

5. Broken down by employing entity (department, Crown agency and territorial corporation) and employment status (indeterminate, term, casual and relief) how many employees received in excess of \$100,000.00 in overtime pay during the 2016-17 fiscal year?

6. What specific audit activities are undertaken by the Department of Finance in relation to departments, Crown agencies and territorial corporations that incur annual overtime costs in excess of \$1,000,000.00?

Responses:

1. Government of Nunavut expenditures on overtime pay during 2016-17

	Executive & Intergovernmental Affairs	Finance	Justice	Culture & Heritage	Education	Health
April 1st, 2016 - March 31 2017						
Indeterminate	\$53,881.12	\$270,352.67	\$1,909,063.31	\$39,222.96	\$185,764.63	\$7,289,839.20
Term	\$21,305.82	\$73.60	\$14,309.85	\$0.00	\$13,593.54	\$67,203.33
Casual	\$3,559.53	\$64,733.17	\$707,331.77	\$10,011.27	\$19,366.28	\$5,962,665.92
Relief	\$7.20	\$243.16	\$86,490.22	\$73.26	\$968.44	\$67,695.69
Total	\$78,753.67	\$335,402.60	\$2,717,195.15	\$49,307.49	\$219,692.89	\$13,387,404.14

	Environment	Comm. and Governmental Services	Economic Development & Trans.	Family Services	Nunavut Arctic College	Nunavut Housing Corp.
April 1st, 2016 - March 31 2017						
Indeterminate	\$356,368.30	\$1,381,256.95	\$117,201.82	\$886,839.93	\$391,708.38	\$382,703.54
Term	\$0.00	\$0.00	\$2,530.59	\$54,463.68	\$118,589.46	\$14,800.01
Casual	\$104,938.35	\$456,701.78	\$94,833.03	\$327,886.70	\$69,476.34	\$26,938.39
Relief	\$363.23	\$25,810.68	\$110.40	\$1,749.54	\$6,344.53	\$1.72
Total	\$461,669.88	\$1,863,769.41	\$214,675.84	\$1,270,939.85	\$586,118.71	\$424,443.66

	QEC	Petroleum Products Division	Inuit Uqausinginnik Taiguusiliuqtiit	Legal Services Board	Nunavut Liquor Licensing Board	Nunavut Liquor Commission
April 1st, 2016 - March 31 2017						
Indeterminate	\$5,054,545.01	\$305,846.80	\$1,055.66	\$46,173.80	\$0.00	\$5,809.63
Term	\$0.00	\$0.00	\$0.00	\$56,000.00	\$0.00	\$0.00
Casual	\$841,176.81	\$82,388.07	\$1,603.47	\$0.00	\$0.00	\$34.52
Relief	\$0.00	\$0.00	\$524.88	\$0.00	\$0.00	\$2.30
Total	\$5,895,721.82	\$388,234.87	\$3,184.01	\$102,173.80	\$0.00	\$5,846.45

	NBCC	Human Rights Tribunal	Labour Standards Board	Legislative Assembly	Grand Total for all Departments, Boards & Agencies
April 1st, 2016 - March 31 2017					
Indeterminate	\$56,444.41	\$24.94	\$0.00	\$82,815.86	\$18,816,918.92
Term	\$0.00	\$0.00	\$0.00	\$324.48	\$363,194.36
Casual	\$74.81	\$4.50	\$0.00	\$23,059.36	\$8,796,784.07
Relief	\$0.00	\$0.00	\$0.00	\$0.00	\$190,385.25
Total	\$56,519.22	\$29.44	\$0.00	\$106,199.70	\$28,167,282.60

2. Number of employees who received between \$0.01 and \$25,000.00 in overtime pay during 2016-17

Employing Entity	Number of Employees				Total
	Indeterminate	Term	Casual	Relief	
Legislative Assembly	27	1	107	0	135
EIA	42	5	11	1	59
FIN	92	1	62	2	157
JUS	236	2	219	152	609
CH	36	0	18	2	56
EDU	118	3	22	10	153
HEA	594	10	744	166	1,514
ENV	66	0	62	4	132
CGS	173	0	132	7	312
EDT	54	2	39	4	99
FS	137	2	126	7	272
Petroleum Products Division	25	0	23	0	48
NBCC	3	0	1	0	4
NAC	121	32	63	23	239
NHC	66	1	31	1	99
Legal Services Board	8	8	0	0	16
NLLB	0	0	0	0	0
NULC	8	0	2	2	12
Labour Standards Board	0	0	0	0	0
IUT	7	0	1	1	9
Human Rights Tribunal	1	0	1	0	2
QEC	117	0	66	0	183
				GN Total	4,110

3. Number of employees who received between \$25,000.01 and \$50,000.00 in overtime pay during 2016-17

Employing Entity	Number of Employees				Total
	Indeterminate	Term	Casual	Relief	
Legislative Assembly	1	0	0	0	1
EIA	0	0	0	0	0
FIN	2	0	0	0	2
JUS	14	0	2	0	16
CH	0	0	0	0	0
EDU	0	0	0	0	0
HEA	54	1	53	0	108
ENV	2	0	0	0	2
CGS	12	0	3	0	15
EDT	0	0	0	0	0
FS	8	1	0	0	9
Petroleum Products Division	3	0	0	0	3
NBCC	1	0	0	0	1
NAC	3	0	0	0	3
NHC	3	0	0	0	3
Legal Services Board	0	0	0	0	0
NLLB	0	0	0	0	0
NULC	0	0	0	0	0
Labour Standards Board	0	0	0	0	0
IUT	0	0	0	0	0
Human Rights Tribunal	0	0	0	0	0
QEC	40	0	9	0	49
				GN Total	212

4. Number of employees who received between \$50,000.01 and \$99,999.99 in overtime pay during 2016-17

Employing Entity	Number of Employees				Total
	Indeterminate	Term	Casual	Relief	
Legislative Assembly	0	0	0	0	0
EIA	0	0	0	0	0
FIN	0	0	0	0	0
JUS	3	0	0	0	3
CH	0	0	0	0	0
EDU	0	0	0	0	0
HEA	26	0	17	0	43
ENV	1	0	0	0	1
CGS	3	0	0	0	3
EDT	0	0	0	0	0
FS	0	0	0	0	0
Petroleum Products Division	1	0	0	0	1
NBCC	0	0	0	0	0
NAC	0	0	0	0	0
NHC	0	0	0	0	0
Legal Services Board	0	0	0	0	0
NLLB	0	0	0	0	0
NULC	0	0	0	0	0
Labour Standards Board	0	0	0	0	0
IUT	0	0	0	0	0
Human Rights Tribunal	0	0	0	0	0
QEC	36	0	4	0	40
				GN Total	91

5. Number of employees who received in excess of \$100,000.00 in overtime pay during 2016-17

Department	Number of Employees				Total
	Indeterminate	Term	Casual	Relief	
Legislative Assembly	0	0	0	0	0
EIA	0	0	0	0	0
FIN	0	0	0	0	0
JUS	0	0	0	0	0
CH	0	0	0	0	0
EDU	0	0	0	0	0
HEA	9	0	2	0	11
ENV	0	0	0	0	0
CGS	0	0	0	0	0
EDT	0	0	0	0	0
FS	0	0	0	0	0
Petroleum Products Division	0	0	0	0	0
NBCC	0	0	0	0	0
NAC	0	0	0	0	0
NHC	0	0	0	0	0
Legal Services Board	0	0	0	0	0
NLLB	0	0	0	0	0
NULC	0	0	0	0	0
Labour Standards Board	0	0	0	0	0
IUT	0	0	0	0	0
Human Rights Tribunal	0	0	0	0	0
QEC	1	0	1	0	2
				GN Total	13

6. What specific audit activities are undertaken by the Department of Finance in relation to departments, Crown agencies and territorial corporations that incur annual overtime costs in excess of \$1,000,000.00?

While the Department of Finance does not specifically monitor amounts over \$1M, the following internal processes and controls are in place to provide guidance around authorization, use, approval and payment of overtime:

- All overtime should be authorized in advance and all overtime that is banked as lieu or paid to the employee is verified by the individual's supervisor and signed using authorized financial authorities.
- All overtime submitted is verified by the Compensation and Benefits division to ensure compliance with collective agreements or other terms and conditions of employment.
- Overtime reports are provided monthly to every Deputy Minister (DM) detailing departmental overtime by employee, cumulative in the fiscal year, and with a comparison to prior fiscal year.
- The DM of Finance is provided a Government of Nunavut-wide report detailing all overtime by employee, cumulative overtime in the fiscal year, and with a comparison to prior fiscal year. He regularly follows-up with other DMs to ensure overtime is being managed appropriately.
- The most recent collective agreements were changed to reduce overtime costs related to telephone consultations that do not result in an employee returning to the workplace.
- Although Internal Audit Services has performed overtime audits in the past, these have focussed on proper documentation, authorization and compliance with policies and procedures. It is the responsibility of each department's senior management team to ensure overtime is appropriate and necessary.