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**Friday, February 24, 2006**

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**Iqaluit**

**Speaker: The Honourable Jobie Nutarak, M.L.A.**

## Legislative Assembly of Nunavut

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(Iqaluit East)

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**Iqaluit, Nunavut**  
**Friday, February 24, 2006**

**Members Present:**

Honourable Leona Aglukkaq, Honourable Olayuk Akesuk, Mr. David Alagalak, Mr. James Arreak, Mr. Levi Barnabas, Honourable Levinia Brown, Mr. Tagak Curley, Mr. Joe Allan Evyagotailak, Peter Kattuk, Mr. Peter Kilabuk, Mr. Steve Mapsalak, Mr. Patterk Netser, Honourable Jobie Nutarak, Honourable Paul Okalik, Mr. Keith Peterson, Honourable Edward Picco, Honourable David Simailak, Honourable Louis Tapardjuk, Mr. Hunter Tootoo.

**Item 1: Opening Prayer**

**Speaker** (interpretation): I would like to ask Mr. Simailak to say the opening prayer.

>>*Prayer*

**Speaker** (interpretation): Good morning, Premier, Regular Members, Ministers, and Clerks. Before we go to Item 2, I have a ruling.

During yesterday's sitting, the Member for Nattilik raised a Point of Order. I didn't rule on the Point of Order at that time and it was requested that I review the *Hansard* prior to delivering my ruling.

**Speaker's Ruling**

Prior to coming to my decision I reviewed the *Hansard* from yesterday and the day before. The basis of the Point of Order was that the Member for Iqaluit Centre had stated that nothing would happen in relation to the certification of the Baffin Regional Hospital for a period of 18 months. This was contrary to statements by the government that improvements would be ongoing for the next 18 months at which time the certification process would be undertaken.

I have reviewed the *Hansard* and the Member for Iqaluit Centre stated:

...in that press release in the Minister of Health's comments yesterday that nothing is going to happen there until they get re-evaluated in 18 months. I can say that this will likely happen in 18 months and if we can ask the minister to refer to yesterday's *Hansard* to look at that.

The concern of the Member for Nattilik is legitimate. Upon reading the statement made by the Member for Iqaluit Centre, a person would conclude that no action was to be taken at the hospital over the next 18 months.

In any event, the Member for Iqaluit Centre provided an explanation and apology, which clarified any misunderstanding.

I find that there is no Point of Order.

Item 2. Ministers' Statements. Item 3. Members' Statements. Ms. Aglukkaq.

### **Item 3: Members' Statements**

#### **Member's Statement 130 – 2(3): Arctic Winter Games Team Nunavut**

**Hon. Leona Aglukkaq:** Thank you, Mr. Speaker. I would like to congratulate the following athletes from Gjoa Haven for their success in making Team Nunavut and having the opportunity to participate in the Arctic Winter Games.

In Arctic Sports: Sandra Ruben, Adam Angutilluq, and Brad Ikutilluq. In badminton: Joannie Puyatak, Sarah Aglukkaq, and Quviq Anaviluk. For midget hockey: Gary Takkiruuq, Amos Kammukaq, and my nephew Craig Aglukkaq. In bantam hockey: Saglak Takiruk, and Dwayne Uluulaaq. In women's hockey: Valene Pukiqnak, Sharon Takkiruuq, Andrea Qingatuq, and Pamela Aglukkaq.

As well, I would also like to congratulate Megan Pizzo-Lyall from Taloyoak for being chosen for women's hockey and congratulations to all the individuals and to wish them all the best in the Arctic Winter Games. Thank you, Mr. Speaker.

>>*Applause*

**Speaker** (interpretation): Thank you. Members' Statements. Mr. Peterson.

#### **Member's Statement 131 – 2(3): Midget Hockey Tournament – Kitikmeot**

**Mr. Peterson:** Thank you, Mr. Speaker. I rise today to inform the House about the Team Kitikmeot midget hockey team, who recently participated in the Arctic Winter Games territorial trials hosted in Rankin Inlet earlier this month.

Mr. Speaker, Cambridge Bay's midget hockey players joined players from Taloyoak to enter Team Kitikmeot in the tournament and competed against teams from the Baffin, the Kivalliq, as well as a team from Gjoa Haven.

Mr. Speaker, the Olympic theme is Passion Lives Here. Passion also lives inside each of the players who participated in the midget hockey tournament. Participants traveled long distances from many different communities to play in the tournament.

Mr. Speaker, Nunavut is a huge place. We have 26 communities spread across two million square kilometres and three time zones. It is not easy to organize large tournaments of this nature.

Mr. Speaker, while they didn't win the tournament, Team Kitikmeot had a great weekend and represented our two communities very well. We are very proud of our young hockey stars.

Mr. Speaker, I met the Cambridge Bay players when they returned in the early morning hours after a long flight. From their cuts and bruises and the way some of them were limping, I could tell that they experienced a rough hockey tournament.

Mr. Speaker, despite their injuries, on our way back to town the player's in my vehicle told me they had a great time and made lots of friends from across our Territory. Mr. Speaker we must never forget that respect, good sportsmanship, and making lasting friendships are worthy ideals in any competitive event.

Mr. Speaker, the hockey coaches and volunteers must be commended for their dedication and commitment to helping our aspiring hockey stars pursue their dreams of careers in hockey.

Mr. Speaker I'd like to congratulate Byron McCallum from Cambridge Bay who was selected as a member of the Arctic Winter Games Midget Hockey Team. I ask the Members in the House to join with me in congratulating all the athletes who have competed in the Arctic Winter Games trials across Nunavut. I wish all the athletes best of luck in Alaska next month. Thank you, Mr. Speaker.

>>Applause

**Speaker** (interpretation): Members' Statements. Mr. Kilabuk.

### **Member's Statement 132 – 2(3): Bad Weather**

**Mr. Kilabuk** (interpretation): Thank you, Mr. Speaker. Today being Friday I will mention some *Inuit Qaujimajatuqangit* from my community. We believe that one person can affect the bad weather or cause the bad weather if somebody's expected to arrive or to go somewhere.

Mr. Speaker, I am saying that the standing committee has been trying to go up to Pangnirtung for quite a long time, and they haven't been able to go to date. Now that they're expected to leave today, now the weather in Pangnirtung is out. Because of the weather, I don't think they will be able to go up to Pangnirtung today. One would say from my community, now that we're expecting them, the weather has turned bad and there must be somebody in that committee whose thinking is not in the right way.

Mr. Speaker, I just want the committee to be hopeful that they should try and travel. They should go up separately one at a time so that one person will not cause bad weather. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Members' Statements. Mr. Curley.



**Member's Statement 133 – 2(3): Number of Male Employees**

**Mr. Curley:** Thank you, Mr. Speaker. We heard yesterday, maybe it's mainly directed to the Inuit employees or maybe non-Inuit, we heard that there are really few male employees within Government and there are 800 female employees Inuit and 400 male employees. I am encouraging the male population to apply more.

(interpretation ends) I read once in an article a while ago now, that the famous Prime Minister of the day was given information by his aide as he was studying his notes. And this particular aide stated to him by the, that was about 70 years or so ago, by the year 2000, the aide read an article states to the leader that most corporations of the world and institutions of the world will be headed by women. And without looking up, as he continues reading his briefing notes, he replies with one word. And I think he's probably given the answer of the day. And he replied with one word, and he said, "Still!"

>> *Laughter*

Thank you.

**Speaker** (interpretation): Thank you. Members' Statements. Mr. Picco.

**Member's Statement 134 – 2(3): Nunavut Arctic College Hair Stylists**

**Hon. Ed. Picco:** Thank you, Mr. Speaker. I rise with some urgency this Friday morning.

Mr. Speaker, an invasive alien species has been at work here in Nunavut, and particularly here in the Leg. Biodiversity is fine. Environmental stewardship is okay, but habitat loss and a congruence of the Borg collective where coiffure styles are imposed on members has to cease, and has to cease immediately.

Now, Mr. Speaker, you may be asking yourself: what is he talking about? Other members listening may agree or disagree with my supposition, my hypothesis, but there can be no denying the serious fallout, the tremendous pressure, the ongoing pandemic of rampant nervousness of a trip to the hairdressers.

Mr. Speaker, our own students at the college, trained by the salon expert, Suzanne Laliberte, worked on the cranium of Premier Okalik, on the Jackie Chan like Peter Ma, and yours truly. And in your case Mr. Speaker, improvement on perfection is hard to accomplish.

Mr. Speaker, in all seriousness, I want to take this opportunity to congratulate this year's students in Nunavut Arctic College's award-winning hairstylist program, and recommend that all members drop by *Ukiivik* to see the good work occurring with our students. Thank you, Mr. Speaker.

>> *Applause*

**Speaker** (interpretation): Thank you. Members' Statements. Mr. Tootoo.

**Member's Statement 135 – 2(3): President of the Nunavut Employees Union**

**Mr. Tootoo:** Thank you, Mr. Speaker. I can assure you that I won't be using words that took me all week to look up in the dictionary in my statement.

Mr. Speaker, I'd like to rise today and acknowledge someone that all the Members of this House know in one way or another in his capacity as President of the Nunavut Employees Union, and that's Mr. Doug Workman.

Mr. Speaker, this week the union has held its conference and Mr. Workman was re-elected for another term as President of the Nunavut Employees Union. So I would like to take this opportunity to congratulate him on that and continue to look forward to a good working relationship with him and the union members to raise their concerns and issues here in the legislature, as I know all members do, including Mr. Picco and Mr. Okalik, other members from Iqaluit, and also, I'm sure Mr. Speaker, Mr. Tapardjuk, the Minister of Human Resources.

So I would like to ask all members to join me in congratulating Mr. Workman on his re-election as the President of the Nunavut Employees Union. Thank you, Mr. Speaker.

>>*Applause*

**Speaker** (interpretation): Thank you. Members' Statements. Mr. Okalik.

**Member's Statement 136 – 2(3): Team Canada Hockey Game**

**Hon. Paul Okalik** (interpretation): Thank you, Mr. Speaker. (interpretation ends) This being Friday, I thought I would comment on the recent demise of our Canadian hockey team, unfortunately this past week.

My colleague from Iqaluit Centre keeps bugging me about my Montreal Canadiens; so, I think I've got to rebut some of his comments today.

This past week Canada lost to Finland, unfortunately, and they were led by a Montreal Canadien player, named Saku Koivu, so that's unfortunate. And in the critical round, against Russia they then lost again, to a team led by a Montreal Canadien boy, by the name of Kovalev.

So, I think it's too bad that my Montreal Canadiens didn't have any players on Team Canada. I think that was the main reason because they didn't have true champions leading them on the Canadian team.

I think that's something that future Team Canadas will have to reflect on; that they have Montreal Canadian players on them so that they can win the next gold medal in the next Olympics.

>>*Laughter*

>>*Applause*

**Speaker** (interpretation): Thank you. Members' Statements. Item 4. Returns to Oral Questions. Ms. Brown.

#### **Item 4: Returns to Oral Questions**

##### **Return to Oral Question 124 – 2(3): Providing a Tracking System for Missing Hunters**

**Hon. Levinia Brown:** Thank you, Mr. Speaker. A Return to Oral Question asked by my colleague, David Alagalak, MLA for Arviat; Question 124 – 2(3) and the title is: 'Providing a Tracking System for Missing Hunters.'

Nunavut Emergency Management is conducting testing on two systems that might provide the capability to have real-time location information for individuals on the land. The technology is expensive and requires ongoing funding and maintenance. Therefore, it is imperative to fully understand these capabilities and limitations prior to any commitment to purchase.

One system was first tested in winter 2004-05, but due to serviceability issues required further testing this winter. The second system was purchased in winter 2005, however, due to technical issues with the system, testing was unable to commence until this January.

A detailed report on each of these systems is targeted for completion in June 2006. Results from this study will be examined with regard to potential users, the best type of use, and the cost for both purchase and long-term sustainability. Nunavut Emergency Management is also examining the potential specific technology in relation to other types of technology already in use that provide similar capabilities. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Returns to Oral Questions. Item 5. Recognition of Visitors in the Gallery. Mr. Picco.

#### **Item 5: Recognition of Visitors in the Gallery**

**Hon. Ed. Picco:** Thank you, Mr. Speaker. It gives me great pleasure this morning to introduce to the Gallery some of the members of the board of directors of NS, or Nunavut Sivuniksavut, Program in Ottawa as well as some of the staff.

With us this morning, we have Clara Evalik, who is the Chair, Helen Moroc, Juanita Taylor, Mr. Bert Rose, Elisapee Karetak, June Shappa, Steven Lonsdale, Anguti Johnson, as well one of the directors who is not available right now, a well-known local leader, Mr. Jose Kusugak, and also the instructors Murray Angus and Jackie Price.

I would like to take this opportunity to welcome the NS directors and staff to the Legislative Assembly and this program, Mr. Speaker, is one of the better known programs throughout Nunavut and their graduates have gone, in many cases, to become leaders within Nunavut. Thank you, Mr. Speaker.

>> *Applause*

**Speaker** (interpretation): Welcome to the Gallery. Recognition of Visitors in the Gallery. Mr. Barnabas.

**Mr. Barnabas** (interpretation): Thank you, Mr. Speaker. This week, Inuujaq School has had Pages here in this House. I would like to recognize my daughter Marie Barnabas and her good friend, Becky Qaqqasiq-May. Thank you, Mr. Speaker.

>> *Applause*

**Speaker** (interpretation): Thank you for your services. Recognition of Visitors in the Gallery. Mr. Simailak.

**Hon. David Simailak** (interpretation): Thank you, Mr. Speaker. I would like to recognize and welcome David Tuluqtuq. (interpretation ends) David Tuluqtuq is a self-employed, businessman in Baker Lake as a journeyman/plumber and has been for many years, and is also the president of the local Co-Op in Baker Lake. Thank you, Mr. Speaker.

>> *Applause*

**Speaker** (interpretation): Welcome to the Gallery. Recognition of Visitors in the Gallery. Mr. Tapardjuk.

**Hon. Louis Tapardjuk** (interpretation): Thank you, Mr. Speaker. I would like to also say that Arctic Cooperatives Limited individuals are here, Andy Morrison, and Gabe Hardisty. From Corporate Services, Mary Nirlungajuq from Kugaaruk, and I'm sorry, I forgot one of the individual's names, and I would just like to welcome them to the Gallery, and to recognize Mark from Arctic Cooperatives. Thank you.

**Speaker** (interpretation): Welcome to the Gallery. Recognition of Visitors in the Gallery. Mr. Curley.

**Mr. Curley** (interpretation): Thank you, Mr. Speaker. I would also like to recognize the individuals that have been recognized already, but I'd like to say a few words. There are some people that usually come to the Northwest Territories, and there is an individual

that came from a small community. I would like to welcome Gabe Hardisty. He is from Wrigley, Northwest Territories. I would like everyone to recognize him. Thank you.

**Speaker** (interpretation): Welcome to the Gallery. Recognition of Visitors in the Gallery. Ms. Aglukkaq.

**Hon. Leona Aglukkaq**: Thank you, Mr. Speaker. I, too, want to recognize Mary, (interpretation) who is my relative. She now lives in Winnipeg and I would like to recognize her as well. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Recognition of Visitors in the Gallery. Item 6. Oral Questions. Member for High Arctic, Mr. Barnabas.

### Item 6: Oral Questions

#### Question 149 – 2(3): Aging Community Freezers

**Mr. Barnabas** (interpretation): Thank you, Mr. Speaker. I talked about this quite some time ago, but I have not had any response or anything done on this subject. It is in regard to communities' freezers.

Community freezers were installed into the communities when the settlements were established and we still have them today. We used to write letters to members of the legislature, and I also made a statement at one time about how old the community freezers are. Peter Kilabuk was the minister then and we wrote him a letter regarding the community freezers. I will continue in English.

(interpretation ends) Have they done anything on deciding what they are going to do about aging freezers? Thank you, Mr. Speaker.

**Speaker** (interpretation): Minister responsible for Economic Development, Minister Akesuk.

**Hon. Olayuk Akesuk** (interpretation): Thank you, Mr. Speaker. I will find out what my staff has done so far in regard to the aging freezers.

There were a lot of questions at that time in terms of whose responsibility the community freezers are. Thank you, Mr. Speaker.

**Speaker** (interpretation): Your first supplementary, Mr. Barnabas.

**Mr. Barnabas** (interpretation): Thank you, Mr. Speaker. Those freezers in the communities are utilized by HTOs and other business, and in the summertime they need a lot of repair. (interpretation ends) Are they in tune with the communities that want small venturing operations if there are new freezers required? Thank you, Mr. Speaker.

**Speaker** (interpretation): Mr. Akesuk.

**Hon. Olayuk Akesuk:** Thank you, Mr. Speaker. (interpretation) In regard to dealing with freezers, I know that they have to be in good condition. It is very expensive to operate them. We are not really sure exactly how we would deal with them. They are aging and I'm not exactly sure what we should do about those community freezers. It will probably take a lot of work.

We would like to continue the use of those community freezers, but it probably would be a lot cheaper if we were to purchase new ones but what we are trying to do is deal with them but it's taking a long time.

**Speaker** (interpretation): Your second supplementary, Mr. Barnabas.

**Mr. Barnabas:** Thank you, Mr. Speaker. Is the government helping HTOs that they are now trying to be more self-sufficient financially by different initiatives such as selling country foods locally? Thank you, Mr. Speaker.

**Speaker** (interpretation): Mr. Akesuk.

**Hon. Olayuk Akesuk** (interpretation): Thank you, Mr. Speaker. According to *Inuit Qaujimajaqangit*, there is usually purchasing going on from community to community with country food. What we can do as a government is we can provide some assistance to those hunters that make their wages selling country food. There could be people applying for assistance if they are making a wage economy out of selling country food. As long as there is something, an application then we could try to help the people in the communities.

**Speaker** (interpretation): Your final supplementary, Mr. Barnabas.

**Mr. Barnabas** (interpretation): Thank you, Mr. Speaker. (interpretation ends) What is the overall plan of the government in recognizing and assisting HTOs that they are an important part of the local economy, especially for local harvesters? Thank you, Mr. Speaker.

**Speaker** (interpretation): Mr. Akesuk.

**Hon. Olayuk Akesuk** (interpretation): Thank you, Mr. Speaker. The government and the Department of Economic Development tried to provide some funding to the community HTOs and also we have legislation, Bill 35; that bill will strengthen the organizations in a community, such as the hunters and trappers. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Oral Questions. Member for Cambridge Bay, Mr. Peterson.

**Question 150 – 2(3): Territorial Financing Agreement**

**Mr. Peterson:** Thank you, Mr. Speaker. My question is for the Minister of Finance, and it's from the budget address a couple of days ago.

During the budget address, the minister spoke about the new Territorial Formula Financing. He mentioned in the simplest terms that the deal must include separate agreements for each territory, low fixed envelopes, consideration of Nunavut's population growth rate, an adequate Gross Expenditure Base reflecting our unique challenges, and assurance that increases in our own sources of revenue will not have a negative impact on our entitlements under Territorial Formula Financing.

My question for the minister is: can he explain to the House what the implications are for Nunavut if the new deal doesn't include the five requirements? Thank you, Mr. Speaker.

**Speaker** (interpretation): Minister of Finance, Mr. Simailak

**Hon. David Simailak** (interpretation): Thank you, Mr. Speaker. If this new agreement does not proceed with the federal government, we would have a harder time getting some funding from the government and it would have an impact on our self-reliance in finances. Thank you, Mr. Speaker.

**Speaker** (interpretation): Your first supplementary, Mr. Peterson.

**Mr. Peterson:** Thank you, Mr. Speaker and thank you, Minister of Finance. In the same budget address, the minister mentioned the Advisory Panel established by the Council of the Federation and we worked with an Expert Panel established by the former government.

My question for the minister, if he could clear this up for me: how do the two panels work together, link together? I'm a bit confused - you have two panels making recommendations to government. Are they doing the same work or are they supporting each other? I'm not sure. Can the minister clear that up for me? Thank you, Mr. Speaker.

**Speaker** (interpretation): Mr. Simailak.

**Hon. David Simailak** (interpretation): Thank you, Mr. Speaker. In regard to the first comment, in regard to the Expert Panel, they were directed by the federal government and they are accountable to the federal government, and they also make recommendations in regard to finances to the north.

And for the second panel, it is the provinces that set up the Advisory Panel. There's the Expert Panel and the Advisory Panel that is directed by the Premiers of Canada. Thank you, Mr. Speaker.

**Speaker** (interpretation): Your second supplementary, Mr. Peterson.

**Mr. Peterson:** Thank you, Mr. Speaker and thank you, Minister of Finance. We've heard that the Government of Nunavut met with these panels or the panels have come here to meet with Government of Nunavut and the Government has made their case. Can the minister share whether or not he knows what the recommendations are of the Expert Panel and the Advisory Panel of the Government of Canada? Thank you, Mr. Speaker.

**Speaker** (interpretation): Mr. Simailak

**Hon. David Simailak** (interpretation): Thank you, Mr. Speaker. At this time, both panels will be submitting their reports shortly before end of March or at the end of the fiscal year.

We did not hear what the recommendations are going to be, especially for the territories and for Nunavut. At this time, I can't say what the recommendations are going to be, but I think it is going to be very helpful to the territories, especially for Nunavut. Thank you, Mr. Speaker.

**Speaker** (interpretation): Your final supplementary, Mr. Peterson.

**Mr. Peterson:** Thank you Mr. Speaker. Can the minister tell the House if the Government of Nunavut has talked to the Prime Minister of Canada about the problems with the Territorial financing, the financing agreements, as it pertains to Nunavut? Thank you, Mr. Speaker.

**Speaker** (interpretation): Mr. Simailak

**Hon. David Simailak** (interpretation): Thank you, Mr. Speaker. We haven't had discussions, but we will be doing so shortly. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Oral Questions. Member for Iqaluit Centre, Mr. Tootoo.

### **Question 151 – 2(3): Hiring Process**

**Mr. Tootoo:** Thank you, Mr. Speaker. My question is for the Minister responsible for Human Resources. I'm just wondering if I could ask the minister, when they go through the hiring process, I know that's something that this government's had a lot of practice on over the last six years, but when they go through that process of screening individuals that apply for positions within the government, what process does the department use in looking at the individuals that apply and whether they meet the appropriate requirements for the position, and also on a background check for individuals that apply for positions as well? Thank you, Mr. Speaker.

**Speaker** (interpretation): Minister responsible for Human Resources, Mr. Tapardjuk.



**Hon. Louis Tapardjuk** (interpretation): Thank you, Mr. Speaker. In regard to human resources, for example, if we were to advertise a job the applicants would then be notified and interviewed.

Usually in the advertisements, the job descriptions are outlined for the position and what qualifications the individual will need. The closing date is on the advertisement, and on the closing date individuals are then short-listed.

Usually, the land claim beneficiaries are given priority and if there is a qualified individual on the list, then they would be put on the interview list. If there are no qualified individuals, we would then look at applicants from Nunavut. We have to make sure that they have health care cards. And, in the third category, if there were no skilled or qualified individuals in the first and second categories, then we would look elsewhere, outside of Nunavut.

The individuals who are going to be doing the interview are usually the ones who do the short listing. Those are the procedures that we use when we're hiring. And then at the end of the day, the individual is notified. For example, if there was a job opening at Executive and Intergovernmental Affairs, the Department of Human Resources is always involved when there is a job opening in any Government of Nunavut department. The successful applicant is notified by the Department of Human Resources. Thank you, Mr. Speaker.

**Speaker** (interpretation): Your first supplementary, Mr. Tootoo.

**Mr. Tootoo**: Thank you, Mr. Speaker. I thank the minister for very clearly pointing out the process that is followed.

In that process, he indicated that reviewing the applications, the people that apply for positions, and deciding whether individuals meet the basic qualifications or not is something that is done; is that something that is a standard thing they go through all applications for every position? Is there a checklist that they go through?

They look at the resumes that are received and do checklist to see who is qualified; is that something that is done on some kind of a format for every application that's received? Thank you, Mr. Speaker.

**Speaker** (interpretation): Mr. Tapardjuk.

**Hon. Louis Tapardjuk** (interpretation): Thank you, Mr. Speaker. First of all, under the *Public Service Act*, the Minister of Human Resources is given the authority to hire and fire.

During the month of December, the Department of Health and Social Services, the minister, using his or her authority, has given authority to the deputy minister and we can screen the employee applications.

We abide by the *Public Service Act*. The Minister of Human Resources now has given the authority to the Deputy Minister of the Department of Education. For those applicants who are going to work in that department, they deal with that, but the other things for example, when we review the applicants and we screen them, and if we interview at least 60 percent of the applicants, if they have 60 percent of their capabilities, then we review them.

Also, we have to look at the applicants in two ways. The already existing employees who work for the government, if they try to get another job within the government, we look at them. For example, if we are going to get a new employee, they are reviewed because we have to review all of those to make sure that these applicants have not been charged or to make sure that these applicants are not going through the court system. So we have to screen them and the interviewing group interviews the applicants and they follow the *Public Service Act*. Thank you.

**Speaker** (interpretation): Your second supplementary, Mr. Tootoo.

**Mr. Tootoo:** Thank you, Mr. Speaker. I guess my next question for the minister: once they have done that process and then screen and interview individuals for positions, is there any kind of a format that they use? I know the member or people applying for positions have to provide references for the department or the employer to check with on that individual, but when they do that, do they just, the department or whoever is doing it, contact the references that the applicant has provided or do they get other information from other sources as well? Thank you, Mr. Speaker.

**Speaker** (interpretation): Mr. Tapardjuk.

**Hon. Louis Tapardjuk** (interpretation): Yes, Mr. Speaker. After the interview process, we have to check out the references to make sure that this individual is qualified and to verify the months or years of where this individual has been working. If we wanted additional information, we get in touch with the references that this individual has identified. We usually do that. We usually get in touch with the references. Thank you, Mr. Speaker.

**Speaker** (interpretation): Your final supplementary, Mr. Tootoo.

**Mr. Tootoo:** Thank you, Mr. Speaker. I would like to thank the minister for that response. My next question is: when they check with the references does the whole process, which I would assume is a confidential process and that other than the people on the interview team and the department, are they the only ones who know who's being interviewed and whose references are being checked? So I would assume that it was only those individuals that would be checking on those references.

My question is: do they use any other format, or any other means of reference checking? Do they accept unsolicited references from someone else that may have, somehow or

another, found out that an applicant is being looked at for a position and take that into consideration when making their decision or not? Thank you, Mr. Speaker.

**Speaker** (interpretation): Mr. Tapardjuk.

**Hon. Louis Tapardjuk** (interpretation): Thank you, Mr. Speaker. I didn't understand your question, but I will be able to look into it further. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Oral Questions. Member for Nanulik, Mr. Netser.

### **Question 152 – 2(3): Daycare Space for School Renovations**

**Mr. Netser** (interpretation): Mr. Speaker, last fall, we dealt with the Capital Estimates. During the session, the Coral Harbour school was supposed to be built this coming summer and we set aside \$1.6 million in the Capital Estimates.

(interpretation ends) My question to the Minister of Education is; yesterday when the Member for High Arctic was asking questions pertaining to daycare centres, the minister indicated that any major renovations would include a daycare facility, or daycare space. I quote the minister, "At the same time, any major renovations to a school would also contain a dedicated facility, or child daycare, or daycare space." The minister indicated that they would be incorporating those facilities into any Government of Nunavut assets.

As you know, Mr. Speaker, we passed the capital budget for the major renovation for my school in Coral Harbour. My question for the minister is: will the renovations at the school have a daycare included into that renovation? Thank you, Mr. Speaker.

**Speaker** (interpretation): Minister responsible for Education, Mr. Picco.

**Hon. Ed. Picco**: Thank you, Mr. Speaker. In answers to the questions yesterday, the member questioning me was informed of the good news that any new major renovation to schools and new construction would include a dedicated childcare, or daycare space in the school.

In this case, for Coral Harbour, I don't have the plans. I don't know how big that space will be. What I can say is that that is the intent of the department in new construction, and in major renovations. I can confirm that for the member. Thank you, Mr. Speaker.

**Speaker** (interpretation): Your first supplementary, Mr. Netser.

**Mr. Netser**: Thank you, Mr. Speaker. He indicated that he could confirm that to me. When will he confirm that we will have dedicated daycare spaces in my school? Thank you, Mr. Speaker.

**Speaker** (interpretation): Mr. Picco.

**Hon. Ed. Picco:** Good question, Mr. Speaker; I don't know. When you do a plan for a school, and it could be six classrooms, eight classrooms, what's being renovated and so on; I don't have the scope of the work with me, so that's why I'm suggesting I can't say what that space would be.

I don't want to mislead the House and say that it's going to be a huge space or what have you. So that's why I said I would like to confirm that information for the member. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Oral Questions. Member for Uqqurmiut, Mr. Arreak.

### **Question 153 – 2(3): Medical Travel Office**

**Mr. Arreak** (interpretation): Thank you, Mr. Speaker. I would like to direct my question to the Minister responsible for Health and Social Services.

(interpretation ends) I would like to follow up on an issue I raised on Wednesday. This issue was also raised by my colleague from High Arctic. The medical travel office for the Baffin region was recently moved from Iqaluit to Pangnirtung and since then travel accommodation arrangements for patients travelling from up island have not been properly made.

Can the Minister of Health and Social Services clarify for this House when the decision was made to transfer the medical travel office for the Baffin region to Pangnirtung, and why? Thank you, Mr. Speaker.

**Speaker** (interpretation): Minister responsible for Health and Social Services, Ms. Aglukkaq.

**Hon. Leona Aglukkaq:** Thank you, Mr. Speaker. The implementation of the transfer of the office to Pangnirtung was made recently.

The work was devolved to try and provide more support to the travel function for Baffinmiut travel out of the Pangnirtung office. As you all know, the Baffin Regional Health and Social Service Office is located in Pangnirtung. That function was transferred to be administered by the Baffin Regional Health and Social Service operation in Pangnirtung, and that was recent. Thank you, Mr. Speaker.

**Speaker** (interpretation): Your first supplementary, Mr. Arreak.

**Mr. Arreak:** Thank you, Mr. Speaker. On November 21, 2005, my colleague from Iqaluit Centre asked the minister for a commitment not to move any of the positions relating to medical travel out of Iqaluit.

The minister committed to keeping these decentralized numbers in each community. Why were these positions moved? Thank you, Mr. Speaker.

**Speaker** (interpretation): Ms. Aglukkaq.

**Hon. Leona Aglukkaq:** Mr. Speaker, the positions were moved to Pangnirtung because of the Pangnirtung Health and Social Services Office location. That's why the Baffin Regional Health and Social Services Office was decentralized out of Iqaluit back in 1999 and that function to transfer that responsibility of administering was transferred as part of that overall plan. Thank you, Mr. Speaker.

**Speaker** (interpretation): Your second supplementary, Mr. Arreak.

**Mr. Arreak:** Thank you, Mr. Speaker. Thank you, Minister.

Mr. Speaker, the Department of Health and Social Services commissioned KPMG Consulting to conduct a very expensive and detailed Nunavut Medical Travel Review.

It took a long time before members of this House were allowed to see that report. One of the main recommendations from the report was to establish a centralized medical travel coordination centre for all of Nunavut. Why was that recommendation rejected? Thank you, Mr. Speaker.

**Speaker** (interpretation): Ms. Aglukkaq.

**Hon. Leona Aglukkaq:** Thank you, Mr. Speaker. That's a very good question. The response I had provided some time in November related to the Member from Iqaluit Centre. It was to talk about travel as well.

One of the things about that particular recommendation that I had a concern about was that it would involve movement of jobs from Cambridge Bay, Rankin Inlet, Pangnirtung, and Iqaluit.

It would involve the movement of those positions to be a centralized function. I had concerns about that particular recommendation because it would mean positions from Cambridge Bay, or Rankin Inlet, or Iqaluit would be moved somewhere.

At this point in time, we are supporting the decentralized model providing the functions of coordinating travel and those functions will continue to be delivered out of Cambridge Bay for the Kitikmeot region and out of Rankin Inlet for the Rankin operation; for the Baffin that function will be carried out by the Pangnirtung Health and Social Services Office. So the reason for not carrying that out was because I had concerns about jobs being lost in other centres, as a centralized model.

The other concern I had was I wanted to support the regional operations in managing the day to day affairs related to medical travel. The functions being in each region made

more sense if they are going to respond in an effective way, in an efficient way in coordinating travel for patients that are requiring treatment outside of their communities. That is why the recommendation was not supported. Thank you, Mr. Speaker.

**Speaker** (interpretation): Your final supplementary, Mr. Arreak

**Mr Arreak:** Thank you, Mr. Speaker, and thank you Madame Minister. I don't want to lose any positions that are out there in the communities, but the patients that come to Iqaluit are experiencing problems with the Transportation Office. So I will be asking all questions in regard to this to make sure that this is done properly. Thank you, Mr. Speaker. I have no further questions.

**Speaker** (interpretation): Thank you that was just a comment. Oral Questions. Member for Hudson Bay, Mr. Kattuk.

**Question 154 –2(3): Medical Travel Airline, Co-pilot**

**Mr. Kattuk** (interpretation): Thank you, Mr. Speaker. I would like to direct my question to the Minister responsible for Transportation.

Yesterday, I made a statement in regard to Sanikiluaq residents that have to go down to Winnipeg. I was talking about the airline that is used because I have been asked many times by my constituents why we have one pilot when we have to go on medical travel. It's pretty scary. Myself, I have ridden on the plane a couple of times and with no co-pilot it seems to be a bit scary or dangerous to have one pilot when you're traveling.

So I would like to ask the minister: why do we travel for long, maybe over three hours, without a co-pilot? Especially for medical travel, there are patients that have to travel on that plane. And to make sure of this, I know that the pilot has to go through some kind of an inspection, but my question is: why do you not comply with the Federal Act with just having one pilot per plane? Thank you.

**Speaker** (interpretation): Minister responsible for Transportation, Mr. Akesuk.

**Hon. Olayuk Akesuk** (interpretation): Yes, these airlines they are not the property of the Government of Nunavut and when there's a contradiction of the legislation, officials in Nunavut have to be informed right away as to which airline has contravened an act wherever they travel in Nunavut. Northern Quebec has their own airlines; we don't have jurisdiction over them. The Nunavut airlines, if they happen to contravene an Act; I would like to be informed as soon as possible with details.

It's not correct to have one pilot without a co-pilot when you are traveling on medical travel. Thank you.

**Speaker** (interpretation): Your first supplementary, Mr. Kattuk.

**Mr. Kattuk** (interpretation): Thank you, Mr. Speaker. During our session in Rankin Inlet, we went to Qikiqtarjuaq with one pilot and I was concerned right away. They are contravening the *Transportation Act* with one pilot.

Also, from Sanikiluaq to Winnipeg they utilize Kivalliq Air. I urge the minister to speak to that airline or look into this and I would like to get an update on that because the majority of Sanikiluaq residents asked me those questions. They are quite scared to get on a plane with one pilot, especially when you have to fly for over three hours. So they are quite scared to fly like that. I would like to ask the minister to look into this further. Thank you, Mr. Speaker.

**Speaker** (interpretation): Minister Akesuk.

**Hon. Olayuk Akesuk** (interpretation): Thank you, Mr. Speaker. Yes, I will be writing to the airlines that operate in Nunavut asking them to make sure that they are following the rules and procedures, also to get an explanation as to why they do that, and reinforce that they follow the rules. I will be writing to the Nunavut airlines from the government. Thank you.

**Speaker** (interpretation): Your second supplementary, Mr. Kattuk.

**Mr. Kattuk** (interpretation): Thank you, Mr. Speaker. When will he be writing that letter to those airlines? Thank you.

**Speaker** (interpretation): Minister Akesuk.

**Hon. Olayuk Akesuk** (interpretation): Thank you, Mr. Speaker. If my staff is listening, then I'm asking them to start writing the letter. So I will try and do that immediately. Thank you.

**Speaker** (interpretation): Your final supplementary, Mr. Kattuk.

**Mr. Kattuk** (interpretation): Thank you. So I will expect the copy by lunchtime.

>> *Laughter*

**Speaker** (interpretation): Minister Akesuk.

**Hon. Olayuk Akesuk** (interpretation): Yes, we will try and deal with that as soon as possible, maybe you will not be able to see it by lunchtime. Thank you.

**Speaker** (interpretation): Thank you. Oral Questions. Member for Pangnirtung, Mr. Kilabuk.

**Question 155 – 2(3): Decentralization for the Communities**

**Mr. Kilabuk** (interpretation): Thank you, Mr. Speaker. In 1999, there was a plan to decentralize jobs to the communities. I would like to ask our Premier: the plan called *Tumiit*, footprints, and these jobs that were to be decentralized, are they all decentralized now? Thank you, Mr. Speaker.

**Speaker** (interpretation): Mr. Premier.

**Hon. Paul Okalik** (interpretation): Thank you, Mr. Speaker. Yes, it's almost complete, but there are some positions that are still vacant. We are very close to what was written in that plan and we try to complete that, but unfortunately, there are still some positions that are vacant. Thank you, Mr. Speaker.

**Speaker** (interpretation): Your first supplementary, Mr. Kilabuk.

**Mr. Kilabuk** (interpretation): Thank you, Mr. Speaker. Yes, it's clear that in Pangnirtung there were going to be 80 positions first identified and then after that, it decreased. But, up to now, we know that they haven't reached their goal.

I believe there were some positions that were not moved because of the present employees. Those original positions that were going to be moved to Pangnirtung, are they still going to be moved? Thank you, Mr. Speaker.

**Speaker** (interpretation): Mr. Premier.

**Hon. Paul Okalik** (interpretation): Thank you, Mr. Speaker. Yes, we did make some adjustments as to when we first formed our government and we try and stick with that plan we had. Thank you, Mr. Speaker.

**Speaker** (interpretation): Your second supplementary, Mr. Kilabuk.

**Mr. Kilabuk** (interpretation): Thank you, Mr. Speaker. I would like to ask the minister if the government has been very slow moving the jobs to Pangnirtung.

I would like to ask the Premier if the government is willing to hear what the residents of Pangnirtung wish to see in their community so that the government will reach their goal. Thank you, Mr. Speaker.

**Speaker** (interpretation): Premier Okalik.

**Hon. Paul Okalik** (interpretation): Thank you, Mr. Speaker. We have almost reached our target and looking at the positions that were going to be moved to Pangnirtung, we were able to transfer the positions that we could.

We wanted to see the Workers' Compensation Board moved up there, but it was beyond our control, so we had to look at alternative ways to move positions. Some communities are above targets and others a bit short. Those are some of the drawbacks that we



encountered even though we were trying our best to put those positions up there. Thank you, Mr. Speaker.

**Speaker** (interpretation): Your final supplementary, Mr. Kilabuk.

**Mr. Kilabuk** (interpretation): Thank you, Mr. Speaker. Yes, it's clear now because they are not certain as to what kinds of positions they are willing to move to Pangnirtung to reach the number they had identified.

Mr. Speaker, my constituents; who can they call in the government in order to get more information other than the Premier himself, who is always travelling? Thank you, Mr. Speaker.

**Speaker** (interpretation): Premier Okalik.

**Hon. Paul Okalik** (interpretation): Thank you, Mr. Speaker. My office is constantly working on those and John Walsh is responsible for the operation and he can respond to any questions that people might have. Thank you.

**Speaker** (interpretation): Thank you. Oral Questions. Member for Rankin Inlet North, Mr. Curley.

### **Question 156 – 2(3): Accreditation Report**

**Mr. Curley:** Thank you, Mr. Speaker. I would like to direct my question to the Minister responsible for Health and Social Services.

Mr. Speaker, on January 18, 2006, the government issued a news release announcing new funds in staffing for the Baffin Regional Hospital. According to the release, these resources will address issues identified in four separate accreditation reviews that took place between 2004 and December 2005.

The minister had indicated that she will share the Accreditation Report with the members of this House. Keeping in mind that members are willing to accept the document in whatever language it is currently in and that translations may follow at a later date, will the minister provide members with copies of this report as soon as possible? Will the minister provide members with copies of these reports to this House as soon as possible?

**Speaker** (interpretation): Minister responsible for Health and Social Services, Ms. Aglukkaq.

**Hon. Leona Aglukkaq:** Thank you, Mr. Speaker. I also committed, when I met with the regular caucus members to provide a summary of that accreditation and that information is being distributed to you this morning. If the members will accept the accreditation report in English only, I am prepared to do that. Thank you, Mr. Speaker.

**Speaker** (interpretation): Your first supplementary, Mr. Curley.

**Mr. Curley:** Thank you, Mr. Speaker. The 2005 Annual Report of the Canadian Council on Health Services Accreditation, which is a volunteer group, conducts accreditation evaluations across Canada, shows that according to the page provided to us that all health centres and other facilities in the Baffin region were reviewed at the same time as the Baffin Regional Hospital; none from the Kivalliq or the Kitikmeot.

Will the minister also commit to providing members with the Accreditation Report for these other facilities listed in the page that CCHSA provided to the regular members during the briefing that you provided in late November 2005? Thank you.

**Speaker** (interpretation): Ms. Aglukkaq.

**Hon. Leona Aglukkaq:** Thank you, Mr. Speaker. I don't recall providing the CCHSA report that the member refers to. But what I can do is explain the process of the accreditation. The Baffin region, as the members are aware, went through the accreditation survey process, which started in September of 2005. That report was completed December 14. As part of the process the accreditation, again, is a voluntary process, and applied to the hospital in the Baffin.

Part of that process involves an evaluation or self-assessment by the staff. The staff completes a self-assessment. They rate themselves against criteria, a standard provided by the CCHSA and that involves surveys with employees from the Baffin.

That is the process that I'm aware of. There are no separate accreditation reports for the health centres that I am aware of. The one accreditation falls to the Baffin Regional Hospital in Iqaluit. Thank you, Mr. Speaker.

**Speaker** (interpretation): Your second supplementary, Mr. Curley.

**Mr. Curley:** Thank you, Mr. Speaker. Can the Minister of Health and Social Services clarify for this House whether any of the new funding and staffing that she has already announced and committed will be directed towards resolving issues identified at any of the other Baffin regional hospitals? Thank you, Mr. Speaker.

**Speaker** (interpretation): Ms. Aglukkaq.

**Hon. Leona Aglukkaq:** Thank you, Mr. Speaker. The recommendations that came out of the accreditation review are all for the Baffin Regional Hospital. The additional incremental funding will be directed to addressing those recommendations for the Baffin Regional Hospital here in Iqaluit. Thank you, Mr. Speaker.

**Speaker** (interpretation): Your final supplementary, Mr. Curley.

**Mr. Curley:** Mr. Speaker, I have with me a copy, it's only a page, and it has a date of June 30, 2005, which is probably part of that report. It has a list of all the Baffin Regional Hospital as well as other facilities listed. I would like to also like to ask my final question to the minister. Can the minister clarify for this House that the future accreditation evaluation activities also be carried out in the Kivalliq and Kitikmeot regions, as they did in the Baffin region?

**Speaker** (interpretation): Ms. Aglukkaq.

**Hon. Leona Aglukkaq:** Thank you, Mr. Speaker. Again he makes reference to a report dated June 30. I don't know what that report is. Perhaps the member can table that document here because I don't recall providing any reports to the regular members during our briefings of regular caucus around hospital accreditation. So I don't know what that report says that he is referring to.

To answer the member's question, I have mentioned in previous responses that the accreditation process is a voluntary process for the Baffin Regional Hospital.

Once it has addressed all of the recommendations, we are giving ourselves 18 months to deal with the recommendations, at which time we will then invite CCH and say to come back and review the hospital again. As for the Kitikmeot and Kivalliq hospitals we will want to go through the same process. And it's a way to assess how we are doing compared to other hospitals in Canada. So we want to be a part of that process.

But we are also dealing with the issue right now of building the capacities of those two hospitals. Once they are fully operational and we have given ourselves some time to operate at full capacity, we will then request CCH to come in and evaluate those two other facilities as well.

So the answer to the member's question is yes. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Oral Questions. Member for High Arctic, Mr. Barnabas.

### **Question 157 – 2(3): Plans for a Training Centre with the Department of National Defence**

**Mr. Barnabas** (interpretation): Thank you, Mr. Speaker. I know that there are smaller communities with no employment. Since the Conservative Government was elected they have asked for more military presence in the North and there are a lot of military people coming into Iqaluit.

My question is directed to the Minister of Education. (interpretation ends) The military are looking to set up training bases in Nunavut. Has the minister been in contact with DND to look at their proposal? Thank you, Mr. Speaker.

**Speaker** (interpretation): Minister responsible for Education, Mr. Picco.

**Hon. Ed. Picco:** Thank you, Mr. Speaker. It's my understanding that the announcements by the Department of National Defence, as the member has indicated are correct. They are looking at setting up a northern training base in Cambridge Bay. They are also looking at extra infrastructure in Iqaluit, specifically with the port project.

As an MLA for Iqaluit, I have actually requested a meeting with the Minister of Defence, Mr. O'Connor, to discuss his port project. I have not had any indication or communication with the Minister of Defence on the issue of training in regard to their announcements on the military establishment of the base in Cambridge Bay and/or the port facility. Thank you, Mr. Speaker.

**Speaker** (interpretation): Your first supplementary, Mr. Barnabas.

**Mr. Barnabas:** Thank you, Mr. Speaker. Would training bases be located in smaller, non-decentralized communities? Thank you, Mr. Speaker.

**Speaker** (interpretation): Mr. Picco.

**Hon. Ed. Picco:** Thank you, Mr. Speaker. I think, as the member is indicating, that there may be an opportunity with the federal government in placing armed forces personnel within Nunavut to look at opportunities for smaller communities. For example, in a lot of the smaller communities where we have active ranger forces, cold weather land training for the armed forces personnel could be considered opportunities for SAR (Search and Rescue) operations, training, and so on.

So Mr. Speaker, I would agree with the member that the Department of National Defence, where possible, should look at opportunities to place training facilities into the smaller communities. Thank you, Mr. Speaker.

**Speaker** (interpretation): Your second supplementary, Mr. Barnabas.

**Mr. Barnabas:** Thank you, Mr. Speaker. As the minister indicated that there are rangers in smaller communities as well and during exercises the communities do benefit from income to the families for those who are participating in the training with the rangers.

My question is, and also knowing that the Nanisivik Mine has a fair sized airstrip and a deep-water port: could Nanisivik be a training site? Thank you, Mr. Speaker.

**Speaker** (interpretation): Mr. Picco.

**Hon. Ed. Picco:** Thank you, Mr. Speaker. I think some military analysts were surprised when the Conservative Government talked about their defence portfolio and some of the things that happened during the campaign did not mention Nanisivik.

Nanisivik is recognized as a deep-water port. It is strategically located in the Strathcona Sound, where there is indication from the federal government that there may be the transference of submarines and so on.

So Nanisivik would, because of its infrastructure that was in place in the past, have been an ideal location. The runway and airport infrastructure is still in place and the infrastructure for the port facilities, although because of the decommissioning of the Nanisivik Mine, may allow the rapid expansion of the military in the area and may cause a delay.

But, Mr. Speaker, saying that, Nanisivik would be a site I would suggest to you, that myself or the Premier or any Member of the House would probably recommend because of the infrastructure, the logistics, as well as the administrative abilities of Nanisivik, to be an Armed Forces training site. Thank you, Mr. Speaker.

**Speaker** (interpretation): Your final supplementary, Mr. Barnabas.

**Mr. Barnabas:** Thank you, Mr. Speaker. Will the minister arrange meetings to discuss Nanisivik as a training site? Thank you, Mr. Speaker.

**Speaker** (interpretation): Minister Picco.

**Hon. Ed. Picco:** Thank you, Mr. Speaker. I would be happy to meet with the member to discuss the issues around Nanisivik and make those representations to the federal government.

Again, I have requested a meeting with the Minister of National Defence and also the Minister for HRDC for training, Minister Findlay. I would hope in the next few weeks, once the session is completed, to have an opportunity to follow up on some of those training issues.

So, Mr. Speaker, I would make a commitment to the member to see if there are opportunities for outside training interests in Nunavut with our Armed Forces. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Oral Questions. Member for Iqaluit Centre, Mr. Tootoo.

### **Question 158 – 2(3): Plans for Port Training Programs**

**Mr. Tootoo:** Thank you, Mr. Speaker. I think this is the best time to ask the Minister of Education a question, when the clock is running out. It's Friday.

Mr. Speaker, the question for the minister, as we all know, a new port here in Iqaluit will need training programs: has the minister followed up on this with the Department of

National Defence that he has just spoken so eloquently about with the Member for High Arctic? Thank you, Mr. Speaker.

**Speaker** (interpretation): Minister for Education, Mr. Picco.

**Hon. Ed. Picco:** Thank you, Mr. Speaker. I haven't directly followed up with the Minister of National Defence or the Department of National Defence on specific training issues with the port project but I do know that the member has been working on a committee with the city and has been doing a fantastic job representing the people of Nunavut on the port project itself. We are pleasantly surprised to see that mentioned in the Conservative election platform.

Mr. Speaker, what I can commit to doing is following up with the Department of National Defence, seeing when they're moving forward, and what training opportunities that may present themselves for Nunavummiut in general and for Iqalungmiut specifically. Thank you, Mr. Speaker.

**Speaker** (interpretation): Your first supplementary, Mr. Tootoo.

**Mr. Tootoo:** Thank you, Mr. Speaker. I would like to thank the minister for that answer.

I would also like to comment that, maybe since the change of the election, I notice that he's wearing a nice blue and white tie. Hopefully that helps him when he's meeting with the Minister of National Defence.

>>Applause

Mr. Speaker my next question for the Minister is: we know that marine training for fishing vessels is occurring at Nunavut Arctic College and I would like to ask him if similar types of training and programs for the multi-million dollar port project would be something they'd like to look at. Thank you, Mr. Speaker.

**Speaker** (interpretation): Minister Picco

**Hon. Ed. Picco:** Thank you, Mr. Speaker. I know that the Premier has been in contact with the Department of National Defence and the Minister and on the training aspects.

The member is correct again when he says that the fisheries training that is occurring at the college is going ahead very smoothly. We have several dozens of people involved in those trainings and that's the type of program we would like to see implemented on a port project depending on what those occupations and trades are that would be associated with it. So Mr. Speaker, the answer would be, yes. Thank you, Mr. Speaker.

**Speaker** (interpretation): Your second supplementary, Mr. Tootoo.

**Mr. Tootoo:** Thank you, Mr. Speaker. It might be a very little known fact that my family has a history in shipping from my mother's side. My grandfather started and his brother started a company called Wolf Stevedore Shipping Company and they did stevedoring and long shoring for vessels in the Maritimes and Montreal.

My question for the minister: would the training for longshoremen and stevedore work be a part of the port training plan that they be looking at? Thank you, Mr. Speaker.

**Speaker** (interpretation): Mr. Picco.

**Hon. Ed. Picco:** Thank you, Mr. Speaker, the concept plan that the town have put together for the port really didn't indicate that it would be to the degree of a huge port facility where you would have a lot of stevedore or long shore work.

However, the plan being put for the Armed Forces, from what we know of it would indicate there would be a need for stevedore work, long shore work, and other work to facilitate the on-loading and off-loading of cargo.

Mr. Speaker after saying that, we would like to work with the Department of National Defence to see what their actual plans are and we need some lead time to be able to plan those types of training plans that would need to be put in place. So as an example, if they said that the project would start next year and would be completed in year 2011, we need to start to be able to work now to make sure the training program are put in place so that any opportunities for employment would be available to Nunavummiut who would be able to take long shore training or stevedore training or other such work.

Thank you, Mr. Speaker.

**Speaker** (interpretation): Your final supplementary, Mr. Tootoo.

**Mr. Tootoo:** Thank you, Mr. Speaker. Again, I thank the minister for that answer and also comment along with his nice blue and white striped tie he's wearing a blue striped shirt too. This Friday must be a striped day for Department of Education or the Power Corporation, I'm not sure.

Mr. Speaker, the minister indicated that they would be looking at this training and they need some lead time to try and develop something in that area. I'm just wondering if he could give us an idea of when the Department, whether it is Department of Education itself or Nunavut Arctic College, would begin looking at implementing or starting to develop that type of training for Nunavummiut. Thank you, Mr. Speaker.

**Speaker** (interpretation): Minister Picco.

**Hon. Ed. Picco:** Thank you, Mr. Speaker. First of all, I just want to say very quickly that I appreciate the wonderful comments that Mr. Tootoo is making about my tie and my shirt. First of all, my shirt is not blue it's actually black and red and white and in Inuktitut

you'd probably say that Mr. Tootoo is finding me to be his *Sukkuuluk* and I don't really appreciate it. I don't really appreciate being the *Sukkuuluk* of Mr. Tootoo, but I'll take it.

Mr. Speaker the answer would be yes, that when we find out what training programs and plans would be put in place by the Department of National Defence and through the college we would hopefully be in position to examine those plans and see what types of training we'd be able to deliver. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Question Period is now over. Mr. Kilabuk.

**Mr. Kilabuk**: Thank you, Mr. Speaker. I seek unanimous consent to return to Item 5 in our Orders of the Day. Thank you, Mr. Speaker.

**Speaker** (interpretation): The member is seeking unanimous consent to return to Item 5, Recognition of Visitors in the Gallery. Are there any nays? There are no nays. Mr. Kilabuk.

### **Revert to Item 5: Recognition of Visitors in the Gallery**

**Mr. Kilabuk** (interpretation): Thank you, Mr. Speaker. Thank you, colleagues. Mr. Speaker, I would like to recognize an individual here in the Gallery. He is the Mayor of Pangnirtung. I would like him to stand up and be recognized. His name is Manasi Evic.

**Speaker** (interpretation): Welcome to Gallery. Recognition of Visitors in the Gallery. Mr. Barnabas.

**Mr. Barnabas** (interpretation): Thank you, Mr. Speaker. I would also like to recognize an individual in the House today who helps out a lot in my community. This individual helps me and she is here for a meeting at KIA. Thank you, Mr. Speaker.

**Speaker** (interpretation): Welcome to the Gallery. Recognition of Visitors in the Gallery. Going back to the Orders of the Day. Item 7. Written Questions. Item 8. Returns to Written Questions. Item 9. Replies to Opening Address. Mr. Netser.

### **Item 9: Replies to Opening Address**

#### **Reply to Opening Address 01 – 2(3): Mr. Patterk Netser**

**Mr. Netser** (interpretation): Thank you, Mr. Speaker. I would like to deal with this first of all. Please be patient with me.

(interpretation ends) As a Former Vice-chair of the Keewatin Divisional Board of Education, I have always wondered why the new Government of Nunavut decided to dissolve the divisional boards of education early in its first term.



It seems that this major decision was made all of a sudden by the new government as one of its first announced decisions, with very little or no public consultations at all. I remember that the executive council at that time came out from a Cabinet retreat that they had in Kimmirut.

I believe that it was announced right away on the radio that divisional boards of education and health boards would be dissolved across Nunavut. A lot of people were in complete shock when they heard this.

I later learned that it came from a federal agency - Consulting and Audit Canada - an independent arm of the Government of Canada which operates something like the Auditor General's Department, had done an independent review of the divisional boards of education and determined that the cost of board travel, honoraria, meeting space, etcetera was too high.

They told the new government that these costs could be eliminated if the boards were dissolved. Now I wonder if anyone looked closely at exactly what those divisional boards of education were doing to give Inuit meaningful participation in the running of our local schools.

The only other reason I heard at that time was that dissolving the educational boards would somehow lead to a better education system with the elected Members of the Legislative Assembly back in charge.

But, Mr. Speaker, I believe that Members of the Legislative Assembly have more important things to worry about than things for instance, a snake in a school. For example, as welcoming the government's announcement as the new trades school for Nunavut.

Now it's our job; as Members of the Legislative Assembly, we need to make sure that the Trade School reaches out to the needs for trades training in all Nunavut communities.

As a Member of the Legislative Assembly for a smaller community which did not get many benefits from decentralization, I'd like to make sure that the new trade school based in Rankin Inlet will offer decentralized courses in other appropriate communities throughout Nunavut. Coral Harbour, for example, with its limitless supply of gravel and its abundant supply of heavy equipment, would be an ideal site for heavy equipment training.

We should focus our energies, as Members of the Legislative Assembly, on ensuring these important, big projects are budgeted, planned, and properly put in place in a fair way for all communities, big and small.

These are the kinds of big things the Members of the Legislative Assembly and ministers should be concentrating on and not operational issues on problems that we seem to be doing now.

Speaking of important jobs as Members of the Legislative Assembly for *Pinasuaqtavut*, we had made a public commitment to draft a new education act, the first place for Nunavut education act. What a chance we now have to create a real Nunavut education act. I think the key to making a made-for-Nunavut *Education Act* is to concentrate on whom really is in charge of the education system.

Why not put our parents and communities back in charge? This is not something that we should be afraid of. Putting parents and communities in charge of our school system again will give our school system direction and rules that come from our communities. This change would give the people of Nunavut real ownership of their school system.

As Members of the Legislative Assembly, we should not even need to decide all the policies on bilingual education and Inuit curriculum and language development when we are developing this new *Education Act*.

We just need to return to the authority to run our school system back to the elected, respected education leaders from our regions that will do the work for us. They will do it in a way that will reflect the unique languages and cultures of all of our regions in Nunavut.

The Keewatin Divisional Board of Education in my experience was a good example of a board composed of respected community and education leaders from our region. Now we just have one person in the Keewatin running all of our seven communities, which is not right, who had in many cases served for many years on local and regional education authorities and knew our education system well. When the Nunavut Government fired them, they were overseeing all aspects of education in our region; from hiring and orienting, and managing teachers and education staff in the region; to curriculum development; policies on attendance; the roles of LEAs; the evaluation of staff and students. The board hired the Director of Education, who reported to the board and was accountable to the board.

The board also controlled the entire school budget for the region apart from operations and maintenance. They were even allowed to apply interest on money earned. They helped to expand the education programs in the region. The boards funded curriculum development, professional development workshops and had a network of teacher consultants, who worked with the teachers in the field.

To assist in implementing the curriculum, students had active on-the-land programs and spring activities. This was going on in the other two regions of Nunavut as well from what I have heard. Now these boards cannot just be put back into place overnight. The boards will need development and training to ensure that they understand their proper role; which is setting work policies within defined limits, understanding and respecting their relationship with the department and the minister.

The boards would be accountable to the department for financial administration and also to respect government legislation, policies, and regulations. The board would negotiate their annual budgets with the department and the minister. The divisional board chairs are appointed by the minister and are therefore accountable to him or her.

It took a full ten years or more of board development for the divisional boards of education to get where they were when they were dissolved back in 1999. The board members and chairpersons had years and years of experience to draw on by 1999, when they were told their services were no longer required.

I know, too, that the boards had earned and won the respect of the educators throughout the region because I served under one of them, Mr. Speaker; who worked for them. They had not necessarily won the admiration of the ministers and officials of the new Government of Nunavut because they were aggressive in their demands for adequate funding for the programs and services required for Nunavut. When the new government could not offer the same level of funding as before, sometimes tensions arose. The boards were independent and cared passionately about being able to continue and deliver quality programs. Maybe some of their demands were seen to be too aggressive or demanding. However, the board chairs understood that the minister and the Assembly would have the final say in how much money they would get.

Mr. Speaker, when you consider the cost of the whole education budget, the divisional boards of education did not really cost that much to operate. Their costs, which were mostly travel, which is what this Nunavut Government is doing now, and part-time honoraria, they were very small compared with the overall education budget for their respective region most of which is spent on teachers' and officials' salaries.

Recently, I was thinking about those days when I served on the divisional board of education. To me, those divisional boards of education were a very effective way of getting our communities and our most respected community leaders involved in the delivery of education programs and setting the priorities for the region. I expect that there are still lots of people in our regions who were active on those divisional boards of education who would welcome the chance to serve again and give Nunavut the benefit of their experience.

As most of my colleagues know, the idea of boards of education being delegated authority to deliver programs is not new to the north. Boards of Education were created when we were under the Government of the NWT back in the 80s.

The basic idea behind divisional boards is the same idea as school boards in southern Canada. You are putting parents, not bureaucrats, in charge of how the school programs are delivered. The superintendents or directors reported to the board and the board administered the budget for the education program in the region. The department and minister work with the board, including annual budget negotiations and the minister and government can also give broad direction to the boards and determine a funding formula for things like school staffing, as well as dealing with collective bargaining. The minister

and his department still have lots to do in negotiating budgets and monitoring what the boards are doing to make sure they fit government policy.

In *Pinasuaqtavut*, our Assembly declared its intention to reflect Inuit traditional values in our government system. Mr. Speaker, I believe there is a simple way to guarantee that *Inuit Qaujimagatuqangit* is reflected within our school system. Put Inuit boards or divisional boards back in charge of delivering education programs. Nunavut is supposed to be about expressing our values in our system of government. Inuit values that is, Mr. Speaker, in everything we do. What better place to reflect Inuit values and priorities than in the people who are in charge of our schools - the place where our youth prepare for our future.

We should turn the administration of the schools back to the communities. This is not the politicization of the school system. It would be the opposite. The board's main role will be to set policies and priorities, Mr. Speaker.

They need to be given full support and development to ensure that the board members understand fully that their role will be primarily to set policies for education in the region leaving the day to day operations of the school system to the superintendent. It worked in the past, especially in the three regions of Nunavut, where Inuit were proud of the education system they were running. Let's consider whether it could work again in Nunavut.

Right now, the way I see it, there are no regional boards of education there to buffer for complaints and concerns expressed by community representatives on the board to be dealt with in a professional manner by the director who reports to the board, not the minister. Right now the district education authorities are feeling powerless. Without the backup of divisional boards, it seems like the school principals are the authorities in our communities, which is not right again, Mr. Speaker.

So the Minister of Education has to get involved in petty little problems and especially in situations where our local District Education Authorities feel powerless to influence the administration, so the minister gets flooded with complaints about the operations of schools.

This is not a job for ministers, Mr. Speaker. The minister has more important things to worry about; a new education act for Nunavut, setting up a new trades school, revamping the Arctic College.

The civil servants, not the people in our community are now in charge of our schools. They are often well intentioned, but they usually don't understand our children, and our communities as well as we do because we have an entirely different culture, Mr. Speaker.

I think we should be open-minded about our future in education. There is no need to cry over spilt milk, or dwell in our past. I was not part of the decision made in the first Assembly, which led to the dissolution of the Divisional Boards of Education. I thought

they were working well, and I think they worked well because respected leaders were in charge.

Now that the boards aren't there anymore, apart from the overworked Minister of Education, who is constantly trying to respond to concerns from communities which are often brought to him by Members of the Legislative Assembly, there is no other place people can go to with their complaints and concerns.

So they go to their Member of the Legislative Assembly and try to deal with them through the minister, which is often very difficult when you come from a small community and everybody knows each other and who they are related to. That often is a very difficult thing to handle, Mr. Speaker, but why are we worrying about this day-to-day operation stuff? Like the minister, we should be focusing on important things like creating a new education act that is going to work in Nunavut, for Nunavut.

I am fortunate enough to be on the Standing Committee on Health and Education, so I will have a good opportunity to participate in the development and the review of this new legislation. Recently, there were 40-some district education authority representatives here in Iqaluit from all over Nunavut that had these consultation meetings, and that got me thinking about the divisional boards.

At the meeting, it was reported that the delegates were being asked by departmental officials what authority should the District Education Authorities have; authority over suspensions, testing, hiring, principal evaluation, teacher evaluations, setting budget priorities, or setting policies?

Why not all of those things Mr. Speaker? That's what the divisional boards ended up doing after about 10 years of solid board development and experience. They were operating, in charge of the school system, in the regions.

And when they were dissolved, these boards, without so much as a thank you, and surrendered all that authority to a bureaucracy that comes and goes. The officials in the Department of Education are undoubtedly trying to do their best, but many are from the south, and new to the north, and sometimes with only a romantic idea of the north and its people. They don't know us, and we don't know them. So we are always asking the minister to fix problems in our schools, big and small.

We don't need politics in education, Mr. Speaker, we need professionalism. Once the policies and priorities were set by the divisional boards, they then left the running of the schools to the professional educator. The boards hired the best directors, managers for the school system. Once the boards' policies were in place, then the boards gave the director and managers the freedom to do their jobs.

The directors did their job, knowing every step of the way that they would be evaluated according to how they followed the board's policies for the region. The policy guidelines set by the boards' required careful deliberation and continual review by the boards. The

policies then gave the managers clear guidelines to follow in delivering school programs in the regions. The policies were made by the community leaders in the region. This is the way it worked in the past. This is the way it is supposed to work. It is not happening right currently.

Without boards to set policies appropriate to regions and communities, our overworked minister has to try to run the Nunavut education system as if he is the chairman of one giant school board. It is an impossible job, even for our hard-working Minister of Education. He just can't be everywhere at once no matter how early he comes into his office every morning, and I know he is probably the first one here every day and we all know that he's a hardworking, stripe-tied, Minister of Education.

We should no longer ask the minister to worry about these problems, which mostly relate to school operations, sometimes about minor issues we would never have the time to fully understand even if we tried.

In replying to the Commissioner's Address, I would like to urge all members, including those amongst us who participated in dissolving the divisional boards of education, to have an open mind, not narrow-minded like some people are, to consider giving the authority to run our schools back to community representatives in each of our regions.

I especially hope that the Minister of Education, even though he was part of the cabinet that dissolved the boards, will pay attention to the recommendations of the public and Members of the Legislative Assembly on what powers should be given to DEAs, and what else should go into the new education act so that is truly a made-in-Nunavut education act. I do hope that the minister will have an open mind about what we need to have: an effective education system which respects and incorporates Inuit traditional knowledge and values by putting the communities back in charge of their schools where they belong. Thank you, Mr. Speaker.

>>Applause

**Speaker** (interpretation): Thank you. Item 9. Replies to Opening Address. Item 10. Replies to Budget Address. Item 11. Petitions. Item 12. Reports of Standing and Special Committees. Item 13. Reports of Committees on the Review of Bills. Item 14. Tabling of Documents. Mr. Tapardjuk.

### **Item 13: Tabled Documents**

#### **Tabled Document 073 – 2(3): Towards a Representative Government – Statistics as of September 30, 2005**

**Hon. Louis Tapardjuk** (interpretation): Mr. Speaker, I would like to table the following document: Towards a Representative Government; Statistics as of September 30, 2005. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Please provide the copies of the Tabled Documents to our Table Officers.

Tabling of Documents. Mr. Curley.

**Tabled Document 074 – 2(3): CCHSA Accredited Health Services Organizations**

**Mr. Curley** (interpretation): Thank you, Mr. Speaker. I would like to table these documents: CCHSA report by June 30 (interpretation ends) list of health organizations accredited by the Canadian Council and Health Services Accreditation as of June 30, 2005. Thank you.

**Speaker** (interpretation): Tabling of Documents. Item 15. Notices of Motions. Item 16. Notices of Motions for First Reading of Bills. Item 17. Motions. Item 18. First Reading of Bills. Item 19. Second Reading of Bills. Item 20. Consideration in Committee of the Whole of Bills and Other Matters. Bill 12, *Appropriation (Operations & Maintenance) Act, 2006-07* with Mr. Netser in the Chair.

We will take a break for lunch and we will be back here at 1:00.

Sergeant-at-Arms.

>>*House recessed at 12:07 and resumed at 13:08*

**Item 20: Consideration in Committee of the Whole of Bills and Other Matters**

**Chairman** (Mr. Netser): Thank you for coming back members. (interpretation) During Committee of the Whole, we have the following item to deal with: Bill 12 – 2006-07 Main Estimates. What is the wish of the committee? Mr. Evyagotailak.

**Mr. Evyagotailak**: Thank you, Mr. Chairman. We wish to proceed with the review of Bill 12 and that we proceed with the review of the Department of Human Resources' Main Estimates and Business Plan.

If time permits, we will commence with the review of Department of Health and Social Services. Thank you, Mr. Chairman.

**Bill 12 – Appropriation (Operations & Maintenance) Act, 2006-07 – Review in Committee – Human Resources**

**Chairman** (interpretation): Thank you, Mr. Evyagotailak. The minister and the chair of the standing committee made their presentations yesterday. Are there any general comments?

Mr. Tapardjuk can go to the witness table. Mr. Tapardjuk and if Kathy Okpik can go down, maybe your staff can also come down. For the record please introduce your witnesses.

**Hon. Louis Tapardjuk** (interpretation): Thank you, Mr. Chairman and the committee. To my immediate left is Kathy Okpik, my Deputy for Human Resources. On my right is Tom Thompson, Assistant Deputy Minister for Human Resources.

**Chairman** (interpretation): Thank you. Welcome Tom Thompson and Kathy Okpik. I don't have anybody on my list for comments but members have 10 minutes for general comments. We can proceed.

We're on D-5. (interpretation ends) Directorate. Total Operations and Maintenance. \$223,000. Mr. Curley.

**Mr. Curley** (interpretation): Thank you, Mr. Chairman I'd like to raise a question on policy in regard to Article 23. The minister stated that we are at 47 percent, and by 2010, they want to reach the goal of 51 percent. I'd like to ask the minister: do you think it's impossible that we'll reach 51 percent, or can it jump up to because the population is about 85 to 90 percent of Inuit?

Because we don't have the statistics in front of us, when we say 85 percent, we understand that the majority of them are Inuit. We don't indicate what the percentage is of the non-Inuit. If I were to say at this time 47 percent of Inuit work for the Government...if everything goes well and we reach our goal of 51 percent so it might stay at that rate?

**Chairman** (interpretation): Thank you. Minister.

**Hon Louis Tapardjuk** (interpretation): Thank you, Mr. Chairman. Yes, it's true that on June 30, 2005 it was at 47 percent and it was still 47 percent by the end of September. We would have liked to see it increase, but we have identified 2010 that we want to reach our goal of 56 percent.

So we still need to fill positions of 288 in order to reach that goal. We are planning; we are trying to plan how we can reach that goal but the internship program and other programs, training programs looking at those intern programs, we are hopeful that we will reach our goal of 56 percent Inuit employment in 2010.

So we still have to employ 288 Inuit and we are trying to work closely with the departments on how we can acquire Inuit to work for the government. It's possible and we are hopeful that we will be able to attain that goal. Thank you, Mr. Chairman.

**Chairman**: Thank you, Mr. Minister. Mr. Curley.



**Mr. Curley** (interpretation): Yes, I would like to thank him. As I stated earlier, I made a mistake, if the population of non-Inuit is 15 percent, they hold a percentage too. When you give directions to the human resources who do the hiring...I am thinking, just recently, I received a letter from a government employee who is an Inuk. A lot of times, they hire casual employees when they are short and they were saying that Inuit can get jobs. His or her supervisor answered saying, even though I have the letter, I don't want to table it, that person was told that Inuit are not capable; they don't attend there regularly. I wonder why those kinds of people in the managerial positions should not be working and apparently, this is not the first time that it has happened.

That supervisor had said that to that person, so I told that person that he or she should apologize. Maybe there should be more sensitivity because a lot of times the reason that non-Inuit are up here is to work. So when that happens, what can we do? Thank you.

**Chairman** (interpretation): Thank you, Mr. Curley. Mr. Minister.

**Hon. Louis Tapardjuk** (interpretation): Thank you, Mr. Chairman. We are not aware of those situations but if we are told or if we can get correspondence to me or to my deputy and if we were more aware of those kinds of situations, we certainly can discipline those people because they know that they are not supposed to belittle their co-workers.

We are presently reviewing our policy in regard to harassment that they should treat everybody equally. Once we get that policy, we will be able to have more ammunition to be that way, but only after the *Inuit Qaujimagatuqangit* is to be included in there.

So those are the things that, hopefully, will remedy the problems that we are encountering and we are hopeful. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Curley.

**Mr. Curley** (interpretation): Thank you. Yes, I would like to thank the minister and I am happy to hear what you said.

If I were to give you names, they might have problems with the department and I haven't told the other staff because in Keewatin the directors can't really talk to us except the Community and Government Services Director who's been there for a long time so we can talk with him. The other departments have directors who don't seem to care.

This is not the first time that I've received a letter and there's a person within the office environment who was racist and I still didn't do anything about that. I think the morale over there is very low. If they have an opportunity they would attain a different job but I don't think we should just be listening to these because, according to the policies, they shouldn't do that and they're human rights even.

Maybe the minister shouldn't just sit and wait but advise their Directors or their staff that they shouldn't be doing that because as a Member of the Legislative Assembly I don't want to write letters in regard to what I have received. Can you start that?

**Chairman** (interpretation): Thank you. Mr. Minister.

**Hon. Louis Tapardjuk** (interpretation): We have employees who deal with harassment or that kind of thing or if there is a good enough reason we do it in confidentiality. If I were to discipline or investigate a situation in a particular community or area, maybe you can check into this further and we certainly can you can advise me and let me know after how we can deal with it and we do this on confidential basis.

We want to try and investigate to make sure that there is no discrimination within the departments and we have a list of what we can say in a work place; what you are allowed to do and not to do. We will produce that. Thank you.

**Chairman** (interpretation): Are you done? Thank you. Mr. Evyagotailak

**Mr. Evyagotailak**: Thank you, Mr. Chairman. Thank you, Minister, Ms. Okpik, and also Mr. Thompson. Welcome to this meeting. I'm sure glad that my colleagues had brought some points out to the minister and the staff on Article 23 and also the policies.

We are under policies for each department and it's kind of frustrating when the policies are not used, especially when there are vacant positions and they are filled with family members in the department without going through the proper channels like screening and interviewing. Sometimes they just get hired and I'm not sure why the policies are there. I'd like to see the minister enforce those policies and start using them so that our graduates can get a better chance to get jobs and also get a chance to work their way up to management positions.

Mr. Chairman, I would like to ask the minister if his department is willing to enforce the policies so that the department doesn't just hire relatives; and that they go through the right channels and screening, and then interview the proper way, rather than just hiring my good buddy. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you, Mr. Evyagotailak. Mr. Tapardjuk.

**Hon. Louis Tapardjuk** (interpretation): Thank you, Mr. Chairman. I would also like to thank you, Mr. Evyagotailak.

This is very true. It has been a problem with the casual employees. They have been given direction to be able to fill positions with casuals. With this issue, we have sent a reminder to all departments to follow the policies and not to just hire their friends and relatives.

They have to look at the abilities of the individual, and I agree with you whole-heartedly Mr. Evyagotailak that the departments have to adhere to the policies. We sent out reminders and we can also direct the departments to follow the policies.

If there is one department in particular that is not following the policies, they will be sent a reminder. Our deputy minister has also reminded the other deputy ministers that there are policies that have to be followed. Thank you, Mr. Chairman.

**Chairman** (interpretation): Mr. Evyagotailak.

**Mr. Evyagotailak:** Thank you, Mr. Chairman. I thank you, Minister. If you can enforce the policies, that would be very good for all the departments and also to the public because it will be a lot more fair for everybody else, rather than just for relatives.

These concerns have been brought up, not once, not twice, not three times. It's a lot of times. I'm sure it's not only in our community, but throughout Nunavut probably that's how it is.

So, Mr. Chairman, I'd like to thank the minister if he can enforce that, and also direct his staff to get this going, not just for favouritism, but for everybody else's fairness. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. That was just a statement, so I'm going on to the next person. Mr. Barnabas.

**Mr. Barnabas** (interpretation): Thank you, Mr. Chairman. I would also like to welcome the minister and his officials, Kathy and Tom.

As for me, when I was visiting my constituencies; Mr. Chairman, maybe I should start with saying first of all, thank you for bringing up the issue under replies to the Commissioner's Address, in regard to the divisional boards. They worked extremely hard to make sure that nepotism wasn't practiced in the government and they also had an executive board that dealt exclusively with staffing.

Even though there is Arctic 23 in the Nunavut Land Claims Agreement, I'll use an example of a letter that I received. The minister got a copy of that. In the smaller communities there are very few employment opportunities.

When a higher position is open Inuit applicants are not even considered. Usually, racism tends to come out when Inuit are not being hired. It was especially true in Grise Fiord that the airport manager position opened and I believe there were six Inuit applicants and one non-Inuk. We definitely have to look into this issue. Those Inuit were extremely capable of filling that position of airport manager.

I would like to urge the minister to do a review on this. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you, Mr. Barnabas. Mr. Minister.

**Hon. Louis Tapardjuk** (interpretation): Thank you, Mr. Chairman. It has been a problem, I think in all the communities. We are looking at how we can resolve this problem. We are definitely working on resolving these problems. We have a policy on who should be the first priority when you are hiring and those are the beneficiaries of the Nunavut Land Claims Agreement.

If our department is told, or if you apply for a position and don't get the job, you can appeal to the government within four days. We are also reviewing the job descriptions or job ads, because of course there are way too many skills that you have to do. So what we are doing is reviewing all the job descriptions so that it will be easier for the people and to encourage more people to apply for those positions.

We are definitely looking into it, but I would like you to know that during question period, the previous Minister of Human Resources was responsible for all government positions. We gave the Deputy Minister of Health and Social Services that position and we're doing the same for education. Those are the two departments that are not under our responsibility. I have given that to the Department of Health and Education.

Of course we're going to have a close working relationship and we are concerned about the problems that were voiced here. We are looking at resolving these problems. Once those are approved and implemented I'm sure that it will resolve many of the problems.

**Chairman** (interpretation): Thank you. Mr. Barnabas. Thank you. We're on page D-5. Directorate. Total Operations and Maintenance. \$2,223,000. Do you agree? Mr. Tootoo.

**Mr. Tootoo**: Thank you, Mr. Chairman. My first question on this is under Directorate and it overlooks the overall direction of the department, reporting, and initiatives, Article 23. Under the corporate services function for the department, is this the area that keeps track of the leave and attendance and stuff like that for not only your department, but for the other departments? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you, Mr. Tootoo. Mr. Tapardjuk.

**Hon. Louis Tapardjuk** (interpretation): Thank you, Mr. Chairman. From what I understand, that is the Department of Human Resources, and not for the whole Government of Nunavut departments.

Each department is responsible for those types of duties. And even though that is the case, if this money is approved we would like to get an employee who will be solely responsible to do those types of duties; how many days leave, the reasons and so on.

This person will work exclusively on those types of responsibilities. We'd like to do that if this budget is approved. This person would be responsible for the absences, the leaves, and vacation days, and so on. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Tootoo.

**Mr. Tootoo:** Thank you, Mr. Chairman. That is the type of function that I was looking for. My question is: does that function fall under the Directorate, or is it in a different section in their mains? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you, Mr. Tootoo. Mr. Tapardjuk.

**Hon. Louis Tapardjuk** (interpretation): Thank you, Mr. Chairman. It is included under the Directorate; it's under Directorate. Thank you.

**Chairman** (interpretation): Thank you. Mr. Tootoo.

**Mr. Tootoo:** Thank you, Mr. Chairman. I know that I've raised concerns over the years that millions of dollars that have been poured into human resource management systems by the government in the Department of Human Resources. I know there were four or seven million that was pretty much flushed down the toilet. I think it was Oracle, the first system that was tried.

I think it was in the last two or three years that the department announced that it had a new personality. The human resource management system called Personality. I remember at the time saying I'm glad the department has some personality now.

One of the concerns that I have is despite all the money that we've put in there to develop the system, the Auditor General's recent report indicates that 50 percent of leave and attendance forms that they audited had mistakes in them. I know that the departments keep track of their own, but they don't have access to Personality.

I would assume that the departments send their reports, probably on a monthly basis, to the Department of Human Resources to input into their Personality. Based on the Auditor General's findings, it looks like there is a clash of personalities there where something seems to be going wrong. It seems pretty bizarre after how many millions of dollars that we've invested into a human resource system that half of the information that goes in there is incorrect.

I want to just ask the minister if he could elaborate on some of the problems that have been identified and how they are addressing those concerns. Thank you, Mr. Chairman.

**Chairman:** Thank you, Mr. Tootoo. Mr. Minister.

**Hon. Louis Tapardjuk** (interpretation): I will have my deputy minister respond to that question, Mr. Chairman.

**Chairman** (interpretation): Please proceed.

**Ms. Okpik** (interpretation): Thank you, Mr. Chairman. All the departments are responsible for the leave and attendance of each of their employees. Each department is responsible for training employees on how to deal with their leave and attendance forms. We had acknowledged the fact that there needs to be a system for the whole of government.

At this time in the main estimates here, we had identified one position just to deal with leave and attendance. This P2K computer, you cannot deal with leave and attendance. They are now trying to put the leave and attendance into the computer. We have to complete it by December 2006. But the leave and attendance are dealt with by hand, and manually.

We expect that in December 2006, the system will be completed and all departments will be giving support to all the departmental staff to assist them in filling out forms - leave and attendance forms - and how the data is inputted into the computer.

And, also, we will be working with the Department of Finance to look at the policies for leave and attendance. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you, Ms. Okpik. Mr. Tootoo.

**Mr. Tootoo**: Thank you, Mr. Chairman. It still boggles my mind I guess that we spend millions of dollars on a system that can't even take leave and attendance numbers. That's still being done by hand.

I guess my next question is: when that information is inputted into whatever system by the department that it receives from the other department to keep track of their central forms, how is that done?

Do they get a monthly report from the other departments and just strictly take those numbers and stick them into the system? Or are there any other problems in that area where those numbers that come directly from the other department are not the numbers that are being put into the system? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you, Mr. Tootoo. Ms. Okpik.

**Ms. Okpik** (interpretation): Thank you, Mr. Chairman. Currently, they don't provide the reports to us because we don't have a system on the computer for leave and attendance forms, but we get the leave and attendance forms manually from the departments, then we'll be able to work on these on the computer in December of 2006. The department only gives us the reports when we request them, or when they ask us how many absences there were, but each department does their own paper work for absences, leave, and attendance, and they collect all the figures from each department. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Tootoo.

**Mr. Tootoo:** Thank you, Mr. Chairman. I thank Ms. Okpik for clarifying that.

My next question is: when they were looking at the system to purchase, and to use, was the leave and attendance function considered to be a part of that, or is it something that they realized after that they had to get extra, and what was the cost for that? Thank you, Mr. Chairman.

**Chairman:** Thank you, Mr. Tootoo. Ms. Okpik.

**Ms. Okpik** (interpretation): Thank you. We've been considering leave and attendance. It was in the computer in two phases.

The very first one that had to come up was payroll compensation and benefits from the Department of Finance. Once that was completed, the Department of Human Resources are now developing leave and attendance, and training and development that pertain to HR.

We're now developing phase two at this time. Currently, we have two employees and we're working closely with the Department of Finance. We've set aside two positions with the assistance of the Department of Finance. We've set aside some funds of \$231,000 to be used for that. Thank you.

**Chairman** (interpretation): Mr. Tootoo.

**Mr. Tootoo:** Thank you, Mr. Chairman. On that system, the Personality system that the government has now; I understand that they're integrating a leave and attendance function within that system. I think that's good. It will hopefully alleviate some of the problems identified by the Auditor General.

I know there's always a training component in that the system is not just there and someone just pops in and starts putting in information. I wonder if I could get an idea from the minister or his officials of how much we paid for contractors to run the system and for training staff members for the system. Where do those individuals come from? Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Minister.

**Hon. Louis Tapardjuk** (interpretation): Since we started using this system, to date, we have utilized \$1.7 million for the system and it was also paid for by the Department of Finance and the Department of Human Resources. It was jointly paid for by the two departments, but I don't know who has been contracted.

We had purchased that from the Highline Corporation and we had requested certain information from the people out there and those are the people that we have selected.

**Chairman:** Thank you, Mr. Minister. (interpretation) Do you still have any more questions? Mr. Tootoo.

**Mr. Tootoo:** Thank you, Mr. Chairman. The minister had indicated the contractor, I think he said Highline Corporation, and I would assume then that these are the individuals that provide technical support on the HR system. I was just wondering if he can give us an idea of how often or how much time is used or how often these individuals have to come up and provide technical support to the department on the system. Thank you, Mr. Chairman.

**Chairman:** Thank you, Mr. Tootoo. Mr. Minister.

**Hon. Louis Tapardjuk** (interpretation): I will have my deputy minister respond.

**Chairman:** Ms. Okpik.

**Ms. Okpik** (interpretation): Thank you. I can say that we had set aside two positions that continually work on those issues, but I can't respond as to how frequently Highline comes up here. We have to look into that and provide a response later on.

**Chairman** (interpretation): Any further questions? Mr. Tootoo.

**Mr. Tootoo:** Thank you, Mr. Chairman. I would like to thank the deputy minister for that and it would be interesting to see the frequency, the time spent, and the amount of dollars it has cost us to bring in technical support from outside the jurisdiction to maintain the system. I would just like to ask if the minister could commit to providing that information here in the Assembly. Thank you, Mr. Chairman.

**Chairman** (interpretation): Mr. Minister, could you commit to that?

**Hon. Louis Tapardjuk** (interpretation): Yes, I can commit to that. I can provide the information once it's available.

**Chairman** (interpretation): Thank you. Any further questions? Thank you. We are now on D-5. (interpretation ends) Human Resources. Branch Summary. Directorate. Total Operations and Maintenance. \$2,223,000. (interpretation) Do you agree?

**Some Members:** Agreed.

**Chairman:** Thank you. D-6. (interpretation) Human Resources. (interpretation ends) Branch Summary. Mr. Curley.

**Mr. Curley** (interpretation): Thank you, Mr. Chairman. The HR appeared before the committee and there are quite a few positions that are vacant within the government. I think there are over 700 positions that are vacant. Could you clarify for us as to how many vacancies there currently are? Thank you.



**Chairman** (interpretation): Mr. Minister, could you respond.

**Hon. Louis Tapardjuk** (interpretation): Thank you, Mr. Chairman. I'll have Tom respond to the question because he's responsible for that. Thank you.

**Chairman** (interpretation): Thank you. Mr. Thompson.

**Mr. Thompson:** Thank you, Mr. Chairman. I'm just going to get the briefing note on that. As we've mentioned in previous standing committees, we're sitting around 80 percent capacity.

So there are about 20 percent vacancies. That equates to about 770 vacant positions currently in the Government of Nunavut, Mr. Chairman.

**Chairman:** Thank you. Go ahead Mr. Curley.

**Mr. Curley** (interpretation): Thank you. I think it was yesterday we heard from the chair of the standing committee that currently the gaps are being filled, and we asked questions during the standing committee if it was your priority to fill old positions or to fill new positions. Which is your priority? Thank you, Mr. Chairman.

**Chairman** (interpretation): Mr. Tapardjuk.

**Hon. Louis Tapardjuk** (interpretation): The departments are responsible for that. For example, Mr. Akasuk's department, some positions were not filled, and there was some urgency to fill one position.

Each department has the jurisdiction on the filling of positions. But, I could tell you, quite a few vacant positions, especially in Iqaluit, we are experiencing quite a few problems due to lack of housing. That's one of the major causes of not filling up the positions, along with other problems that occur.

But each department is able to speak to that themselves, rather than our department. Thank you.

**Chairman** (interpretation): Mr. Curley.

**Mr. Curley** (interpretation): Thank you, Mr. Chairman. I believe that we need a policy because we are a government. I believe that we need some sort of regulation on that because when there are too many vacant positions. The new positions should not even be approved because the next position can be acting.

That's how it is occurring in Rankin Inlet; each position, they're just playing musical chairs, and they can't tell who the supervisor is in each department, especially in the Department of Education.

My colleague from Nanulik said that the District Education Authorities don't even know who to complain to. So each director is referring problems to another supervisor. Why aren't you making regulations when they're not filling up these positions?

I believe that all positions should be filled first before a new position is created, because the majority of people living here in Iqaluit with homes, perhaps if you can make an amendment to the *Public Service Act*, while you are in review of that, could you factor that in? If you are going to request for new positions and following each department's vacant percentages, would this be a problem for the government if this were to be included in the Act?

**Chairman:** Mr. Minister.

**Hon. Louis Tapardjuk** (interpretation): No, it would not be a problem. Let me explain this. The Financial Management Board of the Nunavut Government recently gave a direction to the Department of Human Resources, Department of Finance, and to the other departments of the Nunavut Government. They gave direction to pay close attention to the positions that are vacant within GN.

If the 2006-07 Main Estimates for our department were approved, it will be this way: only the positions that have been approved, and also funded positions, will only be operating all of the non-funded positions that are in written form with no funding and others that have not been approved will be removed. I have requested that these positions be removed. After these positions have been removed, we can determine actual real vacant positions and how many positions we can fill up. We will do that by using the main estimates or the funding that is allocated to the department.

**Chairman:** Thank you. Mr. Curley.

**Mr. Curley** (interpretation): Thank you, Mr. Chairman. Thank you for your response. I would like to ask another question. Sometimes we don't understand everything. I believe there are about 284 positions that are vacant. In Kivalliq, there are about 60 or 70, probably even over 100.

What does it mean that those positions that are not funded? And how long are they not funded for, whereas the new positions are funded? Can you elaborate on this further? Those vacant positions that are not funded, are they not as important? What is the reason? Thank you.

**Chairman** (interpretation): Mr. Minister.

**Hon. Louis Tapardjuk** (interpretation): I will let my deputy minister respond to that.

**Chairman** (interpretation): Ms. Okpik.

**Ms. Okpik** (interpretation): Thank you, Mr. Chairman. Some positions are not funded and some of them have not been funded for quite a long time. It was up to the individual departments; if they wished to advertise or open a position, then they were able to take the funding from their department.

But the new positions that FMB has made available, we can only open positions after requesting through the FMB and get an approval from them. For example, we have a request here in the main estimates for positions, but those older positions, that funding was supposed to be used for, is transferred to a new position. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you, Ms. Okpik. Mr. Curley

**Mr. Curley**: Thank you, Mr. Chairman. I'll say this in English; I find it too difficult in Inuktitut. The deputy minister explaining that position, it is clear. My final question to that is: who or how is the position determined that the funding be discontinued and what process is used to put a stop to funding a position? Exactly how or who recommends it? Thank you.

**Chairman**: Thank you, Mr. Curley, Ms. Okpik

**Ms. Okpik**: Thank you, Mr. Chairman. It's up to each individual department and it's up to each deputy to decide what they wish to do with their positions and their budget. Thank you.

**Chairman** (interpretation): Thank you. Mr. Curley

**Mr. Curley**: Thank you, Mr. Chairman. I'd like to ask the minister; I would think there should be a proper process or procedure for that kind of thing because each staff member or position in the government has a certain responsibilities for funding levels.

I would think in order to recommend that position be discontinued and not be funded in any community that I would think there is a procedure pursuant to the *Financial Management Act* that signing authorities in some ways is involved in this thing. So I'm asking exactly at what level, who recommends, that positions be discontinued as far as funding is concerned but still remains in the books in the government.

I think in order to have a so wide-ranging procedure and not really have an accountable system makes this Assembly question why the government continues this practice. Thank you.

**Chairman**: Thank you, Ms. Okpik.

**Ms. Okpik**: The current practice right now is the FMB Directive that states any new positions that will be created will have to go through FMB or through the budget cycle through the main estimates. That's the process in place right now.

Any new positions that come in that are requested through Human Resources, we will not process that position until we have some type of supporting document either through an FMB decision note that says that position is funded and it can be created. Thank you.

**Chairman:** Thank you. Are you done? Mr. Barnabas.

**Mr. Barnabas** (interpretation): The Health Committee will be having a short meeting, so I would like to report progress.

**Chairman:** There is a motion on the floor. All those in favour to finish for the day. Motion is carried. Thank you, Mr. Tapardjuk and your staff. Have a good weekend.

**Speaker** (interpretation): Going back to the Orders of the Day. Item 21. Report of the Committee of the Whole. Mr. Netser.

### **Item 21: Report of the Committee of the Whole**

**Mr. Netser** (interpretation): Thank you, Mr. Speaker. Your committee has been considering Bill 12 and the main estimates and would like to report progress. Also, I move that the Report of the Committee of the Whole be concurred with. Thank you, Mr. Speaker.

**Speaker** (interpretation): There is a motion on the floor. Is there a seconder? Mr. Evyagotailak. The motion is in order. All those in favour. Opposed. Abstentions. The motion is carried.

Item 22. Third Reading of Bills. Item 23. Orders of the Day. Mr. Clerk.

### **Item 23: Orders of the Day**

**Clerk** (Mr. Quirke): Thank you, Mr. Speaker. Immediately following the adjournment of this sitting, a meeting of the Standing Committee on Health and Education in the Tuktu Boardroom. A reminder to the members of a meeting of the full caucus at nine o'clock in the morning followed by the Leadership Forum here in the chambers at ten o'clock.

Orders of the Day for February 27:

1. Prayer
2. Ministers' Statements
3. Members' Statements
4. Returns to Oral Questions
5. Recognition of Visitors in the Gallery
6. Oral Questions

7. Written Questions
8. Returns to Written Questions
9. Replies to Opening Address
10. Replies to Budget Address
11. Petitions
12. Reports of Standing and Special Committees
13. Reports of Committees on the Review of Bills
14. Tabling of Documents
15. Notices of Motions
16. Notices of Motions for First Reading of Bills
17. Motions
18. First Reading of Bills
19. Second Reading of Bills
20. Consideration in Committee of the Whole of Bills and Other Matters
  - Bill 12
21. Report of the Committee of the Whole
22. Third Reading of Bills
23. Orders of the Day

Thank you.

**Speaker** (interpretation): This House stands adjourned until Monday, February 27, 2006 at 1:30 in the afternoon. Thank you.

Sergeant-at-Arms

>>*House adjourned at 14:08*

