

Adam Arreak Lightstone



**Written Question: 27-5(2)**

**Asked by: Adam Arreak Lightstone**

**Asked of: Hon. Lorne Kusugak**

**Minister Responsible for the Department of Community and  
Government Services**

**Number:**

**Date: March 4, 2019**

**Subject: Use of Contract Services to Perform Functions Intended for  
Indeterminate Employees**

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**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 my constituents.

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 if it is still on-going.

I would also like to request information on the Informatics Cooperative Training Program that Community and Government Services (CGS) is working in collaboration with Nunavut Arctic College (NAC) to produce Nunavummiut with a specialization in Information Technology (IT).

1. Please provide the organizational chart for the Department of Community and Government Services as of April 1, 2016, which identifies the job titles, pay grades and whether the positions were filled by an indeterminate employee, term employee, casual employee, contractor or were vacant. Please include the reporting structure for casuals and contractors in unfunded positions.
  
2. Figure 1 below shows a sample listing of contracts from the 2016-17 procurement activity report. Please provide the following for each:
  - a. The start date of the current contract.
  - b. The end date of the current contract.
  - c. If the contract was extended when was the original start date?
  - d. How the contract amount was determined.
  - e. Is the work done by a contractor in Nunavut or out of territory?
  - f. If the work is done in Nunavut, what community and what was the duration?
  - g. Why were the positions contracted out and not filled by an employee?
  - h. What position would have done the same or similar work?
  
3. For the positions listed below (i-xx) provide the following:
  - a. When was the last time the positions were advertised?
  - b. How many times were the positions advertised, and when?
  - c. What is the current, or most recent, job evaluation?
    - 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

4. Please provide the organizational chart for the Department of Community and Government Services as of April 1, 2017, which identifies the job titles, pay grades and whether the positions were filled by an indeterminate employee, term employee, casual employee, contractor or was vacant. Please include the reporting structure for casuals and contractors in unfunded positons.
5. Please provide the organizational chart for the Department of Community and Government Services as of April 1, 2018, which identifies the job titles, pay grades and whether the positions were filled by an indeterminate employee, term employee, casual employee, contractor or was vacant. Please include the reporting structure for casuals and contractors in unfunded positons.
6. What role did the Contract Support Division/Section play in preparing the RFP's and extensions of these contract employees?
7. Does the Contract Support Division/Section provide assistance with other departments in procuring contractors to fill the roles and responsibilities intended for employees? If so which departments?
8. When did CGS begin working with NAC on the informatics cooperative training program to train Nunavummiut in IT?
9. How many times has the informatics cooperative training program been provided, and how many graduates did the program produce?
10. How many of the graduates have worked in CGS?

11. How many graduates are still working for CGS?

Figure 1

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

#	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	WMC Management Services Alberta Ltd. P	38,500.00
<b>65</b>		<b>7,163,192.25</b>