



## RETURN TO WRITTEN QUESTION

**Asked by:** Adam Arreak Lightstone, MLA for Iqaluit- Manirajak  
**Asked of:** Hon. George Hickes, Minister of Finance  
**Number:** 42-5(2)  
**Date:** June 6, 2019  
**Subject:** Administration of Government of Nunavut's Staff Housing Policy

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### Questions

**Purpose:** Last year I submitted a written question on the administration of the Government of Nunavut's staff housing policy. I had submitted that written question identify the Inuit participation in the program, of which I would like to seek updated information.

1. As of March 31, 2019, broken down by community, employing entity (Government of Nunavut department, Crown agency and Territorial Corporation) and category of position (Executive, Senior Management, Middle Management, Professional, Paraprofessional, Administrative Support), how many staff housing units were rented to employees who were **Nunavut Inuit**?
2. As of March 31, 2019, broken down by community, employing entity (Government of Nunavut department, Crown agency and Territorial Corporation) and category of position (Executive, Senior Management, Middle Management, Professional, Paraprofessional, Administrative Support), how many staff housing units were rented to employees who were **not Nunavut Inuit**?
3. As of March 31, 2019, broken down by community and employing entity (Government of Nunavut department, Crown agency and territorial corporation), within the meaning of the "Sponsoring" provision that is provided for in Schedule A of the Government of Nunavut's Staff Housing Policy, how many **contract employees** of the Government of Nunavut were residing in staff housing units?
  - a. How much are each employing entity paying for housing non-GN employees?
  - b. Does the employing entity cover the full cost of the lease, or is it deducted from the contract employees?

*(Given that NHC deflected some questions to the department of Finance, this question will be posed to both NHC and Finance who can determine who is best able to respond)*

4. As of March 31, 2019, 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?
  - a. How many of the employees referred to in question #3 were Nunavut Inuit?
  - b. How many of the employees referred to in question #3 were not Nunavut Inuit?
  
5. As of March 31, 2019, broken down by size of unit (within the meaning of Schedule E of the Government of Nunavut's Staff Housing Policy), what was the **average monthly lease**?

*(Given that NHC deflected some questions to the department of Finance, this question will be posed to both NHC and Finance who can determine who is best able to respond)*
  
6. As of March 31, 2019, broken down by size of unit (within the meaning of Schedule E of the Government of Nunavut's Staff Housing Policy), what was the **average monthly rent** deducted from employees renting staff housing units?

*(Given that NHC deflected some questions to the department of Finance, this question will be posed to both NHC and Finance who can determine who is best able to respond)*
  
7. As of March 31, 2019, what was the average monthly value of the staff housing **subsidy** provided to employees renting staff housing units? *(Given that NHC deflected some questions to the department of Finance, this question will be posed to both NHC and Finance who can determine who is best able to respond)*
  
8. As of March 31, 2019, broken down by community, how many individuals were on the Nunavut Housing Corporation's staff housing **waiting list** (within the meaning of subsection 4(c) of Schedule A of the Government of Nunavut's Staff Housing Policy)?
  - a. How many of the individuals referred to in question #7 were Nunavut Inuit?
  - b. How many of the individuals referred to in question #7 were not Nunavut Inuit?
  
9. As of March 31, 2019, what was the average length of time for an individual to remain on the Nunavut Housing Corporation's staff housing **waiting list** (within the meaning of subsection 4(c) of Schedule A of the Government of Nunavut's Staff Housing Policy)?

## Responses:

1. As of March 31, 2019, broken down by community, employing entity, and category of position, the number of Nunavut Inuit employees in staff housing 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. To be addressed by the Nunavut Housing Corporation (NHC) in Return to Written Question 44-5(2), question 10.
4. Employees under the jurisdiction of the GN's Senior Personnel Secretariat are defined in the 2009 GN Staff Housing Policy as Deputy Minister, President, Assistant Deputy Minister, or Vice President. As of March 31, 2019, 14 of these employees were renting staff housing units.
  - a. Three (3) of the employees referred to in question #4 were Nunavut Inuit.
  - b. Eleven (11) of the employees referred to in question #4 were not Nunavut Inuit.
5. To be addressed by the NHC in Return to Written Question 44-5(2), question 7.
6. To be addressed by the NHC in Return to Written Question 44-5(2), question 8.
7. To be addressed by the NHC in Return to Written Question 44-5(2), question 9.
8. Based on information provided by the NHC, *Table 1* in Appendix C indicates, by community, how many individuals were on the staff housing waiting list, as of March 2019. Table 1 also indicates how many individuals on the waiting list were Nunavut Inuit, and how many were not Nunavut Inuit.
9. Until the end of 2018-19, the NHC managed the staff housing waiting list. The NHC has indicated to the Department of Finance that the average length of time on the waiting list varies between communities and depends on staff housing unit availability and determinations of the Staff Housing Allocation Committee with respect to that stock of units. A waiting period of two years or longer is common.

**Appendix A - Count of Nunavut Inuit in Staff Housing by Community, Employing Entity and Category of Position**

Count of Nunavut Inuit		Dept.															
Community	Position Category	CGS	CH	EDT	EDU	EIA	ENV	FIN	FS	HEA	JUS	NAC	NBCC	NHC	OLA	Grand Total	
Arctic Bay	4-Professional				3							1				4	
	5-Paraprofessional						1									1	
<b>Arctic Bay Total</b>					<b>3</b>		<b>1</b>					<b>1</b>				<b>5</b>	
Arviat	3-Middle Management				3				1	1						5	
	4-Professional				4											4	
	5-Paraprofessional	1												1		2	
	6-Administrative Support				3				1	1				1		6	
<b>Arviat Total</b>		<b>1</b>			<b>10</b>				<b>2</b>	<b>2</b>				<b>2</b>		<b>17</b>	
Baker Lake	2-Senior Management					1										1	
	4-Professional								1			1				2	
	5-Paraprofessional										1					1	
	6-Administrative Support				2											2	
<b>Baker Lake Total</b>					<b>2</b>	<b>1</b>			<b>1</b>		<b>1</b>	<b>1</b>				<b>6</b>	
Cambridge Bay	3-Middle Management			1					1	1						3	
	4-Professional				1					2		1				4	
	5-Paraprofessional	3						3	3	1	1			1		12	
	6-Administrative Support	1			2			1		11						15	
<b>Cambridge Bay Total</b>		<b>4</b>		<b>1</b>	<b>3</b>			<b>4</b>	<b>4</b>	<b>15</b>	<b>1</b>	<b>1</b>		<b>1</b>		<b>34</b>	
Cape Dorset	4-Professional	1														1	
	5-Paraprofessional	2			1									4		7	
<b>Cape Dorset Total</b>		<b>3</b>			<b>1</b>									<b>4</b>		<b>8</b>	
Chesterfield Inlet	4-Professional				1				1							2	
<b>Chesterfield Inlet Total</b>					<b>1</b>				<b>1</b>							<b>2</b>	
Clyde River	4-Professional				2											2	
	5-Paraprofessional						1									1	
	6-Administrative Support											1				1	
<b>Clyde River Total</b>					<b>2</b>		<b>1</b>					<b>1</b>				<b>4</b>	
Coral Harbour	5-Paraprofessional								1							1	
<b>Coral Harbour Total</b>									<b>1</b>							<b>1</b>	
Gjoa Haven	3-Middle Management			1												1	
	4-Professional				3				1			1				5	
	5-Paraprofessional									1						1	
	6-Administrative Support									1	1					2	
<b>Gjoa Haven Total</b>				<b>1</b>	<b>3</b>				<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>				<b>9</b>	
Hall Beach	4-Professional				1											1	
	5-Paraprofessional				1											1	
<b>Hall Beach Total</b>					<b>2</b>											<b>2</b>	
Igloolik	3-Middle Management		1									1				2	
	4-Professional		2		3			1	1							7	
	5-Paraprofessional				2											2	
	6-Administrative Support		1													1	
<b>Igloolik Total</b>			<b>4</b>		<b>5</b>			<b>1</b>	<b>1</b>			<b>1</b>				<b>12</b>	
Iqaluit	1-Executive		2											1		3	
	2-Senior Management		2			1										3	

## Appendix A - Count of Nunavut Inuit in Staff Housing by Community, Employing Entity and Category of Position

Count of Nunavut Inuit		Dept														Grand Total
Community	Position Category	CGS	CH	EDT	EDU	EIA	ENV	FIN	FS	HEA	JUS	NAC	NBCC	NHC	OLA	
Iqaluit	3-Middle Management	1	2		1	2	1	1			3	4				15
	4-Professional	2	8	1	5	4		4	3	4	5	10			1	47
	5-Paraprofessional	6	2	2	7	1		6	4	2	6	2			2	40
	6-Administrative Support	2	1	3	7	6	2	3	2	23	27	2	1	1	1	81
	Casual									4						4
<b>Iqaluit Total</b>		<b>11</b>	<b>1</b>	<b>6</b>	<b>20</b>	<b>14</b>	<b>3</b>	<b>14</b>	<b>9</b>	<b>33</b>	<b>41</b>	<b>18</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>193</b>
Kugaaruk	4-Professional				3				1			1				5
	5-Paraprofessional				1											1
<b>Kugaaruk Total</b>					<b>4</b>				<b>1</b>			<b>1</b>				<b>6</b>
Kugluktuk	4-Professional		2													2
	5-Paraprofessional						2		1							3
<b>Kugluktuk Total</b>			<b>2</b>				<b>2</b>		<b>1</b>							<b>5</b>
Naujaat	4-Professional				1							1				2
	6-Administrative Support					1										1
<b>Naujaat Total</b>					<b>1</b>	<b>1</b>						<b>1</b>				<b>3</b>
Pangnirtung	3-Middle Management				1				1	1						3
	4-Professional			1	4	1										6
<b>Pangnirtung Total</b>				<b>1</b>	<b>5</b>	<b>1</b>			<b>1</b>	<b>1</b>						<b>9</b>
Pond Inlet	2-Senior Management				1											1
	3-Middle Management				1											1
	4-Professional	1			2				1							4
	5-Paraprofessional	1		1	1		1									4
	6-Administrative Support			1	1											2
<b>Pond Inlet Total</b>		<b>2</b>		<b>2</b>	<b>6</b>		<b>1</b>		<b>1</b>							<b>12</b>
Qikiqtarjuaq	4-Professional				2											2
<b>Qikiqtarjuaq Total</b>					<b>2</b>											<b>2</b>
Rankin Inlet	2-Senior Management									1						1
	3-Middle Management								1							1
	4-Professional	1			4				1		2	3				11
	5-Paraprofessional	1		1	1		1	3	1		1	2				11
	6-Administrative Support	3		1	2			2		6	8					22
<b>Rankin Inlet Total</b>		<b>5</b>		<b>2</b>	<b>7</b>		<b>1</b>	<b>5</b>	<b>3</b>	<b>7</b>	<b>11</b>	<b>5</b>				<b>46</b>
Sanikiluaq	4-Professional				1											1
	5-Paraprofessional						1									1
<b>Sanikiluaq Total</b>				<b>1</b>			<b>1</b>									<b>2</b>
Taloyoak	4-Professional				1											1
<b>Taloyoak Total</b>					<b>1</b>											<b>1</b>
Whale Cove	4-Professional				1											1
<b>Whale Cove Total</b>					<b>1</b>											<b>1</b>
<b>Grand Total</b>		<b>26</b>	<b>2</b>	<b>1</b>	<b>80</b>	<b>17</b>	<b>10</b>	<b>24</b>	<b>2</b>	<b>60</b>	<b>55</b>	<b>31</b>	<b>1</b>	<b>9</b>	<b>4</b>	<b>380</b>

## Appendix B - Count of Non-Nunavut Inuit in Staff Housing by Community, Department and Category of Position

Count of Non-Nunavut Inuit		Dept															
Community	Position Category	CGS	CH	EDT	EDU	EIA	ENV	FIN	FS	HEA	JUS	NAC	NBCC	NHC	OLA	Grand Total	
Arctic Bay	3-Middle Management									1						1	
	4-Professional				7					2						9	
	Casual									1						1	
<b>Arctic Bay Total</b>					<b>7</b>					<b>4</b>						<b>11</b>	
Arviat	2-Senior Management				1							1				2	
	3-Middle Management				3					2				2		7	
	4-Professional			1	25		1			4		1		1		33	
	5-Paraprofessional	1					1							1		3	
<b>Arviat Total</b>		<b>1</b>		<b>1</b>	<b>29</b>		<b>2</b>			<b>6</b>		<b>2</b>		<b>4</b>		<b>45</b>	
Baker Lake	2-Senior Management				2											2	
	3-Middle Management		1		2					2						5	
	4-Professional	1			18					2						21	
	5-Paraprofessional	2			1		1									4	
<b>Baker Lake Total</b>		<b>3</b>	<b>1</b>		<b>23</b>		<b>1</b>			<b>4</b>						<b>32</b>	
Cambridge Bay	2-Senior Management	1						1		1				1		4	
	3-Middle Management	1						1		5				2		9	
	4-Professional	6		1	18					11		3		1		40	
	5-Paraprofessional	2						2		5		2		3		14	
	6-Administrative Support									1						1	
	Casual								2							2	
<b>Cambridge Bay Total</b>		<b>10</b>		<b>1</b>	<b>18</b>			<b>4</b>	<b>2</b>	<b>23</b>		<b>5</b>		<b>7</b>		<b>70</b>	
Cape Dorset	2-Senior Management													1		1	
	3-Middle Management	1		2	2					1				3		9	
	4-Professional	1			18					1				2		22	
	5-Paraprofessional	3					1							7		11	
	Casual									7						7	
<b>Cape Dorset Total</b>		<b>5</b>		<b>2</b>	<b>20</b>		<b>1</b>			<b>9</b>				<b>13</b>		<b>50</b>	
Chesterfield Inlet	3-Middle Management				1					1						2	
	4-Professional				4					1		1				6	
<b>Chesterfield Inlet Total</b>					<b>5</b>					<b>2</b>		<b>1</b>				<b>8</b>	
Clyde River	3-Middle Management									1						1	
	4-Professional				13					2		2				17	
<b>Clyde River Total</b>					<b>13</b>					<b>3</b>		<b>2</b>				<b>18</b>	
Coral Harbour	3-Middle Management				1											1	
	4-Professional				11				1							12	
<b>Coral Harbour Total</b>					<b>12</b>				<b>1</b>							<b>13</b>	
Gjoa Haven	3-Middle Management				1					3						4	
	4-Professional				12					3						15	
	5-Paraprofessional	1		1						2						4	
	Casual								1							1	
<b>Gjoa Haven Total</b>		<b>1</b>		<b>1</b>	<b>13</b>				<b>1</b>	<b>8</b>						<b>24</b>	
Grise Fiord	3-Middle Management				1											1	
	4-Professional				3											3	
	Casual									2						2	
<b>Grise Fiord Total</b>					<b>4</b>					<b>2</b>						<b>6</b>	

## Appendix B - Count of Non-Nunavut Inuit in Staff Housing by Community, Department and Category of Position

Count of Non-Nunavut Inuit		Dept															
Community	Position Category	CGS	CH	EDT	EDU	EIA	ENV	FIN	FS	HEA	JUS	NAC	NBCC	NHC	OLA	Grand Total	
Hall Beach	3-Middle Management				1					1						2	
	4-Professional				11					1						12	
<b>Hall Beach Total</b>					<b>12</b>					<b>2</b>						<b>14</b>	
Igloolik	3-Middle Management				1		1			2						4	
	4-Professional		3		21		5		1							30	
	5-Paraprofessional						3			3						6	
	Casual									7						7	
<b>Igloolik Total</b>			<b>3</b>		<b>22</b>		<b>9</b>		<b>1</b>	<b>12</b>						<b>47</b>	
Iqaluit	1-Executive	3		1	1	1		1	1	3		1		1		13	
	2-Senior Management	2	1		1	1	3	3	3	5	4	1		3		27	
	3-Middle Management	10	1	2	7	1	3	5	7	12	7	2		1		58	
	4-Professional	13	1	1	63	3	4	20	12	51	23	14		3	1	209	
	5-Paraprofessional	11			3		2	4	3	18	10		1	2	1	55	
	6-Administrative Support				4	1				8	29	1		1		44	
	Casual								1	19						20	
Contractor											1				1		
<b>Iqaluit Total</b>		<b>39</b>	<b>3</b>	<b>4</b>	<b>79</b>	<b>7</b>	<b>12</b>	<b>33</b>	<b>27</b>	<b>116</b>	<b>74</b>	<b>19</b>	<b>1</b>	<b>11</b>	<b>2</b>	<b>427</b>	
Kimmirut	3-Middle Management				1					1						2	
	4-Professional				6				1	1						8	
	Casual									1						1	
<b>Kimmirut Total</b>					<b>7</b>				<b>1</b>	<b>3</b>						<b>11</b>	
Kugaaruk	3-Middle Management				1					3						4	
	4-Professional				13					1						14	
<b>Kugaaruk Total</b>					<b>14</b>					<b>4</b>						<b>18</b>	
Kugluktuk	2-Senior Management	1		1	1											3	
	3-Middle Management	2			2					1						5	
	4-Professional	1		1	21		2			2						27	
	5-Paraprofessional	3			1											4	
	6-Administrative Support										1					1	
Casual								1							1		
<b>Kugluktuk Total</b>		<b>7</b>		<b>2</b>	<b>25</b>		<b>2</b>		<b>1</b>	<b>3</b>	<b>1</b>					<b>41</b>	
Naujaat	3-Middle Management				2					1						3	
	4-Professional				21				1	1						23	
<b>Naujaat Total</b>					<b>23</b>				<b>1</b>	<b>2</b>						<b>26</b>	
Pangnirtung	2-Senior Management					1				1						2	
	3-Middle Management			1	1				2	2						6	
	4-Professional				14		1		2	5						22	
	Casual									6						6	
<b>Pangnirtung Total</b>				<b>1</b>	<b>15</b>	<b>1</b>	<b>1</b>		<b>4</b>	<b>14</b>						<b>36</b>	
Pond Inlet	2-Senior Management	1			1											2	
	3-Middle Management	1			3					1						5	
	4-Professional	4			22		2		1	3		1				33	
	Casual									3						3	
<b>Pond Inlet Total</b>		<b>6</b>			<b>26</b>		<b>2</b>		<b>1</b>	<b>7</b>		<b>1</b>				<b>43</b>	

**Appendix B - Count of Non-Nunavut Inuit in Staff Housing by Community, Department and Category of Position**

Count of Non-Nunavut Inuit		Dept														
Community	Position Category	CGS	CH	EDT	EDU	EIA	ENV	FIN	FS	HEA	JUS	NAC	NBCC	NHC	OLA	Grand Total
Qikiqtarjuaq	3-Middle Management				1					1						2
	4-Professional				5					1						6
	Casual									2						2
<b>Qikiqtarjuaq Total</b>					<b>6</b>					<b>4</b>						<b>10</b>
Rankin Inlet	2-Senior Management								1	2		1				4
	3-Middle Management	3								5						8
	4-Professional	4			26	1	1		1	11	2	7				53
	5-Paraprofessional	3								10						13
	6-Administrative Support										3					3
<b>Rankin Inlet Total</b>		<b>10</b>			<b>26</b>	<b>1</b>	<b>1</b>		<b>2</b>	<b>28</b>	<b>5</b>	<b>8</b>				<b>81</b>
Resolute Bay	3-Middle Management				1					1						2
	4-Professional				5				1	1						7
	Casual									1						1
<b>Resolute Bay Total</b>					<b>6</b>				<b>1</b>	<b>3</b>						<b>10</b>
Sanikiluaq	3-Middle Management									1						1
	4-Professional				9					2						11
	5-Paraprofessional	1									1					2
	Casual									2						2
<b>Sanikiluaq Total</b>		<b>1</b>			<b>9</b>					<b>5</b>	<b>1</b>					<b>16</b>
Taloyoak	3-Middle Management				1					1						2
	4-Professional				7				3	2		1				13
<b>Taloyoak Total</b>					<b>8</b>				<b>3</b>	<b>3</b>		<b>1</b>				<b>15</b>
Whale Cove	3-Middle Management				1					2						3
	4-Professional				9					2		1				12
	5-Paraprofessional						1									1
<b>Whale Cove Total</b>					<b>10</b>		<b>1</b>			<b>4</b>		<b>1</b>				<b>16</b>
<b>Grand Total</b>		<b>83</b>	<b>7</b>	<b>12</b>	<b>432</b>	<b>9</b>	<b>32</b>	<b>37</b>	<b>46</b>	<b>271</b>	<b>81</b>	<b>40</b>	<b>1</b>	<b>35</b>	<b>2</b>	<b>1088</b>



## **Appendix C – GN Employees on the Staff Housing Waitlist**

**Table 1 – GN Employees on the Staff Housing Waiting List as of March 31, 2019**

<b>COMMUNITY</b>	<b>TOTAL APPLICANTS</b>	<b>NUMBER OF NUNAVUT INUIT</b>	<b>NUMBER OF NON-NUNAVUT INUIT</b>
Arviat	7	7	0
Baker Lake	2	2	0
Cambridge Bay	3	2	1
Coral Harbour	1	1	0
Gjoa Haven	6	6	0
Iqaluit	80	45	35
Kugluktuk	3	3	0
Pond Inlet	2	2	0
Rankin Inlet	12	10	2
<b>TOTALS</b>	<b>116</b>	<b>78</b>	<b>38</b>