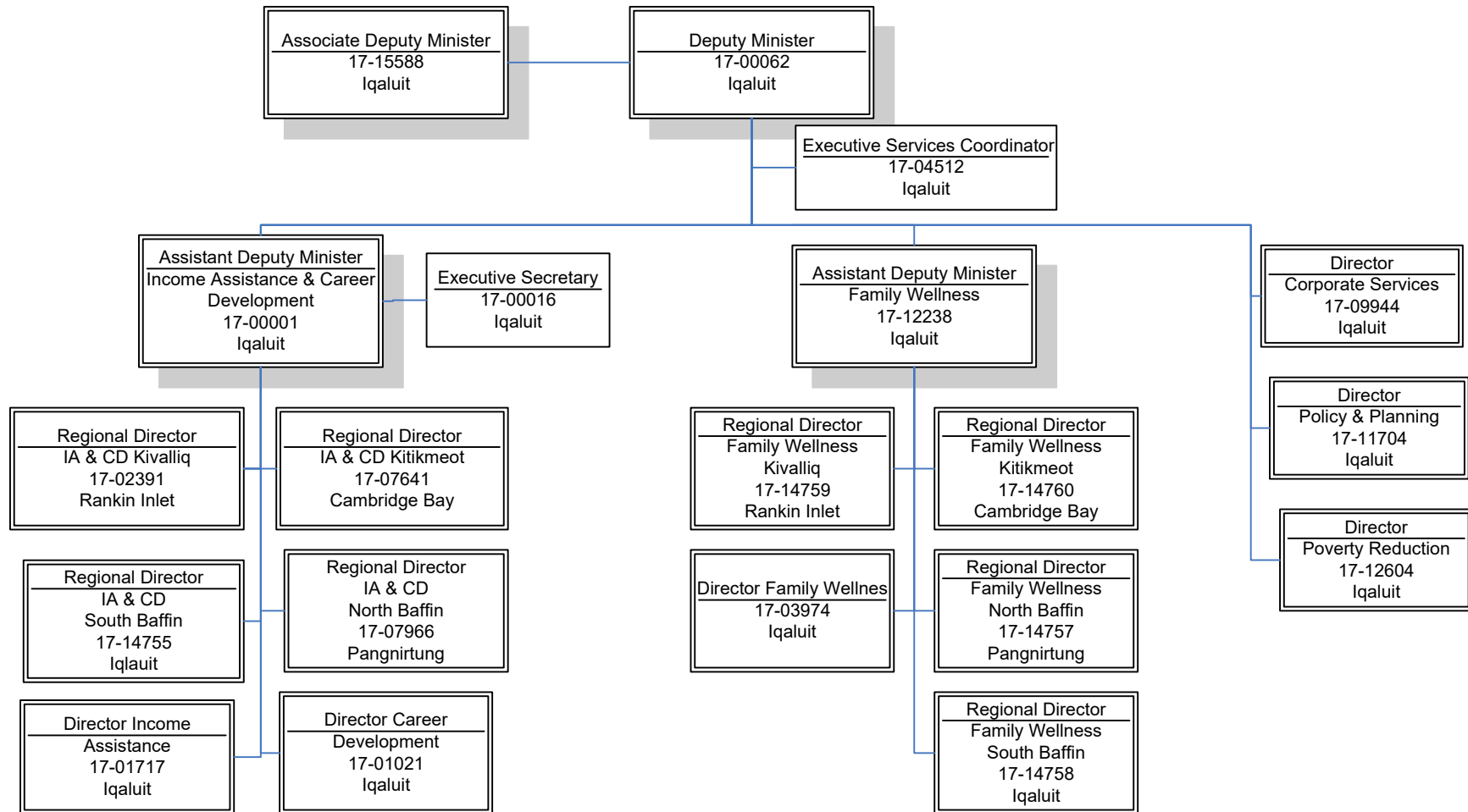
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Department of Family Services
Inulirijikkut
Ministère des services à la famille

Appendix B

ORGANIZATIONAL CHART

DEPARTMENT OF FAMILY SERVICES

Chart # 1 Current

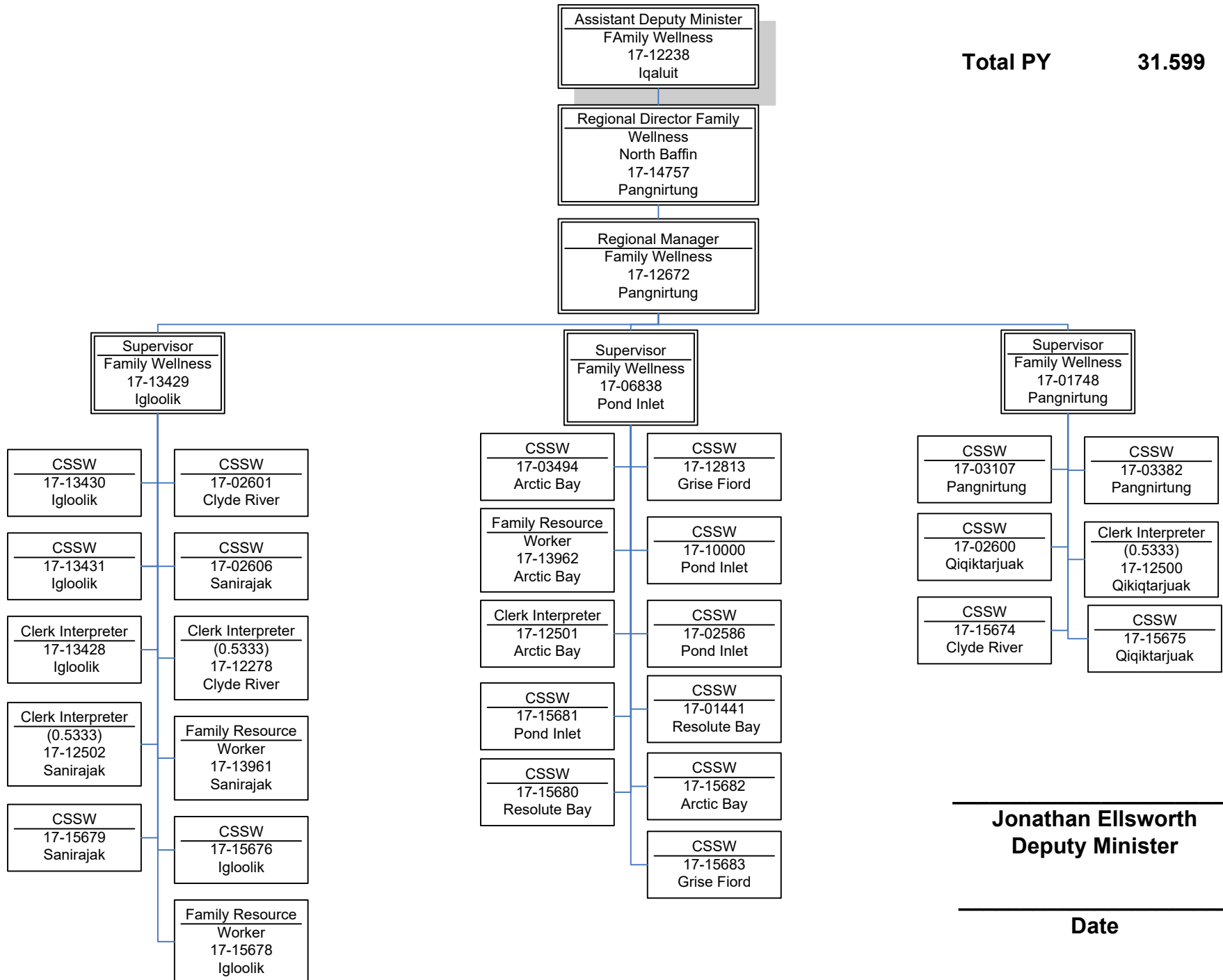


Jonathan Ellsworth
Deputy Minister

Date

FAMILY WELLNESS- NORTH BAFFIN – Pangnirtung

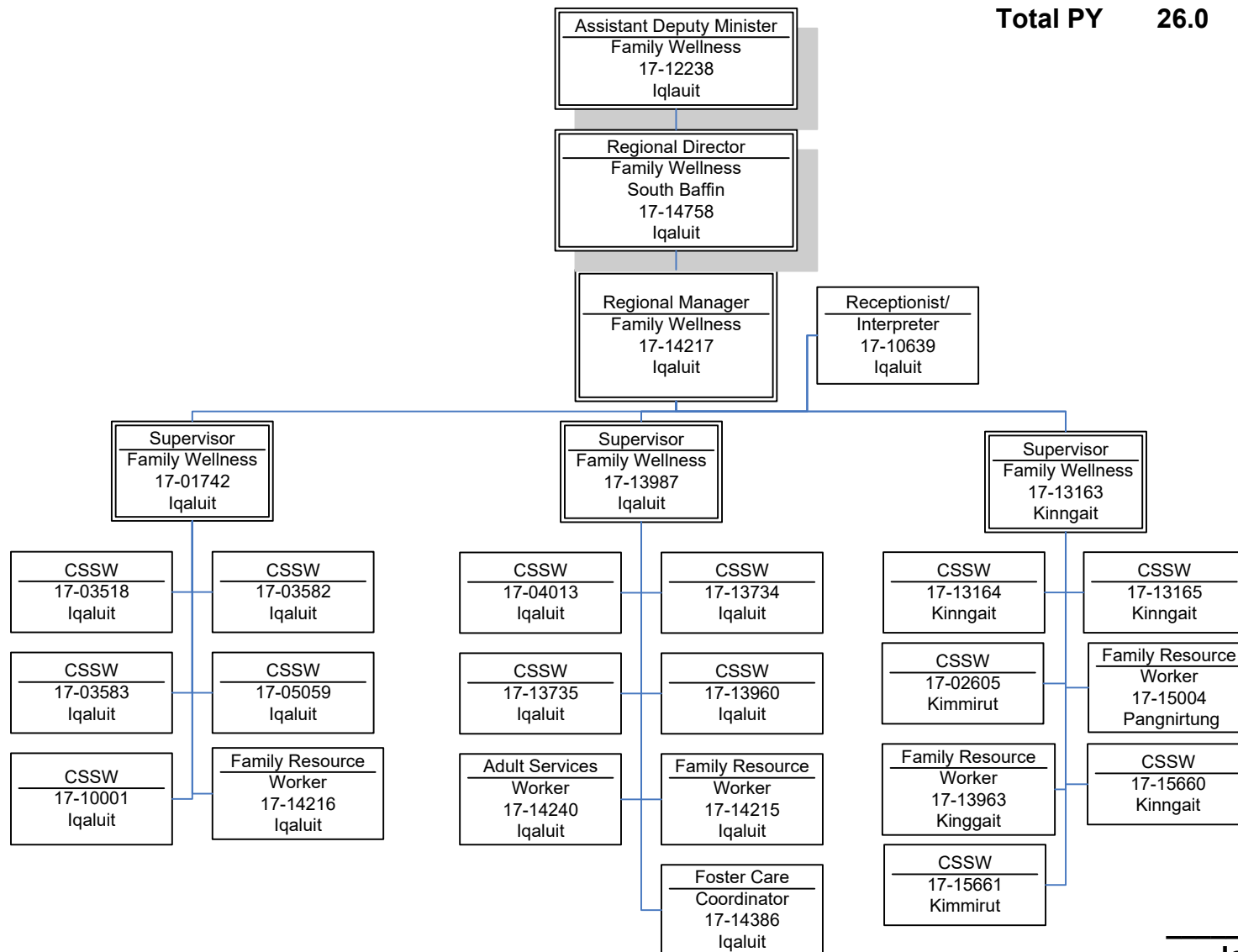
Chart # 2 Current



Family Wellness South Baffin – Iqaluit

Chart # 3 Current

Total PY 26.0



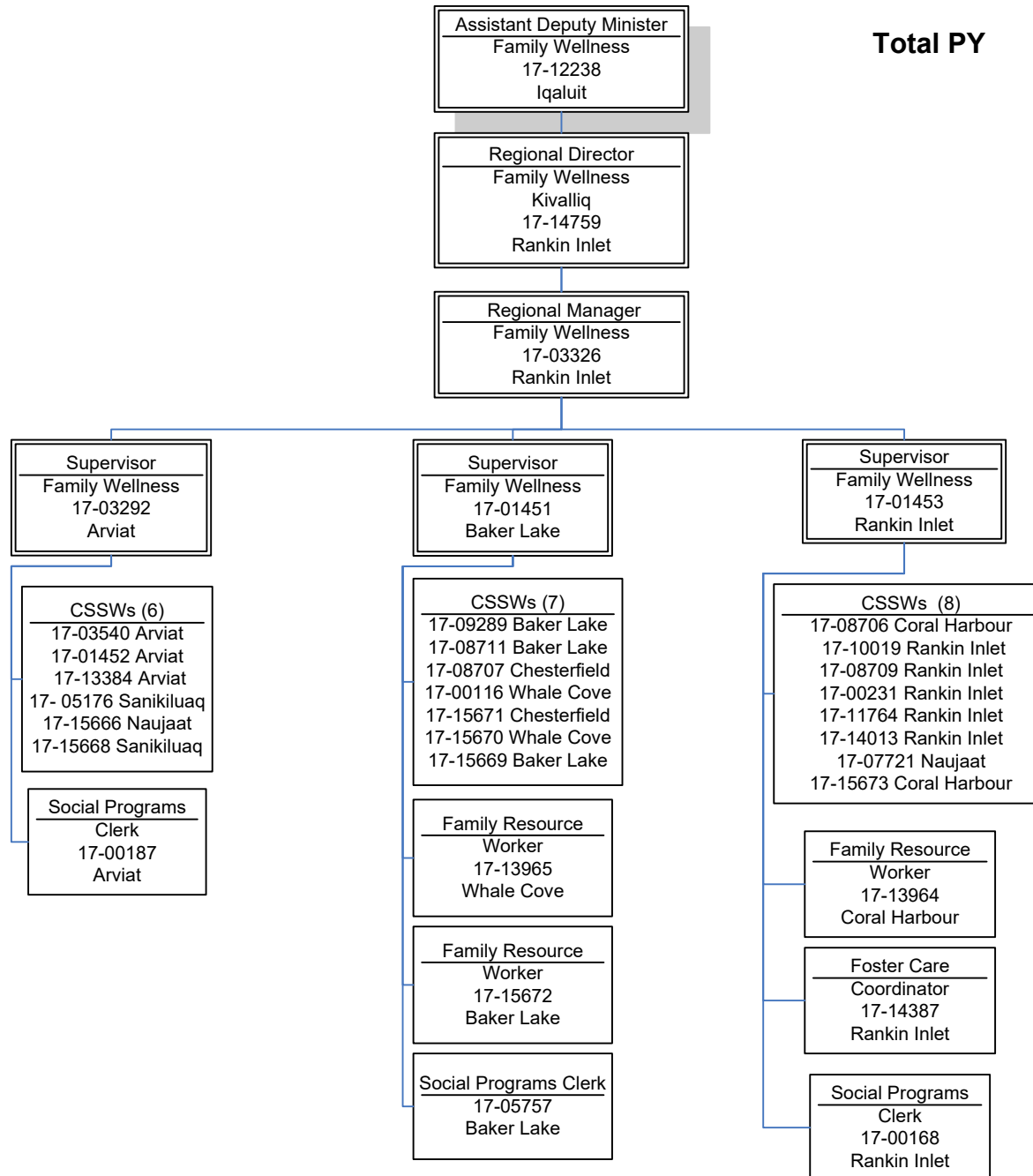
**Jonathan Ellsworth
Deputy Minister**

Date

FAMILY WELLNESS – KIVALLIQ

Chart # 4 Current

Total PY 33.0



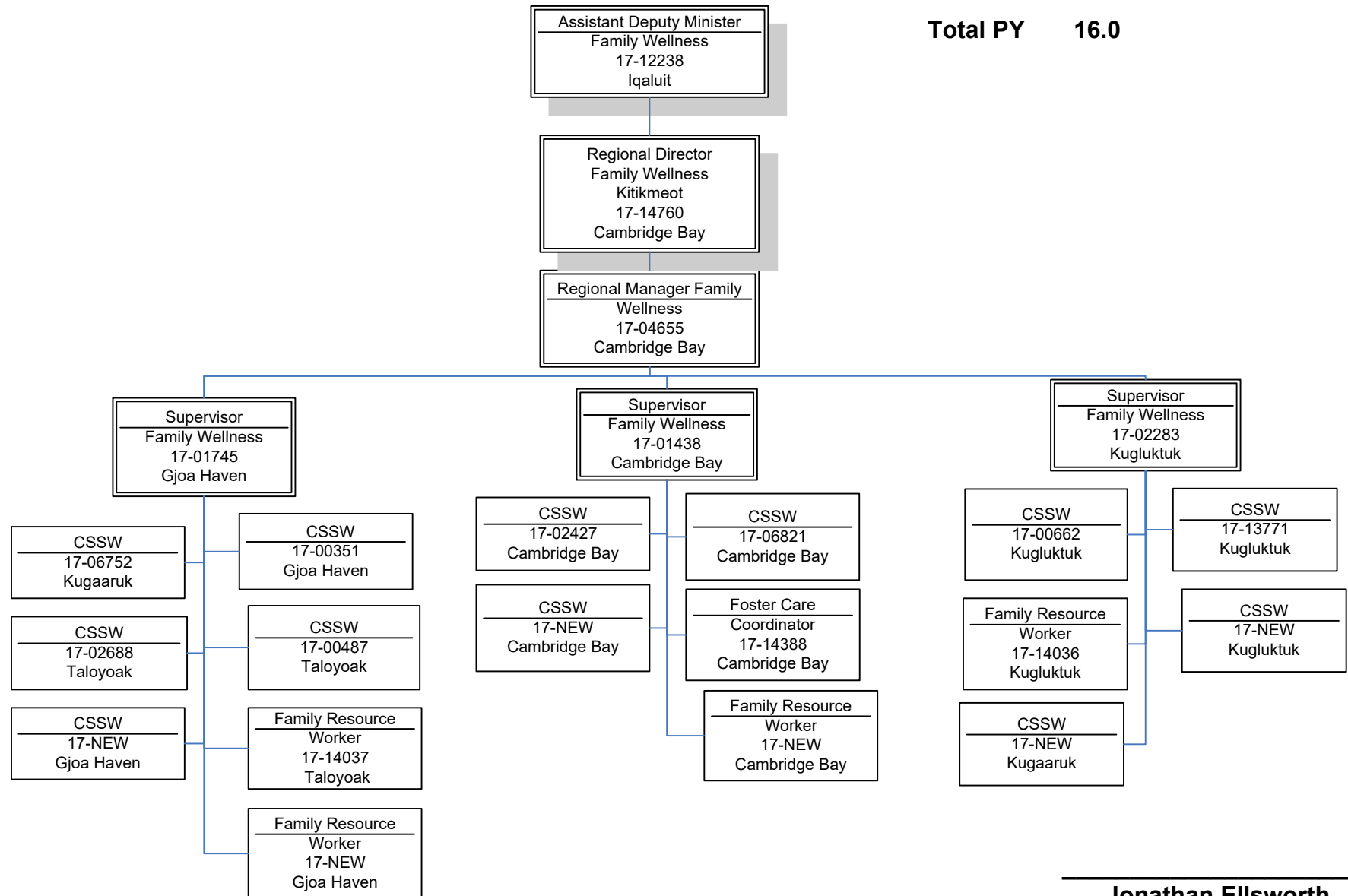
Jonathan Ellsworth
Deputy Minister

Date

FAMILY WELLNESS – KITIKMEOT

Chart # 5 Current

Total PY 16.0



Jonathan Ellsworth
Deputy Minister

Date



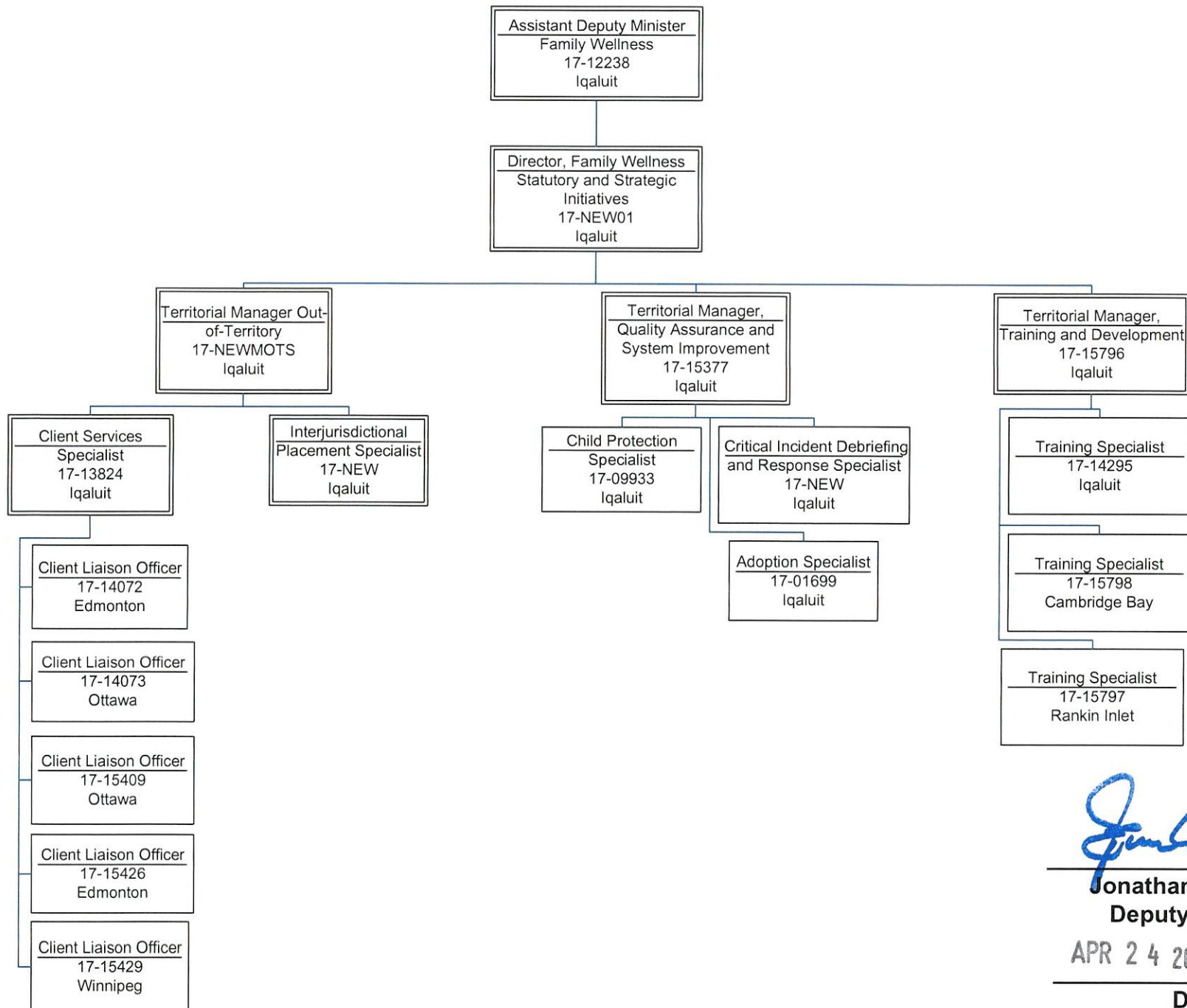
Δοϙηλ^{bdC}
 Department of Family Services
 Inulirijikkut
 Ministère des services à la famille

Appendix C

FAMILY WELLNESS- Headquarters

Chart #10

Total PY 17



Jonathan Ellsworth
Deputy Minister

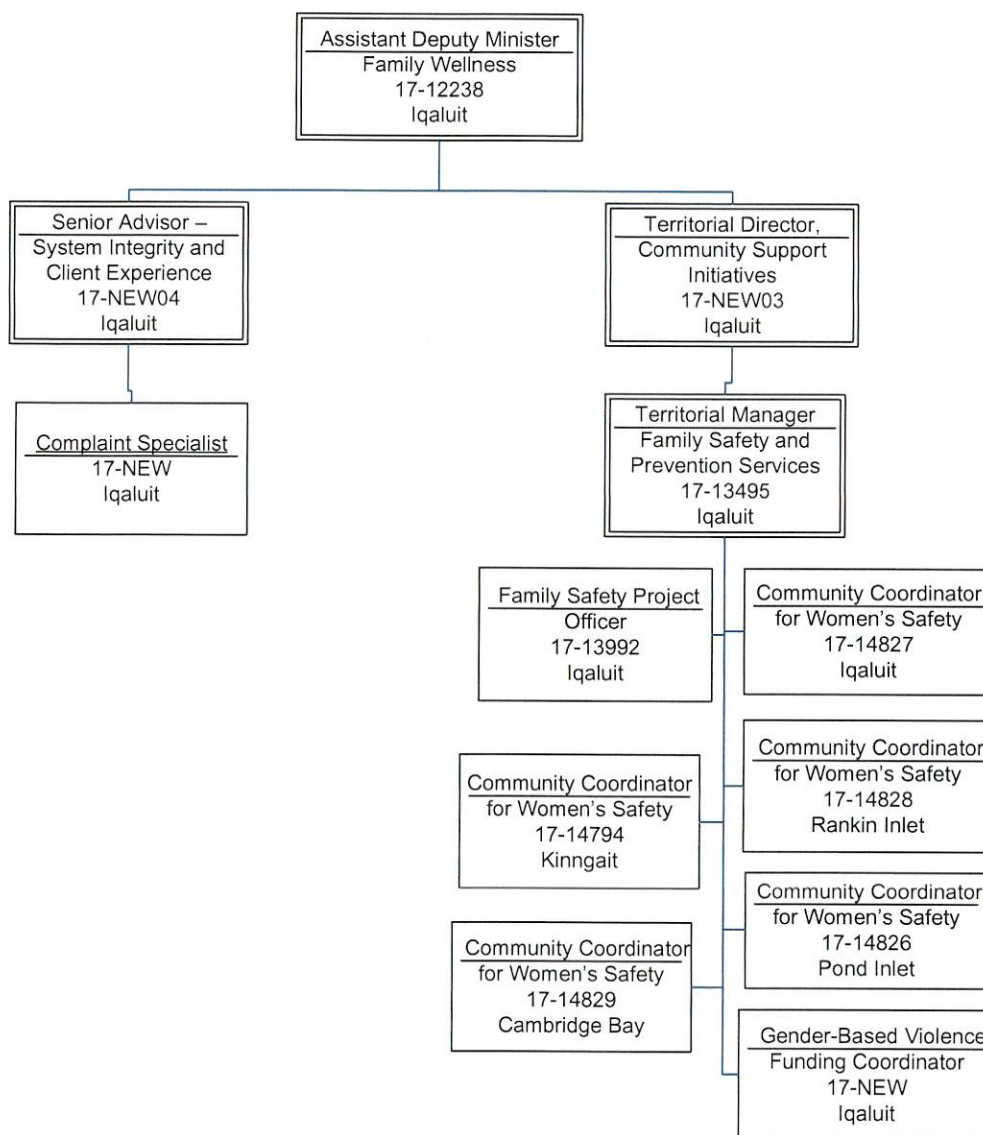
APR 24 2025

Date

FAMILY WELLNESS- Community Support

Total PY

11.00



Jonathan Ellsworth
Deputy Minister

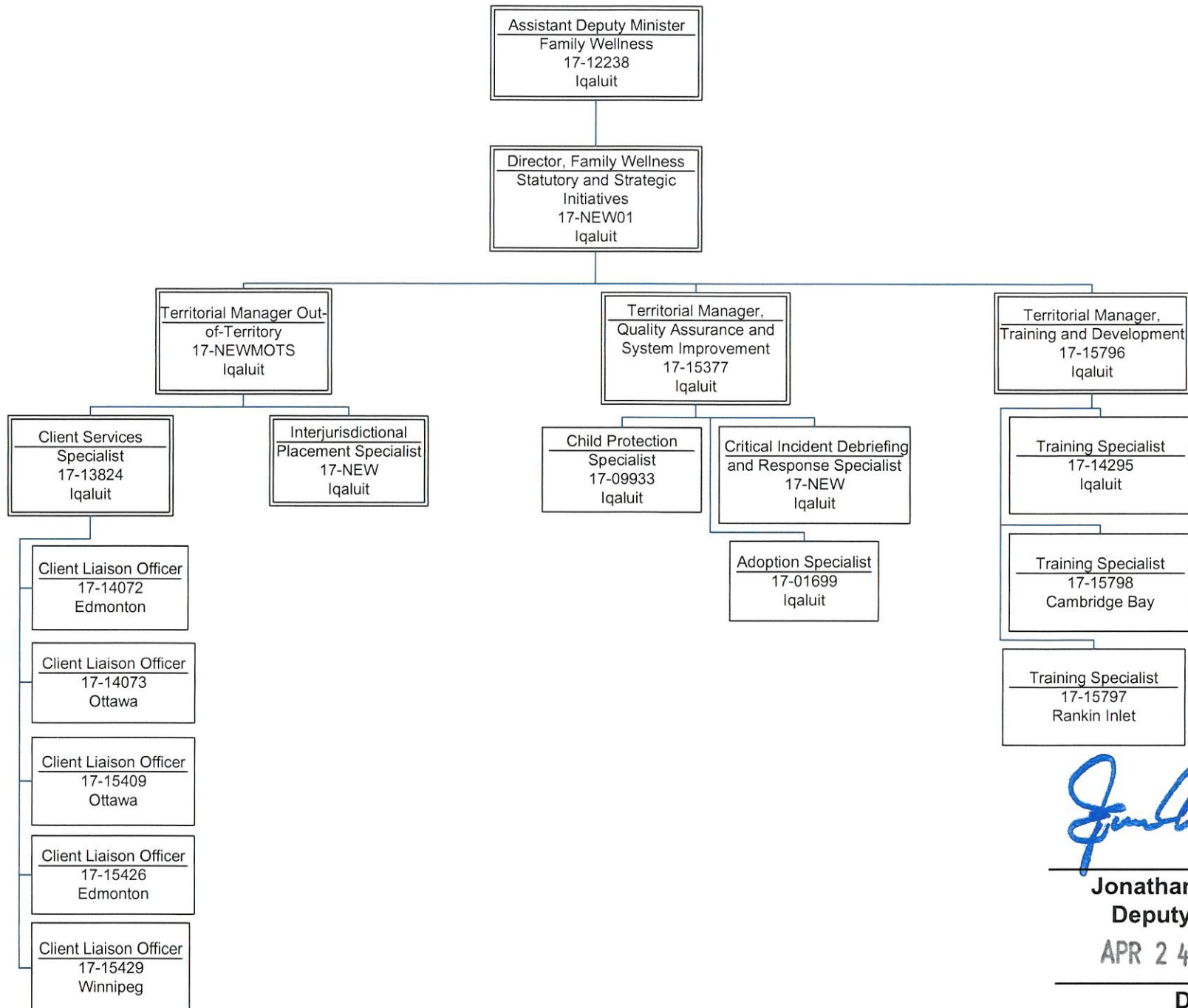
APR 24 2025

Date

FAMILY WELLNESS- Headquarters

Chart #10

Total PY 17



Jonathan Ellsworth
Deputy Minister

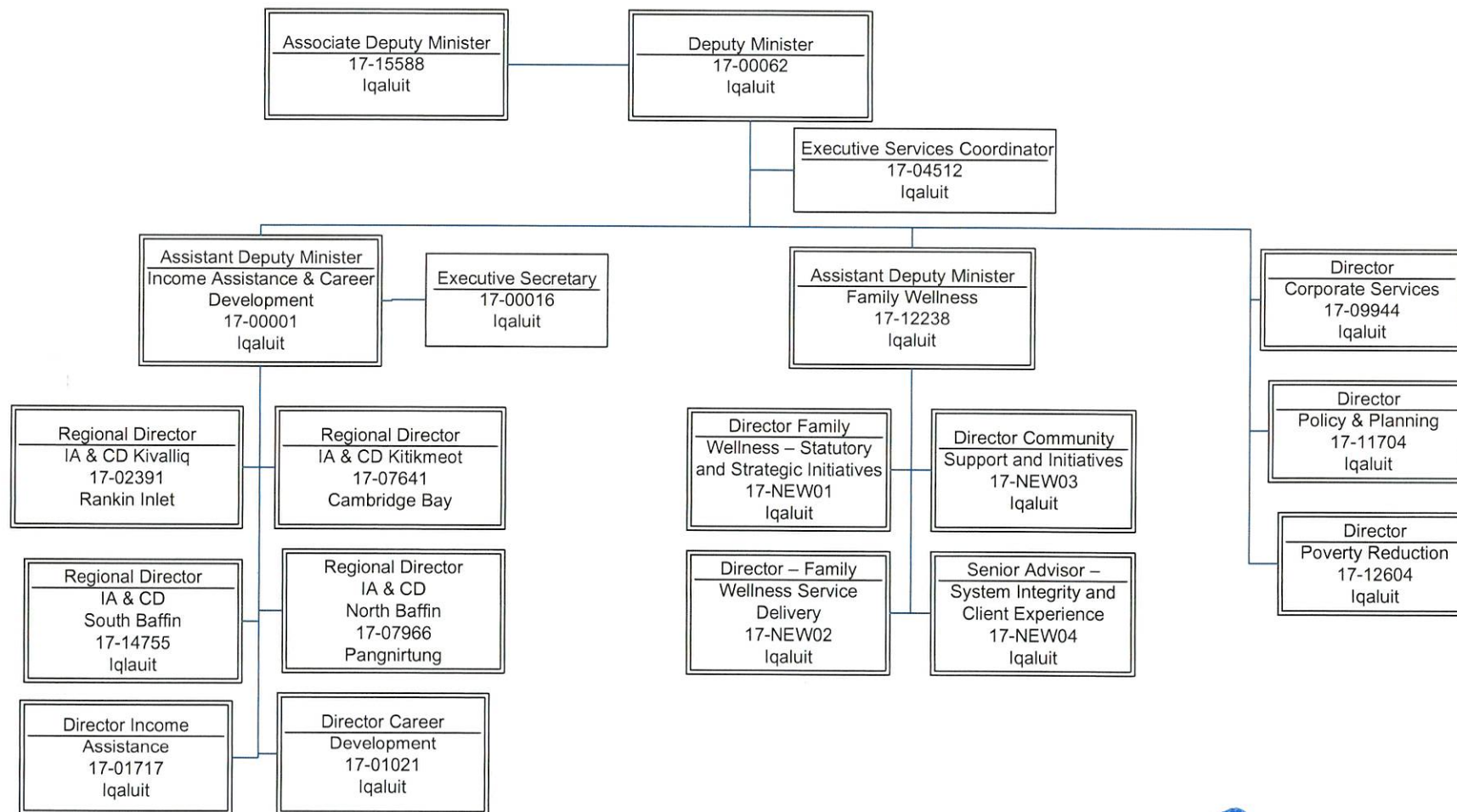
APR 24 2025

Date

ORGANIZATIONAL CHART

DEPARTMENT OF FAMILY SERVICES

Chart # 1



Jonathan Ellsworth
Deputy Minister

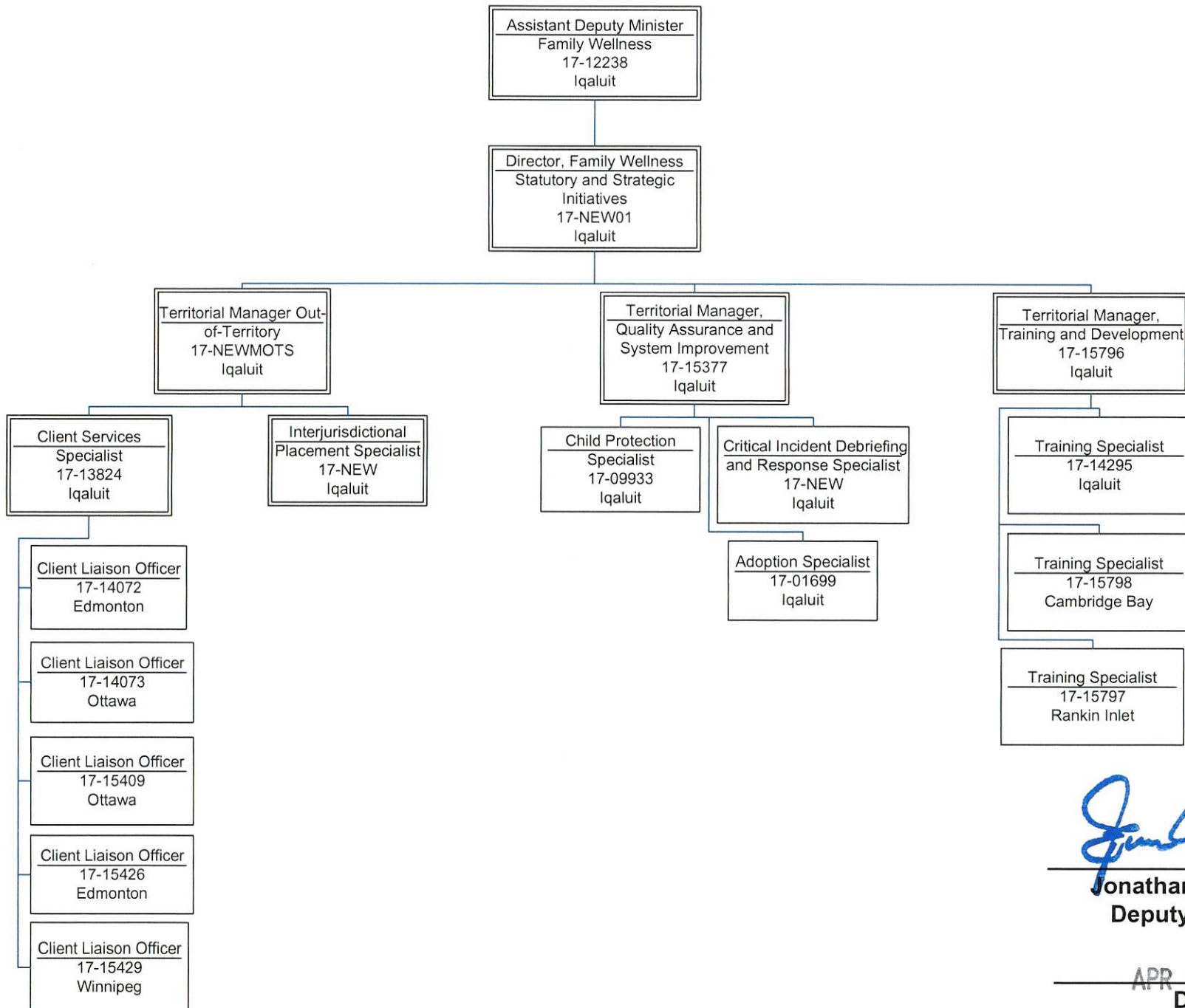
APR 24 2025

Date

FAMILY WELLNESS- Headquarters

Chart #10

Total PY 17



Jonathan Ellsworth
Deputy Minister

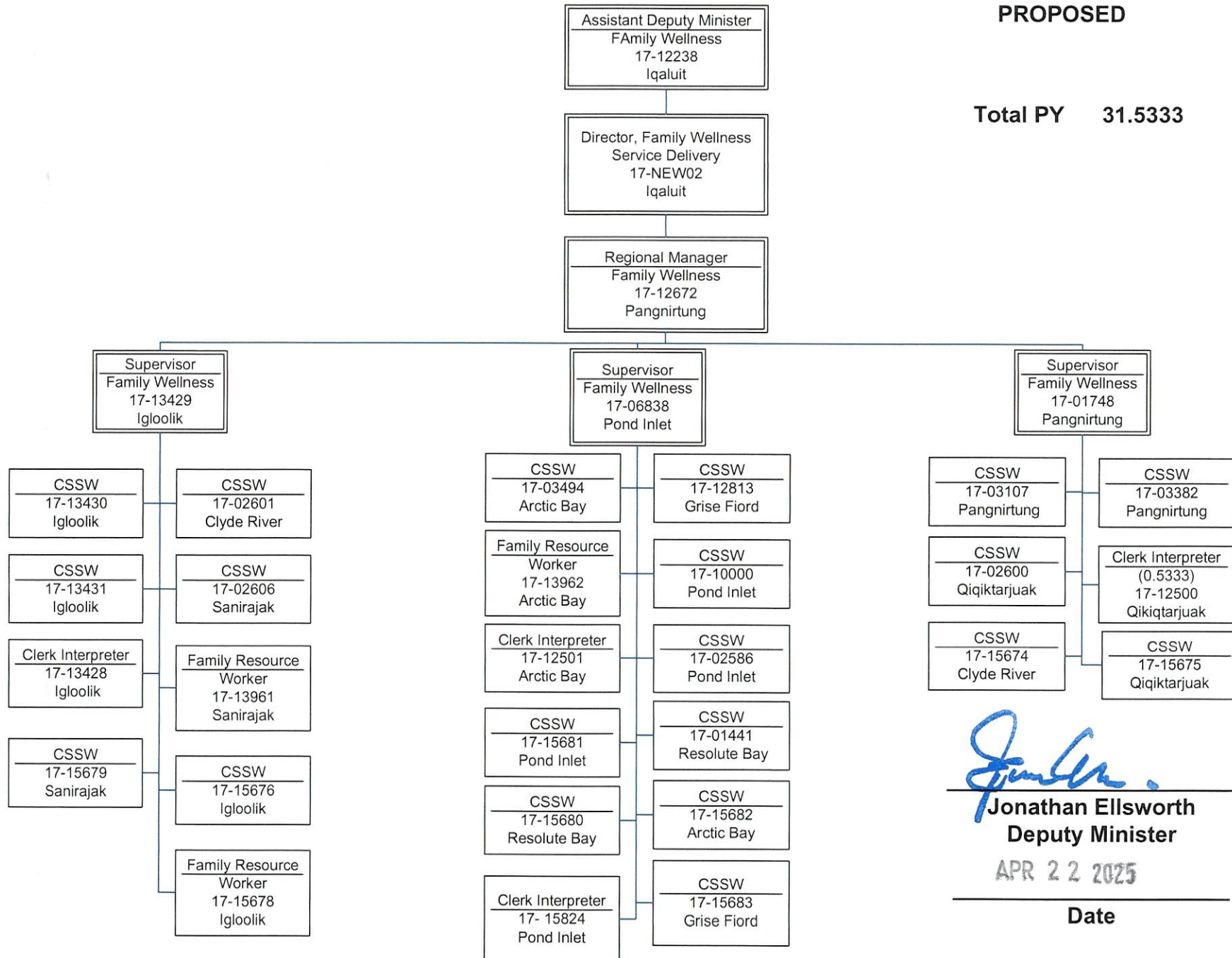
APR 24 2025
Date

FAMILY WELLNESS- NORTH BAFFIN – Pangnirtung

Chart # 2

PROPOSED

Total PY 31.5333




Jonathan Ellsworth
Deputy Minister

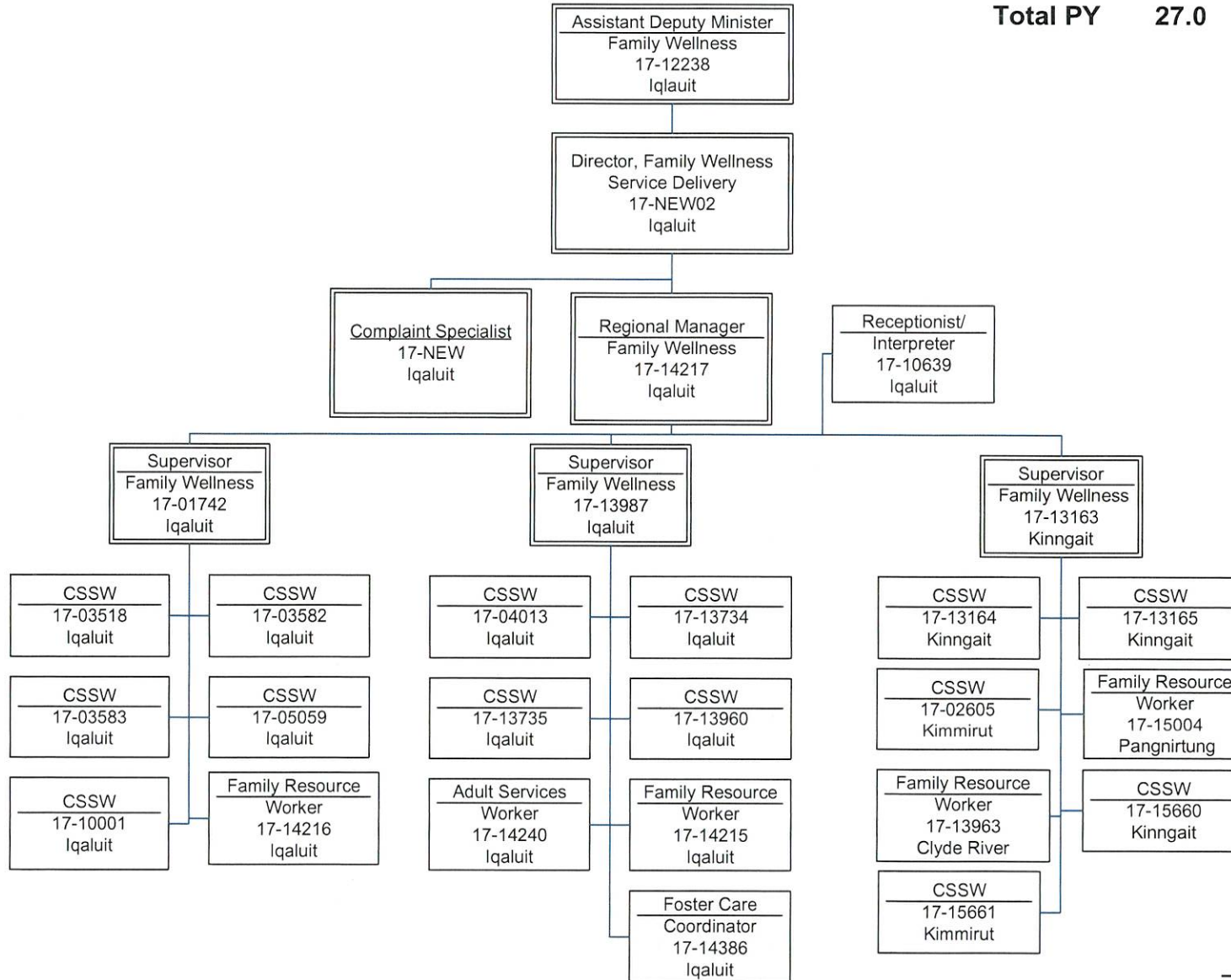
APR 22 2025

Date

Family Wellness South Baffin – Iqaluit

Chart # 3

Total PY 27.0



Jonathan Ellsworth
Deputy Minister

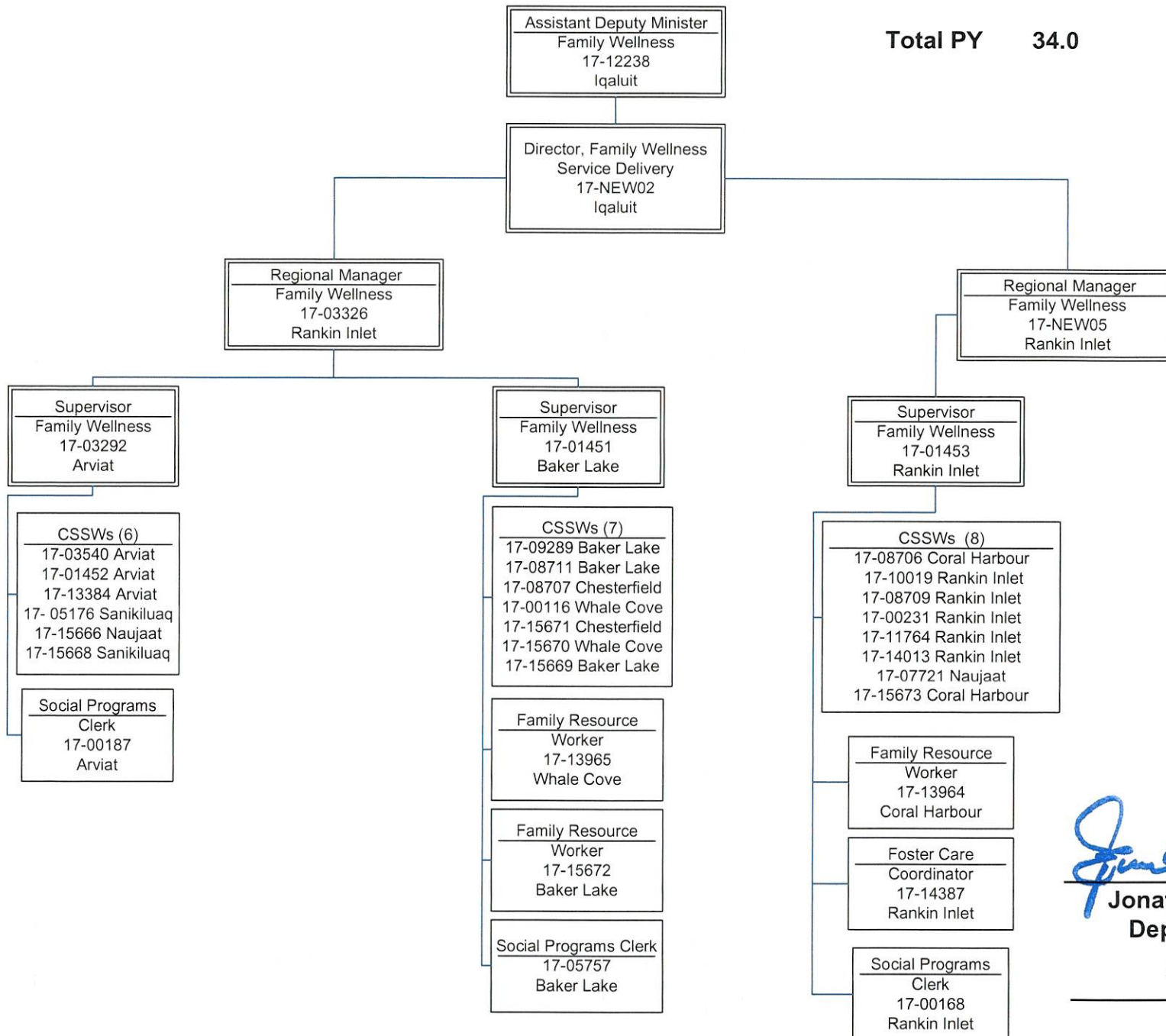
APR 22 2025

Date

FAMILY WELLNESS – KIVALLIQ

Chart # 4

Total PY 34.0



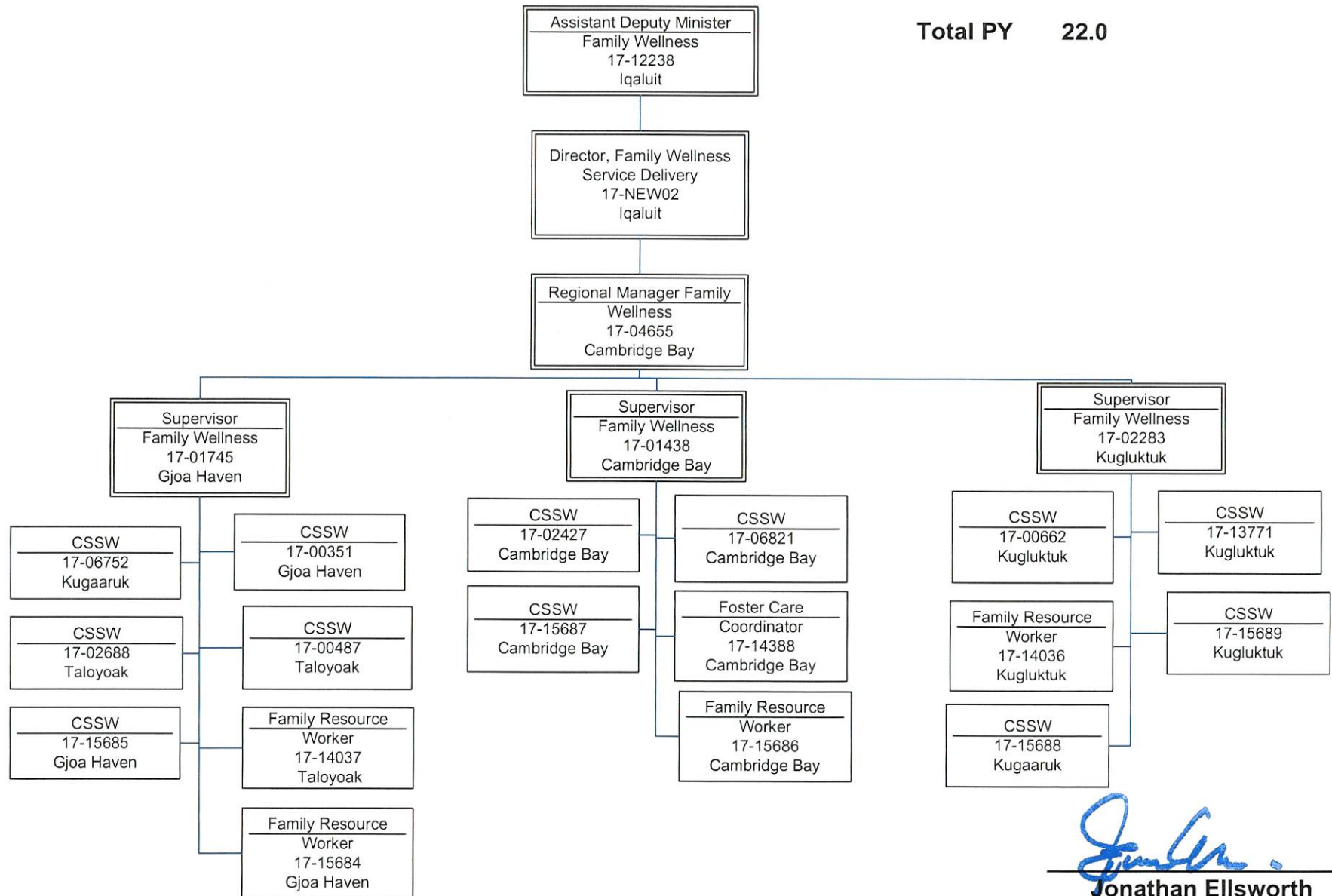

Jonathan Ellsworth
Deputy Minister

APR 22 2025

Date

FAMILY WELLNESS – KITIKMEOT
Chart # 5

Total PY 22.0




Jonathan Ellsworth
Deputy Minister

APR 22 2025

Date