

Nunavut Ethics Officer Annual Report Fiscal year 2024-2025

Submitted to
The Hon. David Akeeagok, Minister of Human Resources

Submitted by
Joseph Murdoch-Flowers
Ethics Officer for the Government of Nunavut

To the Honourable David Akeeagok, Minister of Human Resources,

It is my pleasure to provide you the Annual Report of the Office of the Ethics Officer for the fiscal year, commencing April 1, 2024, and concluding on March 31, 2025, as required by section 53 of the *Public Service Act* (“the *PSA*”).

Number of wrongdoing disclosures

Pursuant to subsection 53(1)(b) of the *PSA*, the report must include the number of wrongdoing disclosures received under section 40 of the *PSA*: there were four disclosures of wrongdoing filed with the Department of Human Resources and one filed with the Ethics Officer.

Pursuant to section 53(1)(a) of the *PSA*, the report must include the number of complaints of reprisal: there were 2 complaints of reprisal received under section 47 of the *PSA*.

Pursuant to section 53(1)(c) of the *PSA*, the report must include a summary of each report of an investigation completed in the year, including recommendations made under section 45(3) of the *PSA* or section 47(4) of the *PSA*.

- The Government of Nunavut (“GN”), Department of Human Resources assigned two disclosures to investigators.
 - One of these disclosures was dismissed on the basis that the person who disclosed the wrongdoing was not an employee of the GN.
 - One of these disclosures was dismissed on the basis that the GN had no jurisdiction to investigate the disclosure of wrongdoing.
- One disclosure was referred to an independent investigator and remains ongoing.
- The Department of HR declined to investigate the fourth disclosure on the basis that the GN had no jurisdiction to investigate the disclosure, and the complainant then filed a disclosure of wrongdoing with the Ethics Officer. This last investigation remains active and ongoing.

Complaints of reprisal go directly to the Ethics Officer, pursuant to section 47(1) of the *PSA*, and as such, I conducted the investigations into both filed this year. To constitute “reprisal” as defined in the *PSA*, the alleged reprisal must arise as a result of a disclosure of wrongdoing.

- One complaint of reprisal was dismissed on the basis that the complainant had not filed a disclosure of wrongdoing, and thus there was no connection between the complaint of reprisal and the necessary antecedent disclosure of wrongdoing.
- One complaint of reprisal proceeded to an investigation. The complainant filed a disclosure of wrongdoing, and then believed they were being treated differently due to the disclosure of wrongdoing. I dismissed the complaint on the basis that the alleged difference in treatment did not arise due to the disclosure of wrongdoing, but rather arose for legitimate, non-discriminatory reasons.

Pursuant to section 53(1)(e) of the *PSA*, the report must include any other matter the Ethics Officer considers relevant in respect of his or her activities under this *Act*.

- In 2024-2025, I received 20 intake phone calls from employees of the GN, as they consulted with me under section 38(3) of the *PSA*. These advisory calls provide public servants with an opportunity to determine whether the issues they identify fall within the definition of “wrongdoing” under the Act, and provides public servants with guidance on their rights under the Public Service Act to file disclosures of wrongdoing.
- My office was the subject of a request for records under the *Access to Information and Protection of Privacy Act*. The Information and Privacy Commissioner’s decision in *Ethics Officer (Re)*, 2024 NUIPC 16 states that the Ethics Officer is not a “public body” under *ATIPPA*, and thus the Information and Privacy Commissioner has no jurisdiction to compel the production of records held by the Ethics Officer.

I wish to express my gratitude to the Minister of Human Resources for the opportunity to serve in this role, and to the staff at the Department of Human Resources for ongoing assistance with the discharge of my duties.

All of which is respectfully submitted on this 28th day of August, 2025, in Iqaluit, Nunavut.

A handwritten signature in black ink, appearing to read 'J Murdoch-Flowers', with a long horizontal flourish extending to the right.

Joseph Murdoch-Flowers
Ethics Officer for the Government of Nunavut