



Written Question

60-5(2) Feb 24/20

Written Question

Asked by: Adam Arreak Lightstone

Asked of: Hon. Lorne Kusugak

Minister Responsible for the Department of Community and Government Services

Number:

Date: February 24, 2020

Subject: Use of Contract Services to Perform Functions Intended for Indeterminate Employees in 2016-17

Purpose: As I have previously stated, I am very concerned about the practice of using contract services to fill the role intended for indeterminate employees. I believe this practice is removing jobs that could potentially be filled by Nunavummiut, and if not, should be filled by qualified full time employees who reside permanently in the territory and contribute to the economy.

I would like to request detailed information on the following contract services from the 2016-17 procurement activity report to identify the scope of the issue and determine if it is still on-going.

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1. Figure 1 below shows a sample listing of contracts from the 2016-2017 procurement activity report. Please provide the following for each:
 - a. The start date of the contract (some of the previous dates were not provided or were later than the end date)
 - b. The end date of the contract.
 - c. Scope of work
 - d. Description of Task
 - e. Identify whether work is a One-time project, multiyear project or ongoing task
 - f. Estimated number of days to complete work
 - g. Daily rate
 - h. Per diem costs
 - i. Accommodation information (staff housing, other leased unit or hotel) and cost, and if applicable any recoveries
 - j. Number of flights and costs associated
 - k. Any other relevant factors in determining the estimate
 - l. Total estimated price
 - m. Name of subcontract resource
 - n. Actual number of days to complete work
 - o. Breakdown of total actual cost
 - p. Portion (days) of work done in Nunavut
 - q. Portion (days) of work done outside of Nunavut
 - r. Identify if a contract is renewed/reposted/extended because the contractor was unable to complete the specified task with the specified time

2. For the positions listed below (i-xx) provide the following:
 - a. When was the last time the position or a **similar function** was sent to Job Evaluation for review?
 - b. What is the current, or most recent, job evaluation?
 - c. When was the last time the position or a **similar function** was sent to Recruitment and Staffing for advertisement?
 - i. Senior Business Systems Analyst
 - ii. Senior Data Communications Administrator
 - iii. Senior Database Administrator
 - iv. Senior Delivery Systems Engineer
 - v. Senior Enterprise Architect

- vi. Senior Network Engineer
- vii. Senior Project Manager
- viii. Senior Sharepoint Developer
- ix. Senior Sharepoint Developer Architect
- x. Senior System Administrator
- xi. Business Systems Analyst
- xii. IT Project Manager
- xiii. Project Manager
- xiv. Senior Business Analyst
- xv. Senior Business Analyst/Project Manager
- xvi. Senior Data Communications Engineer
- xvii. Senior Information Technician Project Manager
- xviii. Senior Project Manager/Business Analyst
- xix. Senior System/Network Engineer
- xx. Senior Technical Project Manager

3. For the contracts listed below, provide rationale for not having the work completed internally.
 - a. Monitor and review cash flow budgets
 - b. Review and update job descriptions

4. Please provide a list of all 79 positions in the Informatics Planning Branch as of March 31, 2017, by program (CIO, Director, Manager Solutions Delivery, 10 positions under Manager Solutions Delivery, Manager Informatics Projects, 6 positions under Manager Informatics Projects...).
 - a. Provide employment status for each position as of March 31, 2017 including whether the position was filled by an indeterminate employee, term employee, casual employee, contractor or was vacant. If necessary, include casuals and contractors in unfunded positions.
 - b. For the contracts under the SOA that are "for skill sets that did not exist within the fulltime positions on the organizational chart. The requirement to meet operational needs was beyond the current available skillset, timelines and staffing complement in the teams that made up the organizational chart." Please indicate where those positions/functions would be ideally placed within the organization.

5. In the return to written question 27-5(2) the Minister stated in response 2-g "In relation to our unfilled positions, the Department was going through a reorganization that significantly impacted the ability to hire new staff until the organizational review was completed and processed." When did this reorganization begin and end?
6. In the return to written question 27-5(2) the Minister stated in response included the organization chart of fiscal year 2016-17. A number of positions in the chart did not have a position number and were instead identified at "14-NEW" does this mean that the positions has yet to be sent Job Evaluation/Recruitment and Staffing/or Human Resources Information Systems to be created and entered into the HR system?
7. In the return to written question 27-5(2) the Minister stated in response 2-h "The team needed access to senior specialists with more than 10 years of experience in managing large enterprise environments. The certifications required to perform these tasks are extensive and not currently available in Nunavut and CGS had to continue to provide the services required and expected by client departments." How many of the subcontractors provided by the vendors had previously been employees of Community and Government Services?
8. In the response to written question 27-5(2) the Minister stated "In regards to the reporting structure of contractors, a Standing Offer Agreement (SOA) with the GN establishes a list of pre-approved contractors (individual consulting companies) to provide services in the respective categories and related topics as outlined within the individual RFP's. A SOA is not a contract. It is an agreement between the GN and a supplier, wherein the supplier agrees to provide to the GN, on demand, specified goods and services under set terms and conditions at pre-arranged prices for a specified time period. The contracts that the GN creates as part of the call-up process under an SOA is with specific vendors and not with the individual resources that would be performing the work. The GN has no contractual relationship with the contracted resources and does not provide any disciplinary or

performance management functions to those resources. The companies that are on the SOA have separate contracts with the individual resources and the resources report to them and not to the GN.”

- a. Does the call up process include reviewing resumes, and having the subcontractor take part in an interview process?
 - b. Do subcontractors receive performance related meetings with CGS staff?
 - c. Are subcontractors required fill out timesheets similar to casuals, and submit them to CGS staff?
9. How many times has a SOA contract estimate been in excess of the \$250,000 threshold, which would require the contract to go through the RFP process?
10. In the return to written question 27-5(2) the Minister’s response indicated that almost all of the contracts are for six months or less, is this to ensure that the contract is below the \$250,000 RFP threshold?
11. Are multiple SOA contracts being used for the same project to ensure it remains below the \$250,000 RFP threshold?
12. When a contractor is unable to complete the specified task within the timeframe of the contract is there a consequence, if so what are they?

Figure 1

Procurement Activity Report 2016-17 contract Detailed Listing							
Req	Description	Location	Dept	Vendor	Method	Value	W/Intr
C2347	Senior Business Systems Analyst	loaluit	CGS	Donna Cona Inc.	EXT	165,433.25	
C2321	Senior Business Systems Analyst	loaluit	CGS	Donna Cona Inc.	PRFP	15,000.00	
C2367	Senior Data Communications Administrator	loaluit	CGS	Donna Cona Inc.	PRFP	183,750.00	
C2293	Senior Data Communications Administrator	loaluit	CGS	Donna Cona Inc.	PRFP	141,740.50	
C2375	Senior Database Administrator	loaluit	CGS	Donna Cona Inc.	PRFP	195,000.00	
C1792	Senior Database Administrator	loaluit	CGS	Donna Cona Inc.	PRFP	15,600.00	
C2212	Senior Delivery Systems Engineer	loaluit	CGS	Donna Cona Inc.	EXT	100,391.25	
C2385	Senior Enterprise Architect	loaluit	CGS	Donna Cona Inc.	PRFP	201,000.00	
C2360	Senior Enterprise Architect	loaluit	CGS	Donna Cona Inc.	PRFP	175,000.00	
C2274	Senior Enterprise Architect	loaluit	CGS	Donna Cona Inc.	PRFP	133,808.75	
C2190	Senior Enterprise Architect	loaluit	CGS	Donna Cona Inc.	PRFP	90,000.00	
C1860	Senior Network Engineer	loaluit	CGS	Donna Cona Inc.	EXT	20,078.25	
C1743	Senior Network Engineer	loaluit	CGS	Donna Cona Inc.	EXT	13,500.00	
C2232	Senior Network Engineer	loaluit	CGS	Donna Cona Inc.	PRFP	111,469.50	
C2100	Senior Network Engineer	loaluit	CGS	Donna Cona Inc.	PRFP	62,000.00	
C2055	Senior Network Engineer	loaluit	CGS	Donna Cona Inc.	PRFP	46,849.25	
C1855	Senior Network Engineer	loaluit	CGS	Donna Cona Inc.	PRFP	20,000.00	
C2291	Senior Project Manager	loaluit	CGS	Donna Cona Inc.	EXT	140,000.00	
C2121	Senior Project Manager	loaluit	CGS	Donna Cona Inc.	EXT	70,000.00	
C2021	Senior Project Manager	loaluit	CGS	Donna Cona Inc.	EXT	40,250.00	
C1958	Senior Project Manager	loaluit	CGS	Donna Cona Inc.	EXT	28,770.00	
C2395	Senior Project Manager	loaluit	CGS	Donna Cona Inc.	PRFP	215,782.50	
C2334	Senior Project Manager	loaluit	CGS	Donna Cona Inc.	PRFP	159,375.00	
C2335	Senior Project Manager	loaluit	CGS	Donna Cona Inc.	PRFP	159,375.00	
C2322	Senior Project Manager	loaluit	CGS	Donna Cona Inc.	PRFP	150,000.00	
C2270	Senior Project Manager	loaluit	CGS	Donna Cona Inc.	PRFP	130,047.75	
C2017	Senior Project Manager	loaluit	CGS	Donna Cona Inc.	PRFP	40,000.00	
C1959	Senior Project Manager	loaluit	CGS	Donna Cona Inc.	PRFP	28,770.00	
C2019	Senior Sharepoint Developer	loaluit	CGS	Donna Cona Inc.	EXT	40,000.00	
C1856	Senior Sharepoint Developer	loaluit	CGS	Donna Cona Inc.	EXT	20,000.00	
C2018	Senior Sharepoint Developer Architect	loaluit	CGS	Donna Cona Inc.	EXT	40,000.00	
C1589	Senior System Administrator	loaluit	CGS	Donna Cona Inc.	EXT	8,500.00	
C2222	Business Systems Analyst	loaluit	CGS	Sundiata White Group - Intellistaff	EXT	105,825.00	
C2301	Business Systems Analyst	loaluit	CGS	Sundiata White Group - Intellistaff	PRFP	145,200.00	
C2237	Business Systems Analyst	loaluit	CGS	Sundiata White Group - Intellistaff	PRFP	114,300.00	
C2139	IT Project Manager	loaluit	CGS	Sundiata White Group - Intellistaff	PRFP	76,500.00	
C2167	Project Manager	loaluit	CGS	Sundiata White Group - Intellistaff	PRFP	82,875.00	
C2027	Senior Business Analyst	loaluit	CGS	Sundiata White Group - Intellistaff	EXT	41,550.00	
C2290	Senior Business Analyst/Project Manager	loaluit	CGS	Sundiata White Group - Intellistaff	PRFP	140,000.00	
C2219	Senior Business Analyst/Project Manager	loaluit	CGS	Sundiata White Group - Intellistaff	PRFP	103,250.00	
C2313	Senior Data Communications Engineer	loaluit	CGS	Sundiata White Group - Intellistaff	EXT	149,600.00	
C2254	Senior Data Communications Engineer	loaluit	CGS	Sundiata White Group - Intellistaff	EXT	120,650.00	
C2398	Senior Data Communications Engineer	loaluit	CGS	Sundiata White Group - Intellistaff	PRFP	221,625.00	
C2326	Senior Data Communications Engineer	loaluit	CGS	Sundiata White Group - Intellistaff	PRFP	154,200.00	
C2353	Senior Data Communications Engineer	loaluit	CGS	Sundiata White Group - Intellistaff	PRFP	16,991.25	
C2394	Senior Database Administrator	loaluit	CGS	Sundiata White Group - Intellistaff	PRFP	215,500.00	
C2330	Senior Database Administrator	loaluit	CGS	Sundiata White Group - Intellistaff	PRFP	157,850.00	
C2125	Senior Enterprise Architect	loaluit	CGS	Sundiata White Group - Intellistaff	EXT	71,750.00	
C2393	Senior Enterprise Architect	loaluit	CGS	Sundiata White Group - Intellistaff	PRFP	215,000.00	
C2349	Senior Information Technician Project Manager	loaluit	CGS	Sundiata White Group - Intellistaff	PRFP	166,215.00	
C2396	Senior Network Engineer	loaluit	CGS	Sundiata White Group - Intellistaff	PRFP	216,750.00	
C2370	Senior Network Engineer	loaluit	CGS	Sundiata White Group - Intellistaff	PRFP	185,625.00	
C2338	Senior Network Engineer	loaluit	CGS	Sundiata White Group - Intellistaff	PRFP	163,350.00	
C2239	Senior Network Engineer	loaluit	CGS	Sundiata White Group - Intellistaff	PRFP	115,650.00	
C2104	Senior Network Engineer	loaluit	CGS	Sundiata White Group - Intellistaff	PRFP	64,250.00	
C2147	Senior Project Manager	loaluit	CGS	Sundiata White Group - Intellistaff	EXT	78,000.00	
C2352	Senior Project Manager	loaluit	CGS	Sundiata White Group - Intellistaff	PRFP	169,620.00	
C2331	Senior Project Manager	loaluit	CGS	Sundiata White Group - Intellistaff	PRFP	157,850.00	
C2153	Senior Project Manager	loaluit	CGS	Sundiata White Group - Intellistaff	PRFP	79,750.00	
C2292	Senior Project Manager/Business Analyst	loaluit	CGS	Sundiata White Group - Intellistaff	EXT	141,350.00	
C2230	Senior System/Network Engineer	loaluit	CGS	Sundiata White Group - Intellistaff	EXT	110,250.00	
C2365	Senior System/Network Engineer	loaluit	CGS	Sundiata White Group - Intellistaff	PRFP	180,625.00	
C2329	Senior Technical Project Manager	loaluit	CGS	Sundiata White Group - Intellistaff	PRFP	156,400.00	
C2045	Monitor and Review Cash Flow Budgets	loaluit	CGS	The Right Door Consulting & Solutions	EXT	44,850.00	
C2007	Review and Update of Job Descriptions	loaluit	CGS	The Right Door Consulting & Solutions	PRFP	38,500.00	
						7,163,192.25	

#	Vendor	\$
1	Donna Cona Inc.	2,961,491.00
1	Sundiata White Group - Intellistaff	4,118,351.25
31	The Right Door Consulting & Solutions	44,850.00
32		38,500.00
65		7,163,192.25