

Adam Arreak Lightstone



Written Question

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61-5(2)

Feb 24/20

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 2017-18

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 2017-18 procurement activity report to identify the scope of the issue and determine if it is still ongoing.

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1. Figure 1 below shows a sample listing of contracts from the 2017-2018 procurement activity report. Please provide the following for each:
 - a. The start date of the contract
 - b. The end date of the contract
 - c. Scope of work
 - d. Description of Task
 - e. Identify duration of work as 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 (in 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. When was the last time the position or a similar function was sent to Recruitment and Staffing for advertisement?
 - c. What is the current, or most recent, job evaluation?
 - Business Analyst
 - Business Analyst Services
 - Business Systems Analyst
 - Information Management Governance Specialist
 - IT Project Manager
 - Project Manager

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- Senior Business Analyst
- Senior Business Analyst/Records Analyst
- Senior Business Systems Analyst
- Senior Data Communications Engineer
- Senior Database Admin
- Senior Enterprise Architect
- Senior IT Project Manager
- Senior Network Engineer
- Senior Project Manager
- Senior Project Manager/Business Analyst
- Senior Sharepoint Developer
- Senior Sharepoint Specialist
- Senior Systems Administrator
- Senior Systems Engineer
- Senior Systems/Network Engineer
- Senior Technical Writer
- Senior Telecom Lineman
- Senior Telecomm Lineman

3. For the contracts listed below, provide rationale for not having the work completed internally.
 - a. Callup for Operational and Analytical Services
 - b. Creation of a Responsive Strategic Plan
 - c. Financial Services
 - d. HR Support Document
 - e. Job Description Review
 - f. Preparation of Land Administration By-Law
 - g. Zero Based Budget Preparation

4. Please provide a list of all 79 positions in the Informatics Planning Services Branch as of March 31, 2018, 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, 2018 including whether the position was filled by an indeterminate employee, term employee, casual employee, contractor or was vacant. If necessary, include in the listing all

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casuals in unfunded positions who report to positions in the Informatics Planning Services Branch.

- 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. How many of the subcontractors provided by the vendors, had previously been employed by Community and Government Services?
 6. Provide a detailed breakdown for all of the SOA call-ups for each of the last 10 fiscal years. Including information such as
 - a. Subcontractors name
 - b. Role of the resource
 - c. Location of work

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Figure 1 Appendix C 2017-18 CONTRACT DETAILED LISTING (> \$5,000)

Type of Contract	Ref.	Description	Location	Dept.	Vendor	Method	Val
Service Contracts	C2486	IT Project Manager	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$213,150.00
Service Contracts	C2487	Senior Systems Engineer	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$213,150.00
Consulting Services	C796	Senior Systems/Network Engineer	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$211,680.00
Consulting Services	C788	Senior Telecomm Lineman	Iqaluit	CGS	Donna Cona Inc.	EXT	\$201,400.00
Service Contracts	C2478	Senior Network Engineer	Iqaluit	CGS	Donna Cona Inc.	EXT	\$194,089.75
Service Contracts	C2479	Senior Systems Engineer	Iqaluit	CGS	Donna Cona Inc.	EXT	\$194,089.75
Consulting Services	C782	Senior Data Communications Engineer	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$194,040.00
Service Contracts	C2474	Senior Project Manager	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$182,750.00
Consulting Services	C775	Senior Project Manager/Business Analyst	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$181,125.00
Service Contracts	C2471	Senior Data Communications Engineer	Iqaluit	CGS	Donna Cona Inc.	EXT	\$180,500.00
Consulting Services	C772	Senior Database Admin	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$179,375.00
Consulting Services	C769	Senior IT Project Manager	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$176,400.00
Service Contracts	C2469	Senior Enterprise Architect	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$176,075.00
Service Contracts	C2466	Senior Project Manager	Iqaluit	CGS	Donna Cona Inc.	EXT	\$172,626.00
Consulting Services	C767	Senior Enterprise Architect	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$172,200.00
Consulting Services	C768	Senior Project Manager	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$172,200.00
Consulting Services	C766	Senior Data Communications Engineer	Iqaluit	CGS	Donna Cona Inc.	EXT	\$171,600.00
Service Contracts	C2465	Business Systems Analyst	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$167,500.00
Service Contracts	C2464	Senior Data Communications Engineer	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$167,325.00
Consulting Services	C765	Senior Database Admin	Iqaluit	CGS	Donna Cona Inc.	EXT	\$167,318.75
Service Contracts	C2463	Business Systems Analyst	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$164,800.00
Consulting Services	C759	Senior Network Engineer	Iqaluit	CGS	Donna Cona Inc.	EXT	\$160,626.00
Consulting Services	C760	Senior Network Engineer	Iqaluit	CGS	Donna Cona Inc.	EXT	\$160,626.00
Service Contracts	C2457	Senior Network Engineer	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$160,325.00
Consulting Services	C757	Senior Project Manager	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$158,400.00
Service Contracts	C2454	Senior Database Admin	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$158,075.00
Service Contracts	C2452	Senior Project Manager	Iqaluit	CGS	Donna Cona Inc.	EXT	\$155,875.00
Consulting Services	C756	Senior Data Communications Engineer	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$154,200.00
Service Contracts	C2449	Senior Project Manager	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$151,390.00
Consulting Services	C751	Senior IT Project Manager	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$150,000.00
Service Contracts	C2436	IT Project Manager	Iqaluit	CGS	Donna Cona Inc.	EXT	\$148,590.00
Consulting Services	C740	Senior IT Project Manager	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$146,500.00
Service Contracts	C2432	Senior Project Manager	Iqaluit	CGS	Donna Cona Inc.	EXT	\$144,590.00
Consulting Services	C739	Business Systems Analyst	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$144,000.00
Service Contracts	C2422	Senior Database Admin	Iqaluit	CGS	Donna Cona Inc.	EXT	\$136,500.00
Consulting Services	C730	Senior Network Engineer	Iqaluit	CGS	Donna Cona Inc.	IRFP	\$133,855.00
Service Contracts	C2412	Senior Telecom Lineman	Iqaluit	CGS	Donna Cona Inc.	EXT	\$129,470.00
Service Contracts	C2404	Callup for Operational and Analytical Services	Iqaluit	CGS	The Right Door Consulting and Solutions Inc.	PRFP	\$124,800.00
Consulting Services	C708	Senior Project Manager	Iqaluit	CGS	Donna Cona Inc.	IRFP	\$118,590.00
Service Contracts	C2391	Senior Project Manager/Business Analyst	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$113,750.00
Consulting Services	C698	Business Systems Analyst	Iqaluit	CGS	Bevertec CST Inc.	EXT	\$110,700.00
Service Contracts	C2384	Senior Business Analyst/Records Analyst	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$108,650.00
Service Contracts	C2382	Senior Network Engineer	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$107,450.00
Service Contracts	C2380	IT Project Manager	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$106,400.00
Service Contracts	C2381	Senior Systems/Network Engineer	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$106,400.00
Service Contracts	C2374	Business Systems Analyst	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$104,300.00
Service Contracts	C2373	Senior Project Manager	Iqaluit	CGS	Donna Cona Inc.	EXT	\$104,200.00
Service Contracts	C2372	Senior Telecomm Lineman	Iqaluit	CGS	Donna Cona Inc.	EXT	\$104,200.00
Service Contracts	C2370	Senior Database Admin	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$103,950.00
Service Contracts	C2371	Senior Enterprise Architect	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$103,950.00
Service Contracts	C2369	Senior Project Manager	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$103,950.00
Service Contracts	C2363	Senior Data Communications Engineer	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$101,150.00
Service Contracts	C2351	Senior Network Engineer	Iqaluit	CGS	Donna Cona Inc.	EXT	\$97,200.00
Consulting Services	C673	Senior Network Engineer	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$96,525.00
Service Contracts	C2346	Senior Database Admin	Iqaluit	CGS	Donna Cona Inc.	EXT	\$94,500.00
Consulting Services	C666	Senior Enterprise Architect	Iqaluit	CGS	Donna Cona Inc.	EXT	\$94,500.00
Service Contracts	C2344	Senior Enterprise Architect	Iqaluit	CGS	Donna Cona Inc.	EXT	\$93,715.00
Service Contracts	C2343	Senior Data Communications Engineer	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$93,450.00
Service Contracts	C2341	Business Analyst	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$92,400.00
Consulting Services	C663	Senior Enterprise Architect	Iqaluit	CGS	Donna Cona Inc.	EXT	\$91,875.00
Service Contracts	C2340	Senior Data Communications Engineer	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$91,140.00
Consulting Services	C656	Senior Project Manager/Business Analyst	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$90,000.00
Service Contracts	C2337	Senior Business Analyst/Records Analyst	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$89,950.00
Service Contracts	C2335	Business Systems Analyst	Iqaluit	CGS	Bevertec CST Inc.	EXT	\$89,600.00
Service Contracts	C2336	Business Systems Analyst	Iqaluit	CGS	Bevertec CST Inc.	EXT	\$89,600.00
Consulting Services	C652	Senior Network Engineer	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$89,100.00
Consulting Services	C651	Senior Business Analyst	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$88,900.00
Consulting Services	C648	Information Management Governance Specialist	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$88,200.00
Consulting Services	C646	Business Systems Analyst	Iqaluit	CGS	Donna Cona Inc.	EXT	\$86,313.00
Consulting Services	C645	Business Systems Analyst	Iqaluit	CGS	Bevertec CST Inc.	EXT	\$86,100.00
Service Contracts	C2325	Senior Network Engineer	Iqaluit	CGS	Donna Cona Inc.	EXT	\$83,813.00
Consulting Services	C636	Project Manager	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$81,450.00
Service Contracts	C2318	Senior Database Admin	Iqaluit	CGS	Donna Cona Inc.	EXT	\$80,500.00
Service Contracts	C2317	Senior Project Manager	Iqaluit	CGS	Donna Cona Inc.	EXT	\$80,500.00
Consulting Services	C628	Senior Network Engineer	Iqaluit	CGS	Donna Cona Inc.	EXT	\$80,313.00
Consulting Services	C629	Senior Network Engineer	Iqaluit	CGS	Donna Cona Inc.	IRFP	\$80,313.00
Consulting Services	C630	Senior Network Engineer	Iqaluit	CGS	Donna Cona Inc.	EXT	\$80,313.00
Service Contracts	C2315	Senior Project Manager	Iqaluit	CGS	Donna Cona Inc.	EXT	\$80,313.00
Service Contracts	C2314	Senior Sharepoint Developer	Iqaluit	CGS	Bevertec CST Inc.	EXT	\$80,000.00
Service Contracts	C2307	Senior IT Project Manager	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$78,900.00
Service Contracts	C2302	Senior Network Engineer	Iqaluit	CGS	Donna Cona Inc.	EXT	\$76,800.00
Consulting Services	C619	Senior Project Manager	Iqaluit	CGS	Donna Cona Inc.	EXT	\$76,500.00
Service Contracts	C2294	Senior Enterprise Architect	Iqaluit	CGS	Donna Cona Inc.	EXT	\$73,500.00
Service Contracts	C2291	Senior Sharepoint Specialist	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$72,000.00
Service Contracts	C2288	Senior Business Analyst	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$70,650.00
Consulting Services	C606	Preparation of Land Administration By-Law	Chesterfield	CGS	DPRA Canada Inc.	PRFP	\$69,538.00
Consulting Services	C603	Senior Project Manager	Iqaluit	CGS	Donna Cona Inc.	EXT	\$69,000.00
Consulting Services	C604	Senior Project Manager	Iqaluit	CGS	Donna Cona Inc.	EXT	\$69,000.00
Service Contracts	C2279	Information Management Governance Specialist	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$68,250.00
Consulting Services	C601	Senior Project Manager	Iqaluit	CGS	Donna Cona Inc.	EXT	\$68,120.55
Consulting Services	C599	Senior Technical Writer	Iqaluit	CGS	Intellistaff Ltd.	IRFP	\$67,500.00
Consulting Services	C597	Senior Project Manager	Iqaluit	CGS	Donna Cona Inc.	EXT	\$66,930.00
Consulting Services	C589	Senior Project Manager/Business Analyst	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$63,420.00
Consulting Services	C587	Senior Network Engineer	Iqaluit	CGS	Donna Cona Inc.	EXT	\$62,911.85
Service Contracts	C2261	Senior Enterprise Architect	Iqaluit	CGS	Donna Cona Inc.	EXT	\$62,397.00
Consulting Services	C584	Senior Business Analyst	Iqaluit	CGS	Intellistaff Ltd.	IRFP	\$62,325.00
Service Contracts	C2259	Senior Data Communications Engineer	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$61,275.00
Service Contracts	C2258	Senior Enterprise Architect	Iqaluit	CGS	Donna Cona Inc.	EXT	\$61,250.00
Consulting Services	C572	Zero Based Budget Preparation	Iqaluit	CGS	The Right Door Consulting and Solutions Inc.	PRFP	\$59,000.00
Service Contracts	C2242	Senior Project Manager	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$57,750.00
Service Contracts	C2232	Financial Services	Iqaluit	CGS	The Right Door Consulting and Solutions Inc.	PRFP	\$53,625.00
Service Contracts	C2227	Senior Project Manager	Iqaluit	CGS	Donna Cona Inc.	EXT	\$52,500.00
Service Contracts	C2220	Senior Technical Writer	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$50,750.00
Service Contracts	C2215	Senior Network Engineer	Iqaluit	CGS	Donna Cona Inc.	EXT	\$50,000.00
Service Contracts	C2207	Business Analyst Services	Rankin Inlet	CGS	The Right Door Consulting and Solutions Inc.	PRFP	\$47,000.00
Service Contracts	C2170	Senior Systems Administrator	Iqaluit	CGS	Intellistaff Ltd.	EXT	\$40,197.75
Service Contracts	C2162	Financial Services	Iqaluit	CGS	The Right Door Consulting and Solutions Inc.	SE	\$39,000.00
Service Contracts	C2134	Financial Services	Rankin Inlet	CGS	The Right Door Consulting and Solutions Inc.	PRFP	\$34,300.00
Consulting Services	C401	Senior Business Systems Analyst	Iqaluit	CGS	Donna Cona Inc.	EXT	\$28,771.00
Purchase Orders	C1463	Creation of a Responsive Strategic Plan	Iqaluit	CGS	DPRA Canada Inc.	PRFP	\$28,009.38
Service Contracts	C2083	Senior Systems Administrator	Iqaluit	CGS	Donna Cona Inc.	EXT	\$26,100.00
Service Contracts	C2029	Job Description Review	Iqaluit	CGS	DPRA Canada Inc.	PRFP	\$21,380.00
Consulting Services	C339	Senior Data Communications Engineer	Iqaluit	CGS	Intellistaff Ltd.	PRFP	\$20,925.00
Purchase Orders	C1263	HR Support Document	Iqaluit	CGS	HR Downloads Inc.	SV	\$12,588.24

\$12,161,603.02