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Iqaluit

Speaker: The Honourable George Qulaut, M.L.A.

Legislative Assembly of Nunavut

Speaker

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(Amittuq)

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(Gjoa Haven)
Deputy Chair, Committee of the Whole

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(Arviat North-Whale Cove)
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Minister of Languages; Minister of Family Services; Minister responsible for Homelessness*

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(Aggu)
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Allan Rumbolt
(Hudson Bay)

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Hon. Johnny Mike
(Pangnirtung)

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(Rankin Inlet South)

Minister of Environment; Minister responsible for the Utility Rates Review Council

Tom Sammurtok
(Rankin Inlet North-Chesterfield Inlet)

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(Tununiq)
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Simeon Mikkungwak
(Baker Lake)
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(Arviat South)
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(Quttiktuq)

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Hon. Keith Peterson
(Cambridge Bay)
Minister of Finance, Chair of the Financial Management Board; Minister of Justice; Minister responsible for Labour; Minister responsible for the Workers' Safety and Compensation Commission

Hon. Peter Taptuna
(Kugluktuk)
Premier; Minister of Executive and Intergovernmental Affairs; Minister responsible for Aboriginal Affairs; Minister responsible for Immigration

David Joanasie
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**Iqaluit, Nunavut
Monday, June 6, 2016**

Members Present:

Mr. Tony Akoak, Ms. Pat Angnakak, Hon. Monica Ell-Kanayuk, Mr. Joe Enook, Hon. George Hickes, Mr. David Joanasié, Mr. Pauloosie Keyootak, Hon. George Kuksuk, Mr. Steve Mapsalak, Hon. Johnny Mike, Mr. Simeon Mikkungwak, Mr. Paul Okalik, Hon. Keith Peterson, Mr. Emiliano Qirngnuq, Hon. Paul Quassa, Hon. George Qulaut, Mr. Allan Rumbolt, Mr. Alexander Sammurtok, Mr. Tom Sammurtok, Hon. Joe Savikataaq, Mr. Isaac Shooyook, Hon. Peter Taptuna.

>> *House commenced at 13:31*

Item 1: Opening Prayer

Speaker (Hon. George Qulaut) (interpretation): Before we begin, can you say the opening prayer, please, Mr.

>> *Prayer*

Speaker (interpretation): Good afternoon, my fellow Nunavummiut, members, ministers, and (interpretation ends) Premier.

(interpretation) Before we proceed with the orders of the day, I wish to make a brief statement.

(interpretation ends) I am pleased to announce that the Management and Services Board of the Legislative Assembly has issued an invitation for applications for the position of Languages Commissioner of Nunavut.

Information concerning this position and the application process is available on the Legislative Assembly's website.

On behalf of the Legislative Assembly, I encourage qualified individuals to consider applying for this important position.

We will now proceed to the orders of the day. Item 2. (interpretation) Ministers' Statements. (interpretation ends) Hon. Premier of Nunavut, Mr. Taptuna.

Item 2: Ministers' Statements

**Minister's Statement 127 – 4(3):
Canada's Support of United
Nations Declaration on the Rights
of Indigenous People**

Hon. Peter Taptuna: Thank you, Mr. Speaker. Good afternoon, colleagues, Nunavummiut, and Kuglukturmiut.

Mr. Speaker, I would like to take this opportunity to reiterate my appreciation that the Government of Canada has decided to fully support the *United Nations Declaration on the Rights of Indigenous People*.

The declaration recognizes indigenous people's basic human rights as well as rights to self-determination, language, equality, and land, among others. It also, and I quote, "emphasizes the rights of indigenous peoples to maintain and strengthen their own institutions, cultures and traditions, and to pursue their development in keeping with their own needs and aspirations."

Mr. Speaker, this is an important step and I'm hopeful this will strengthen Canada's relationship with all indigenous people, including the Inuit of Nunavut. I look forward to working with the federal government in this important development to better our nation.

Mr. Speaker, the Government of Nunavut will work with Canada as well as Nunavut Tunngavik Incorporated and Inuit Tapiriit Kanatami to implement the declaration in an appropriate manner, one that respects Inuit rights under the Canadian Constitution and the *Nunavut Land Claims Agreement*. Thank you, Mr. Speaker.

>>Applause

Speaker (interpretation): Thank you. Ministers' Statements. Minister of Education, Mr. Quassa.

Minister's Statement 128 – 4(3): 2016 Summer Literacy Camps

Hon. Paul Quassa (interpretation): Thank you, Mr. Speaker. I would like to thank the members. Good day to the people of Igloolik.

(interpretation ends) Mr. Speaker, (interpretation) I would like to provide an update to my colleagues on an exciting partnership project continuing this summer in all three regions of Nunavut.

In collaboration with Inuit Tapiriit Kanatami's Amaujaq National Centre for Inuit Education, the (interpretation ends) TD Bank Group, (interpretation) the district education authorities in Cape Dorset, Arviat, and Taloyoak, and the Government of Nunavut Department of Education, (interpretation ends) Frontier College (interpretation) will bring the summer literacy camp to Taloyoak for the first time in 2016, Arviat for a second year, and Cape Dorset for a third consecutive year since 2014.

Mr. Speaker, research identifies underdeveloped literacy skills as the number one reason why students fail to graduate from high school. During these camps, children aged 5 to 12 take part in three weeks of fun, educational activities to develop their literacy skills in English and Inuktitut. Children participate in reading and writing activities, games, arts and crafts, cultural activities, and field trips.

Summer literacy camps address "summer learning loss," the decline in student performance between the end of one school year and the beginning of the next.

Mr. Speaker, close to 200 children will attend the 2016 summer literacy camps, helping them maintain and develop their learning skills, supported by local youth, adults, and elders who participate as role models and educators.

Locally hired staff attend a four-day intensive training and orientation that gives them the background, skills, and resources to plan and deliver the camp.

Mr. Speaker, having a better attitude towards books and reading improves literacy, giving children every opportunity to achieve academic success. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Ministers' Statements. Minister of Community and Government Services, Mr. Joe Savikataaq.

**Minister's Statement 129 – 4(3):
Infrastructure Funding for
Nunavut**

Hon. Joe Savikataaq: Thank you, Mr. Speaker. I rise today to provide an update on infrastructure funding for Nunavut.

Mr. Speaker, it is important that federal infrastructure funding support projects that fit the needs of Nunavummiut. I took the opportunity to emphasize this during my meeting with the Hon. Amarjeet Sohi, Minister of Infrastructure and Communities. This meeting occurred during the month of April. I am grateful for his invitation and I am pleased to say that we both want to establish a good working relationship between the Government of Nunavut and the Government of Canada. This relationship will be a key element in helping Nunavut overcome its current infrastructure deficit.

In Nunavut, water, wastewater, solid waste, and capacity building projects are funded through the Gas Tax Fund. The gas tax funding contributes approximately \$15 million annually. This funding is not cost-shared and does not require a funding contribution by the GN.

A recent announcement of the Clean Water and Wastewater Fund will contribute an additional \$51 million a year in Nunavut. This funding is for clean water and wastewater projects in Nunavut. This funding agreement is for the next three years and this funding is cost-shared and claims-based, which requires that Nunavut must incur the expenses and then submit a claim to Canada for reimbursement.

The New Building Canada Fund is also a cost-shared and claims-based fund that was announced in 2014-15. The New Building Canada Fund will contribute \$319.9 million to infrastructure development in Nunavut over the next 10 years. There are many projects that are eligible for this funding. They include water and wastewater infrastructure, as well as upgrades to hamlet offices, arenas, fire halls, playgrounds, and other community infrastructure.

The Department of Community and Government Services will continue to identify and prioritize the infrastructure needs that will enable communities to become self-sufficient and economically, socially, and culturally prosperous. Thank you, Mr. Speaker.

>> *Applause*

Speaker (interpretation): Thank you. Ministers' Statements. Minister of Economic Development and Transportation, Ms. Monica Ell-Kanayuk.

**Minister's Statement 130 – 4(3):
Nunavut Marine Tourism
Management Plan**

Hon. Monica Ell-Kanayuk (interpretation): Thank you, Mr. Speaker. It is my pleasure to announce that my department has developed a management plan to help oversee the responsible development of marine tourism in Nunavut, which I will table at the appropriate time.

Until now, there has been no formal means of addressing the steady increase in cruise ships and yachts visiting the

territory over the last decade. Cruise ship passengers buy prints and carvings from local artists. They pay to watch demonstrations of traditional Inuit games, listen to throat singing performances, and hear stories from elders.

The main goal of this plan is to increase economic benefits at the community level, but there are also concerns about cruise ships visiting the territory. The management plan will ensure that marine tourism grows in a manner that is sustainable for local economies and the environment and that will help communities receive more direct profits from cruise ships.

The plan will complement the proposed updates to the *Travel and Tourism Act* by aiding in the implementation of proposed new marine tourism regulations and it will streamline communication between communities and the marine tourism sector.

Mr. Speaker, if marine tourism is managed in a way that effectively reflects community concerns, it presents an exciting opportunity to create jobs and directly stimulate our local economies while showcasing our pristine landscapes and rich cultural heritage.

Thank you, Mr. Speaker.

>> *Applause*

Speaker (interpretation): Thank you. Ministers' Statements. Minister responsible for Arctic College, Mr. Paul Quassa.

Minister's Statement 131 – 4(3): Early Childhood Education Diploma Program

Hon. Paul Quassa (interpretation): Thank you, Mr. Speaker. (interpretation ends) I rise in the House today to announce that the first cohort of students to complete the Early Childhood Education, or ECE, Diploma Program has now graduated from Nunavut Arctic College.

The ECE diploma program incorporates Inuit early childhood development research from the knowledge of Inuit elders and cultural experts, including the Government of Nunavut's Department of Education ECE/Kindergarten Curriculum, Qaujigiartiit Health Research Centre's Inunnguiniq Parenting Program, and Pauktuutit Inuit Women of Canada's Piaranut For Our Children.

Mr. Speaker, the Early Childhood Education Diploma Program, offered by Nunavut Arctic College, is an academic two-year, full-time program of study that prepares students to provide culturally relevant, quality child care in a Nunavut community setting. The diploma program involves Inuit elders, cultural and linguistic experts, and knowledgeable community members such as integral members of the community delivery team.

Mr. Speaker, I am very pleased to announce that this is the first such ECE diploma in Nunavut, and I congratulate our eight early childhood education diploma graduates. (interpretation) Thank you, Mr. Speaker.

>> *Applause*

Speaker (interpretation): Thank you. Ministers' Statements. I have no more names on my list. Moving on. Item 3. Members' Statements. Member for Quttiktuq, Mr. Isaac Shooyook.

Item 3: Members' Statements

Member's Statement 264 – 4(3): 2016 Update on Conditions at the Baffin Correctional Centre and Makigiavik

Mr. Shooyook (interpretation): Thank you, Mr. Speaker. Good afternoon, people of Nunavut, the viewing audience, fellow residents of the High Arctic, and my colleagues.

I rise today in appreciation of a colleague of mine. The minister and I went to tour the Baffin Correctional Centre this morning and I would like to thank him very much for agreeing to take me along that tour. What I saw in my first tour to that facility last year was an unpleasant experience, Mr. Speaker. This second time around, I saw a vast improvement to the facility and to its inmates. I am truly proud of this achievement made in just a year.

We also went to tour the Makigiavik Correctional Centre and I am very pleased that we have such a facility. Since the creation of Makigiavik on basis of the Inuit culture, many elders go to that facility. Elders who go there tell me a lot of inmates show up to learn about Inuit traditions. I'm truly proud of this.

I watched inmates being given employment training at the Makigiavik Correctional Centre while earning a little bit of spending money as they learn. In

the on-the-job training program, they are paid a minimal amount during this training course and it is specific to learning job skills. In receiving the minimal amount and with most students who have children, they also have to send money home to assist their families. This program has had success and we can take pride in it.

When we toured the facility along with my colleagues last year, it was rather unpleasant but this year, it has become more pleasurable to hear about developments as an elder who is dedicated to teaching life skills and cultural knowledge and to see examples of success. I ask my colleagues to share in celebrating this event. Thank you, Mr. Speaker.

>> *Applause*

Speaker (interpretation): Thank you. Members' Statements. Member for Rankin Inlet North and Chesterfield Inlet, Mr. Tom Sammurtok.

Member's Statement 265 – 4(3): 2016 Celebrating Chesterfield Inlet's High School Graduates

Mr. Tom Sammurtok (interpretation): Thank you, Mr. Speaker. I wish a good day to the residents of Chesterfield Inlet and Rankin Inlet, along with Nunavummiut.

Mr. Speaker, I rise today to acknowledge the Chesterfield Inlet high school students who will be graduating this fall and we are proud of that.

(interpretation ends) Mr. Speaker, I would also like to acknowledge the Victor Sammurtok School Principal, Jay

Boucher, and his staff for supporting and encouraging these students to find their place in a global world while celebrating and showcasing their unique culture and spirit.

Mr. Speaker, even though the Hamlet of Chesterfield Inlet is small, it promises to have a large graduating class this year, which is an impressive achievement. It is even more impressive given that the community has had to overcome extreme tragedy and adversity during this past school year.

(interpretation) I join the principal and his staff in recognizing the spirit and determination of these students who, despite facing difficult circumstances, look forward with hope and optimism to the future. (interpretation ends) Mr. Speaker, I commend the students and staff at the Victor Sammurtok School for their efforts.

I look forward to attending the Chesterfield Inlet high school graduation, which promises to be an emotional and heartfelt celebration of the Inuit spirit. On behalf of the school and the community, I would also like to invite the Minister of Education to join us at the graduation in September. (interpretation) Thank you, Mr. Speaker.

>>Applause

Speaker (interpretation): Thank you. Members' Statements. Member for Gjoa Haven, Mr. Tony Akoak.

**Member's Statement 266 – 4(3):
Congratulations to 2016
Graduates**

Mr. Akoak: Thank you, Mr. Speaker and fellow MLAs. Good afternoon to the community of Gjoa Haven.

Thank you, Mr. Speaker. I rise today to congratulate the six students who are graduating today from Qiqirtaq Ilihakvik High School in Gjoa Haven.

Mr. Speaker, the community of Gjoa Haven is very proud of the accomplishments of this year's graduating class. They have demonstrated the qualities of dedication and perseverance that are important for success.

Mr. Speaker, this year's graduates are:

Amy Aglukkaq;
Michael Jewell;
Minuq Porter;
Nessa Ann Sallerina;
Jamie Takkiruq; and
Brett Tiriraniaq.

I would like to mention to the graduates that after this graduation, there are going to be more graduations coming up for you and education is so important.

Mr. Speaker, I ask all members to join me in congratulating our graduates. Thank you, Mr. Speaker.

>>Applause

Speaker (interpretation): Thank you. Members' Statements. Member for Tununiq, Mr. Joe Enook.

**Member's Statement 267 – 4(3): 2016
High School Graduates of
Mittimatalik**

Mr. Enook (interpretation): Thank you, Mr. Speaker. Good day to the people of Pond Inlet and our fellow residents of Nunavut.

Mr. Speaker, I would like to express my pride in the students of Pond Inlet who have just graduated and we have 11 of them. We are especially proud of an increase in the number of young people in our communities and territory who are graduating. We are very proud of them.

I would like my colleagues to join me in expressing pride in the residents of my community. The graduates are:

Tateegat Akpaleapik;
Qalaapik Enookolo;
Samuel Kautainuk Jr.;
Brenda Pewatoaluk;
Sarah Qamaniq;
Jesse Takawgak;
Lynn Angnatsiak, my grandchild;
Sebastian Kanayuk;
Justin Milton;
Michael Pewatualuk; and
Chelsea Qammaniq.

I would like to tell the young people graduating in Pond Inlet and the other graduates to please continue. Finishing grade 12 is just the beginning. Go on to further education. You can never be too educated. Please pursue what you want to do, either through Arctic College or other means. I hope you have a good future. Thank you, Mr. Speaker.

>> *Applause*

Speaker (interpretation): Thank you. Members' Statements. Member for Pangnirtung, Mr. Johnny Mike.

**Member's Statement 268 – 4(3):
Congratulations to Pangnirtung
Graduates of 2016**

Hon. Johnny Mike (interpretation): Thank you, Mr. Speaker. Good afternoon to the people of Nunavut, residents of Pangnirtung, and my grandchild, if you are listening.

I also rise today to acknowledge the students that are graduating in Nunavut. There are 17 students graduating in 2015-16 in Pangnirtung. I would like to first acknowledge and thank their parents. It is very emotional when you see your child graduating after having worked so hard to get them to school. I am grateful to single parents, teachers, principals, and the local education authorities as well for the graduating classes. If not for them, then there would not be as many graduates.

The grade 12 graduates are:

Joanasie Akpalialuk;
Pamela Akpalialuk;
Corey Alivaktuk;
Angela Duval;
Eena Kilabuk;
Janine Machmer;
Kikki Maniapik;
Diana Metuq;
Nadia Metuq;
Annie Nakashuk;
Jane Nakashuk;
Myca Nakashuk;
Joey Nauyuk;
Mary Meeka Poisey;
Solomonie Qappik;
Aamusi Qaqasiq; and

Michaela Tasugat.

These students will be graduating on June 24. Thank you, Mr. Speaker.

>>Applause

Speaker (interpretation): Thank you. Members' Statements. Member for Uqqummiut, Mr. Pauloosie Keyootak.

**Member's Statement 269 – 4(3):
Congratulations to Qikiqtarjuaq's
Lone High School Graduate**

Mr. Keyootak (interpretation): Thank you, Mr. Speaker. I rise today to express my pride in a student that is graduating.

Mr. Speaker, we have not had a high school graduate for a number of years. After four years, we finally have a graduate. Even though it is just one student coming out of the Inuksuit High School, I would like to express my pride in Lindsay Evaloajuk. She is our high school graduate this year. This is our first graduate in four years.

We are very proud of Lindsay because she has worked hard on so many things as a student, especially learning about the sea ice on a ship. She is very committed to what she is doing in trying to complete her grade 12 education. She has also represented other youth. During suicide prevention meetings in Iqaluit, she came representing the youth of Qikiqtarjuaq.

After she finishes grade 12, she is already planning to further her education in Ottawa to the Nunavut Sivuniksavut program. She is already planning to go there as soon as she finishes grade 12. We are very proud that she is already

planning to do all that. Now she has completed grade 12 and she is already planning to go learn some more.

I am expressing my pride in her and I would like everyone else to be proud of her as well. Thank you, Mr. Speaker.

>>Applause

Speaker (interpretation): Thank you. Members' Statements. Member for South Baffin, Mr. David Joanasié.

**Member's Statement 270 – 4(3):
Nunavut Youth Abroad
Participants from Constituency**

Mr. Joanasié (interpretation): Thank you, Mr. Speaker. Good afternoon, my colleagues, people of Cape Dorset and Kimmirut, as well as everyone listening.

Mr. Speaker, I rise today to recognize a number of youth in my constituency who have been selected to participate in Northern Youth Abroad this year.

Mr. Speaker, Jutanie Tapaungai from Kimmirut and Loriann Parr and Carmen Rowsell from Cape Dorset have been selected as participants of this program and are scheduled to travel to various host cities in southern Canada to complete five weeks of volunteer work.

Mr. Speaker, the Northern Youth Abroad program provides youth in Nunavut and Northwest Territories the opportunity to gain valuable work experience through travel and education. Participants undertake quite a number of assignments and volunteer hours. They earn credits and numerous skills that will help them to successfully achieve their education and career goals.

Mr. Speaker, the youth selected for this program are also expected to demonstrate their dedication to fulfilling the program requirements by completing a number of assignments in the months before their travel date.

Mr. Speaker, I would like to acknowledge Laila Onalik of Kimmirut and Mikijuk Manning of Cape Dorset who have been selected as alternate participants and as such, they have been working on a number of assignments these past few months.

Mr. Speaker, with their continued commitment, they will have the opportunity to travel south for volunteer work either this summer or in the summer of 2017.

Mr. Speaker, I seek unanimous consent to conclude my statement. Thank you.

Speaker (interpretation): Thank you. (interpretation ends) The member is seeking unanimous consent to conclude his statement. Are there any nays? (interpretation) I do not hear any nays. Mr. Joanasie, please proceed.

Mr. Joanasie (interpretation): Thank you, Mr. Speaker. Thank you, my colleagues.

Mr. Speaker, with their continued commitment, they will have the opportunity to travel south. I wish each of these participants continued success in their assignments and I wish them all the best during their summer travels.

Mr. Speaker, I know from experience that it takes a great deal of courage to leave one small hometown for weeks at a time and to do so in the spirit of

volunteerism. It requires commitment and resolve.

Mr. Speaker, I would like ask my colleagues to join me in celebrating and recognizing these participants. Thank you, Mr. Speaker.

>>Applause

Speaker (interpretation): Thank you. Members' Statements. Member for Netsilik, Mr. Emiliano Qirngnuq.

**Member's Statement 271 – 4(3):
Happy Birthday to Grandchild**

Mr. Qirngnuq (interpretation): Thank you, Mr. Speaker. I would first like to say "good day" to the people of Kugaaruk and Taloyoak, my colleagues, and the ministers.

Mr. Speaker, I rise today to celebrate with you, even if it's just one youth or more, to help them enjoy their lives.

I would like to mention, even though it's one day later, my grandchild whom I have adopted celebrated her 30th birthday yesterday. My wife wanted to adopt her, even though I initially didn't agree. As it turned out, my feelings changed and I have come to love her deeply. Today, I am very thankful that I relented in the end and that our eldest child was able to say yes to give us that child.

I would like to share with you that there is good news from young people and that never fails to lift our spirits. Thank you, Mr. Speaker.

>>Applause

Speaker (interpretation): Thank you. Members' Statements. Member for Iqaluit-Sinaa, Mr. Paul Okalik.

**Member's Statement 272 – 4(3):
Fundraising Event over the
Weekend**

Mr. Okalik (interpretation): Thank you, Mr. Speaker. On Saturday in Iqaluit, there was a gathering called Ulluriaq Soiree to raise funds and to hold auctions. I am very thankful to you, Mr. Speaker, and Minister Hickes, as well as to my colleagues, Mr. Mapsalak and Mr. Joanasie, for taking part in that fundraising event.

The fundraising event was to assist with women's shelters. We know that we need to support the shelters and we need to provide assistance to do so. We have to look at better ways of going forward in the future.

I would like this event to take place again next year. If the organizers will do that again, I wish to thank them and offer my assistance in any way possible. Thank you, Mr. Speaker.

>>Applause

Speaker (interpretation): Thank you. Members' Statements. I have no more names on my list. Moving on. Item 4. Returns to Oral Questions. Item 5. Recognition of Visitors in the Gallery. Member for Kugluktuk, Mr. Taptuna.

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

Hon. Peter Taptuna: Thank you, Mr. Speaker. It's not too often that I stand up to recognize visitors to the gallery, but I

want to recognize Senator Dennis Patterson, Senator of Nunavut. Welcome to the legislature. Thank you, Mr. Speaker.

>>Applause

Speaker (interpretation): Welcome to the gallery. Recognition of Visitors in the Gallery. I have no more names on my list. Moving on.

I apologize for that. Item 6. Oral Questions. Member for Gjoa Haven, Mr. Tony Akoak.

Item 6: Oral Questions

**Question 350 – 4(3): Operations of the
Qulliq Energy Corporation**

Mr. Akoak: Thank you, Mr. Speaker. My questions today are for the Minister responsible for the Qulliq Energy Corporation.

I continue to receive concerns from homeowners in Gjoa Haven concerning errors in their power bills.

As the minister will be aware, section 12.1 of QEC's *Terms and Conditions of Service* provides that, and I quote, "Should the meter reading be disputed, the Customer shall pay the amount described as owing in the invoice. Upon certification of the meter reading, the Corporation will make all necessary adjustments."

Can the minister clearly describe the process by which a customer can formally request that a meter reading or estimate be double-checked? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister responsible for the Energy Corporation, Mr. Hickes.

Hon. George Hickes: Thank you, Mr. Speaker. I thank the member for bringing that question forward. I answered a similar question last week and the first initial step to be able to contact customer service at the Qulliq Energy Corporation. I gave the phone number on record last week, but also the email address of customer service at qec.nu.ca. The customer service team will take a look at the individual circumstances and provide a next step of recourse to address any concerns that any client may have with their power bill. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Your first supplementary, Mr. Akoak.

Mr. Akoak: Thank you, Mr. Speaker. Thank you for the answer. We had some homeowners that did go that route last week. That is why I am bringing it up today.

Mr. Speaker, smart electricity meters were installed in Iqaluit over the past two years by the Qulliq Energy Corporation. QEC has indicated that smart meters will, and I quote, provide “QEC with timely, accurate and automatic collection of metering information,” as well as “eliminating the potential of human error.”

Can the minister indicate if and when smart meters will be installed in Nunavut’s other 24 communities? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. (interpretation ends) The Hon. Minister

responsible for the Qulliq Energy Corporation, Mr. Hickes.

Hon. George Hickes: Thank you, Mr. Speaker. I thank the member for bringing forward that issue as well. The smart meter project that was initiated and piloted here in Iqaluit has been very useful in collecting data and it has been very instrumental in moving forward our generation efficiencies to make sure that we are addressing any clients’ needs versus peak loads within the community itself.

This was a project that was partially funded by NRCan to initiate the pilot. It is something that we will continue to examine the opportunities to further that technology into other communities throughout the territory. It is a fairly capital-intensive investment that is needed to update an entire community. Going forward, we will continue to examine opportunities to further that technology across the territory. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Your final supplementary, Mr. Akoak.

Mr. Akoak: Thank you, Mr. Speaker. Thank you for the answer to the minister. According to the government’s most recent quarterly employment report, QEC has a total of two positions in Gjoa Haven, one of which is currently vacant. Can the minister indicate what the status is of filling this position? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister responsible for the Qulliq Energy Corporation, Mr. Hickes.

Hon. George Hickers: Thank you, Mr. Speaker. I thank the member for that question. I don't have every job description and employment opportunity within the Qulliq Energy Corporation at my fingertips, but I will commit to the member that I will look into the matter personally and I will discuss it with him in the next day or two. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Oral Questions. Member for Baker Lake, Mr. Simeon Mikkungwak.

Question 351 – 4(3): Increased Funding for Martha Talirug Centre

Mr. Mikkungwak: Thank you, Mr. Speaker. I would like to direct my question to the Minister of Family Services.

Mr. Speaker, the Baker Lake Hospice Society provides a very important community service by running the Martha Talirug Centre, a residential long-term elders' home. Following a recent assessment, the hospice society is seeking to improve the level of care and services provided. However, in order to do so, their level of funding needs to be increased.

Can the minister indicate what consideration is given to the need for improving service and service delivery when the department is reviewing funding proposals for operating such facilities as elders' homes? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Family Services, Mr. George Kuksuk.

Hon. George Kuksuk (interpretation): Thank you very much, Mr. Speaker. I say "good day" to my fellow Nunavummiut. I also thank my colleague for his question.

Mr. Speaker, the question he raised relates to the (interpretation ends) Baker Lake Hospice Society (interpretation) that operates this service. They operate via (interpretation ends) a contribution agreement (interpretation) that is under the Department of Family Services and the society that provides this service for the elders.

The Baker Lake agreement was just renewed in 2015-16 and the funding agreement was set up for a one-year operational funding, which we are still working on. To date, we will have to review the agreement, as it will have to be renewed for another year. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Your first supplementary, Mr. Mikkungwak.

Mr. Mikkungwak: Thank you, Mr. Speaker. Across government, service-providing entities, and the private sector, it is generally accepted that costs increase as improvements are made to the level of service provided. The entities that are delivering the services know what enhancements are required to ensure good quality service and what it will cost to deliver them.

Can the minister clearly explain why the Department of Family Services will not consider funding proposals which have been increased from previous years in order to meet the increase in costs for services? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. (interpretation ends) The Hon. Minister responsible for Family Services, Mr. Kuksuk.

Hon. George Kuksuk (interpretation): Thank you very much, Mr. Speaker. I again thank my colleague for his question. Mr. Speaker, I mentioned earlier that this is under the auspices of a (interpretation ends) contribution agreement, (interpretation) which is signed by both parties to the contract. Both the contractor and the department signs off on this facility for our elders, including other facilities. This will be dealt with through the contribution agreement process to fund the facility and upon agreement by both the contractor and the Department of Family Services. What I can tell the member is that when the contract needs to be renewed, we will enter into negotiations at that point. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Your final supplementary, Mr. Mikkungwak.

Mr. Mikkungwak: Thank you, Mr. Speaker. I appreciate that the government and the Department of Family Services face many heavy demands on the resources and funding supports that they can provide. However, it is important to recognize that the cost of providing quality services is rising in all sectors of our economy.

Will the minister commit to reconsidering the revised funding proposal submitted by the Baker Hospice Society to operate the Martha Taliruq Centre? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Family Services, Mr. Kuksuk.

Hon. George Kuksuk (interpretation): Thank you very much, Mr. Speaker. I again thank the member for his question. Mr. Speaker, I believe I was quite clear when I responded earlier about the contribution agreement process. When we are about to enter into negotiations to renew the contract, irrespective of the location of the community, the contractor has to prove they can provide the services we want. In going through the process of finalizing an agreement, we will identify the needs or services we want included, as the costs will have to be included. That is the only manner in which I can respond to the member. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Oral Questions. Member for Tununig, Mr. Joe Enook.

Question 352 – 4(3): Property Taxes

Mr. Enook (interpretation): Thank you, Mr. Speaker. My questions are for the Minister of Finance.

Mr. Speaker, information published by the Department of Finance indicates that “There are approximately 10,000 taxable properties in Nunavut.”

The Minister of Finance is responsible for setting property tax rates in communities other than Iqaluit, and he is responsible for collecting property taxes owing in communities other than Iqaluit.

Mr. Speaker, my first question is: for the benefit of the public record, can the minister confirm whether or not property

tax rates in the general taxation area are increasing, decreasing, or remaining unchanged for the 2016 calendar year? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. (interpretation ends) The Hon. Minister of Finance, Mr. Keith Peterson,

Hon. Keith Peterson: Thank you, Mr. Speaker. I thank Mr. Enook for the question. Mr. Speaker, we will keep the rates the same for 2016. It's called the Mill Rate Establishment Order. It's based on the value of the properties, so the rate is the same, but if the value of the property went up, the amount collected will be higher. The rate itself is the same for 2016. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Your first supplementary, Mr. Enook.

Mr. Enook (interpretation): Thank you, Mr. Speaker. I have received concerns from fellow Nunavut residents and my constituents in Pond Inlet that there need to be more payment options available when it comes time to pay their property taxes. This is not the first time that I have raised this issue in the House and asked questions about it.

My fellow residents of Pond Inlet and Nunavummiut have told me that they would like to see more entities be designated as payment agents for the purpose of paying property taxes, and I have suggested that it would make perfect sense to designate the municipal office as being a payment agent.

Will the minister commit to expanding the ways in which residents can pay their property taxes, including designating

municipalities as payment agents? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Finance, Mr. Petersen.

Hon. Keith Petersen: Thank you, Mr. Speaker. I thank Mr. Enook for the question. Mr. Speaker, we have a number of payment options already. You can pay through online banking. We have payroll deductions for GN employees, instalment plans, and you can also go right to the Department of Finance if there's an office in your community.

I'm not sure on the hamlet offices, but that could present some possible issues. For example, not all the hamlets may wish to do that and may wish to charge 15 to 20 percent processing fees, just tracking the payments through the different channels to make sure we got it, confirm that payment was made, and where the payment went. It's certainly something we can continue to explore. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Your final supplementary, Mr. Enook.

Mr. Enook (interpretation): Thank you, Mr. Speaker. The payment options he referred to that can be used by residents are not available to every resident. Some residents have no Visa or credit card and some residents don't have personal cheques to use for payments. In thinking about the hamlet option, it seems the most logical and least difficult option and I urge the minister to continue exploring that option, particularly for land taxes and payments. If the department wants more residents to pay their bills, it may make the payment

process much simpler, never mind the excuses about the difficulties or logistical issues as your primary focus, so I urge you to do so.

Let me ask this question. In June of last year, the Department of Finance released its most recent annual list of property tax arrears owing outside of Iqaluit. At that time, the total was approximately \$3.3 million. Mr. Speaker, let me state that this is funding that the government needs to deliver programs and services. Can the minister indicate whether this amount has decreased, increased, or remained unchanged? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. (interpretation ends) The Hon. Minister of Finance, Mr. Petersen.

Hon. Keith Petersen: Thank you, Mr. Speaker. I thank Mr. Enook for the question. My information is that there is \$4.8 million in property tax and arrears. Shear Minerals owes about \$1.6 million of that.

Just recently, I believe in April, we sent letters out to over 1,300 property owners to advise them that they're in arrears and that they should make arrangements to clean up their property taxes. If that doesn't happen, then we will be likely posting a list in the newspaper for everybody to see. I'm sure that a lot of people out there, if they don't get their notices, may want to check to make sure they paid their property tax if they really don't want to see their name in the newspaper. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Oral Questions. Member for Iqaluit-Niaqunngu, Ms. Pat Angnakak.

Question 353 – 4(3): Governance of the Qulliq Energy Corporation

Ms. Angnakak (interpretation): Thank you, Mr. Speaker. Please feel welcome, my constituents. I see Kathy Hanson and Dennis. Welcome to the House.

(interpretation ends) Thank you, Mr. Speaker. My question is for the Minister responsible for the Qulliq Energy Corporation.

The chairperson of the Qulliq Energy Corporation's board of directors signed off on the corporation's 2014-15 annual report on August 28, 2015. The Office of the Auditor General signed off on QEC's financial statements on July 10, 2015.

However, the minister did not table the annual report in the Legislative Assembly until March 16, that's this one, of this year, approximately eight months after the report was ready to be released to the public. Why did it take eight months to make the report public is the question to the minister. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister responsible for the Qulliq Energy Corporation, Mr. George Hickes.

Hon. George Hickes: Thank you, Mr. Speaker. I thank the member for that question. Whenever we have a document as large as an annual report, just through the due diligence of my cabinet colleagues, it does have to get approved for tabling. Until it gets to that point, it also has to be translated into all official languages, which, due to the demands of different sectors across the territory, it does take quite a period of time. I can assure the member that I do table those

reports as quickly and efficiently as possible and I will continue to do so. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Your first supplementary, Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Speaker. Thank you for his response. Maybe the next time around, it will be a lot quicker.

QEC's most recent annual report also indicates that the Public Housing Power Support Program, and I'm quoting here, "subsidizes qualifying residential customers living in public housing by supplementing to the customer the difference between the approved residential rate and 6.0 cents per kWh. The Corporation invoices the Nunavut Housing Corporation on a monthly basis for the power subsidies and applies the amounts to the individual customer invoices."

Mr. Speaker, as the minister will be aware, the report on phase 1 of the "operational audit," which I have right here, that was tabled by the Premier earlier this year raised concerns about this program and pointed out that there appears to be a lack of clarity regarding the "mechanism through which related administrative fees are authorized," if you're following the minister. Can the minister indicate what specific actions QEC is taking to address these concerns? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister responsible for the Energy Corporation, Mr. Hickes.

Hon. George Hickes: Thank you, Mr. Speaker. I thank the member for that question; I think I got the gist of it.

Whenever something is interdepartmental, we work at trying to streamline the processes themselves. I can't say any specific steps we're taking a look at right now, but it is important to us to make sure that for one, customers are billed appropriately and receiving the subsidies that they're entitled to. For two, wearing my other hat as the housing corporation minister, it's also important for us for our billing cycles to make sure that we're adhering to the needs of the Qulliq Energy Corporation and the Nunavut Housing Corporation.

It's a work in progress at the moment. We're looking at different ideas of how we can streamline and make sure that all the documentation is accurate and the billing and payments are done as fast as appropriate. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Your final supplementary, Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Speaker. I thank the minister for his response. Obviously, all expenditures need authority to be able to go through.

The 2014-15 Annual Report of the Qulliq Energy Corporation indicates that it spent \$2.3 million on the "Iqaluit Administration and Board" expenses during the fiscal year.

As we know from the experience of the QEC strike, it is the Department of Finance that actually makes the real decisions concerning collective

bargaining with QEC's workforce, not the corporation's board of directors.

We also know that it is the Senior Personnel Secretariat of the Department of Executive and Intergovernmental Affairs that actually manages the recruitment process for the president, not the corporation's board of directors.

The NWT recently decided to save over a million dollars per year in travel and honoraria for board members by replacing the current members with senior public servants.

Can the minister clearly explain what value we get from the roughly two million dollars per year that is currently spent on travel and honoraria for QEC's board of directors? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister responsible for the Qulliq Energy Corporation, Mr. Hickes.

Hon. George Hickes: Thank you, Mr. Speaker. The role that the board at Qulliq Energy plays is a very diverse and very involved part of the functionality of the corporation itself. We've got some very good skill sets of directors on the board itself.

They're currently meeting right now in Baker Lake with regard to the expenditures. It doesn't cost that much. How it's laid out in the annual report is the entire administration of Qulliq Energy in addition to the board. The board's budget is a little over \$300,000 per year and it doesn't always expend that full amount, depending upon how many face-to-face meetings do occur

and the number of board members that are sitting as directors.

The valuation, I think, is very strong, especially with the previous few years. We've had a fair bit of turnover at the corporation, so the corporate knowledge that the board brings to the table has been a very key component of my transition as minister over the portfolio of having Qulliq Energy under my direction. I work very closely with the chair of the board and I'm in very frequent contact with the president. They have different committees that are set up within the board; exploring alternative energy; there is the finance and audit committee and numerous other committees that they are engaged very much with providing the direction, along with me, to the Qulliq Energy Corporation.

Right now, it's not on my radar to look at dismantling the board and doing similar to the example that the member brought forward with NWT. We don't spend that much money as they previously did on their board, of having senior management from within the government to be providing direction to Qulliq Energy at this time. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Your final supplementary. My apologies. Oral Questions. Member for Netsilik, Mr. Emiliano Qirngnuq.

Question 354 – 4(3): Continuing Community Learning Centre

Mr. Qirngnuq (interpretation): Thank you, Mr. Speaker. I would like to direct my question to the Minister of Education.

A few days ago on June 3, I congratulated our NTEP students who have completed their first year of studies. We also had grade 12 graduates. There was a celebration of these graduates. I am very pleased that the students were able to work hard and graduate from these programs. I'm sure that the Minister of Education shares the joy of seeing these students graduate. We heard from my fellow colleagues express similar feelings on this topic today.

I would like to ask the minister regarding Arctic College. We've had graduates and I am sure they will be furthering their education. Are we going to be getting a new community learning centre in Kugaaruk so that the graduates can continue their education? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Education, Mr. Paul Quassa.

Hon. Paul Quassa (interpretation): Thank you, Mr. Speaker. I also thank my colleague for that question. In Nunavut, we have adult or community learning centres and there is a constant review of where they stand. We know that the community learning centres are aging. I am very pleased to be able to inform my colleague that Nunavut Arctic College's learning centre in Kugaaruk is currently under review and we have identified the funds to build a new community learning centre in 2017 in Kugaaruk. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Your first supplementary, Mr. Qirngnuq.

Mr. Qirngnuq (interpretation): Thank you, Mr. Speaker. The minister has

already answered my supplementary question. I'll just thank you, Mr. Speaker.

>> *Laughter*

Speaker (interpretation): Thank you. Oral Questions. Member for South Baffin, Mr. David Joanasié.

Question 355 – 4(3): Physician-Assisted Dying in Nunavut

Mr. Joanasié (interpretation): Thank you, Mr. Speaker. My questions are for the Minister of Health.

Mr. Speaker, the Supreme Court of Canada established a deadline of June 6, 2016 for new legislation to be passed concerning physician-assisted dying in this country, which is Bill C-14. I have it in front of me. That is today's date.

Mr. Speaker, everyone recognizes that this is a very emotional, very complex, and very difficult issue. However, Nunavummiut are entitled to know how their government is going to approach the issue given that physician-assisted dying is becoming legal in Canada.

Can the Minister of Health please provide a clear explanation today as to what the Department of Health's next steps are? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Health, Ms. Monica Ell-Kanayuk.

Hon. Monica Ell-Kanayuk (interpretation): Thank you, Mr. Speaker. I also thank the member for bringing up an issue that many people are obviously thinking about. Up to

today, this issue would be tasked to us by the federal government, as it would obviously be a federal bill called C-14.

My officials and I are collaborating with departmental officials as to the possible impacts on Nunavut. At this time, we are negotiating with the GN Department of Justice. The lawyers will identify what impacts may accrue to the Department of Health if this legislation will be implemented and how the physician-assisted death legislation would apply to patients with terminal illness. We have stated that Nunavummiut need to be considered, but as of yet, we have not held discussions on this.

I have no doubt that once the legislation is in effect, we would inform our colleagues here in the House about the impacts. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Your first supplementary, Mr. Joanasic.

Mr. Joanasic (interpretation): Thank you, Mr. Speaker. I would like to thank the minister for her response. Mr. Speaker, can the minister provide a clear explanation today as to what new rules or regulations will need to be introduced by her department concerning the provision of physician-assisted dying in Nunavut? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Health, Ms. Ell-Kanayuk.

Hon. Monica Ell-Kanayuk (interpretation): Thank you, Mr. Speaker. I also thank the member for his question about this issue. The negotiations will have to be commenced, especially with the chief medical officer in Iqaluit, who works with the other

doctors who will have to negotiate as to how the legislation will apply here in Nunavut.

Some of the considerations needed are quite lengthy and will need to be included in the legislation. Although the legislation is being drafted up, the bill is currently being reviewed by the Senate. Even though that is happening, the Supreme Court of Canada has established caveats prior to the legislation being enacted that if doctors are needed to assist in the patient's death even prior to the legislation being enacted, no charges will be applied.

There are different issues that we will need to deliberate on. An equivalent (interpretation ends) college of physicians (interpretation) does not exist to represent our doctors, so they are hired regionally. Further, the regional guidelines have already been drafted, but as a government, we have not set up guidelines. Our doctors and physicians would have to comply, and part of the work involved would be separate. With that being the case, we still have to set up the guidelines.

However, it requires a lot of deliberation on the many issues related to the physician-assisted dying of patients, such as "Would we send the patient down to the south for this if a patient wanted to do that? Will we do that here in Nunavut or will we have to assist the patient as a government?" If we had to provide assistance, it would have to adhere to the court rulings if any resident wanted to have the physician assist in their death. We would request the court system to apply that directive. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Your final supplementary, Mr. Joanasié.

Mr. Joanasié (interpretation): Thank you, Mr. Speaker. I would like to thank the minister. My last question is: can the minister provide a clear indication as to when these new rules or regulations will be in place? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Health, Ms. Ell-Kanayuk.

Hon. Monica Ell-Kanayuk (interpretation): Thank you, Mr. Speaker. I also thank the member for that very important question. The work was started quite a while back. Due to its complexity, we want to ensure we have regulations that are properly crafted in Nunavut and so we are not rushing the work in this area. We have not identified an end date as to when the drafting has to be completed. With that being the case, our officials are still working on it, but as per my earlier statement, we anticipate tabling the information to the House when the regulations or policy will be introduced. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Oral Questions. Member for Quttiktuq, Mr. Isaac Shooyook.

Question 356 – 4(3): Conservation Officer Position for Grise Fiord

Mr. Shooyook (interpretation): Thank you, Mr. Speaker. My question will be directed to the Minister of Environment.

Mr. Speaker, during my recent constituency visit to Grise Fiord, I was informed that the community does not currently have a conservation officer.

I was pleased to note that the department has posted an advertisement for such a position. However, I note that the department is currently advertising this position as a three-year term.

Can the minister explain why his department decided not to advertise the conservation officer position in Grise Fiord as an indeterminate position? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Environment, Mr. Mike.

Hon. Johnny Mike (interpretation): Thank you, Mr. Speaker. I also thank my colleague for asking about that position. The positions managed by the Department of Environment are focused on the continual need for our employees to conduct duty travel.

The reason why this position was made into a three-year term position is in order to try to hire more Inuit who are trained for these duties. This is part of the reasoning for that change and it is also intended to lead to a review prior to the end of the three-year term, as we try to find a way to hire more Inuit and to determine if we are unable to find Inuit to fill the position. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Your first supplementary, Mr. Shooyook.

Mr. Shooyook (interpretation): Thank you, Mr. Speaker. I also note that the department is advertising this position with shared subsidize staff housing, which may not always be appealing to candidates.

While I recognize that housing in Nunavut is limited, it is important that a conservation officer be employed in Grise Fiord to deliver important wildlife management and environment protection initiatives.

Can the minister explain why his department is only offering shared subsidized staff housing for this position? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Environment, Mr. Mike.

Hon. Johnny Mike (interpretation): Thank you, Mr. Speaker. People who work for the government's Department of Health and Department of Education are considered priorities for staff housing. I can look into this further as to what is required for that position in terms of housing. I can get back to my colleague once I have the information. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Your final supplementary, Mr. Shooyook.

Mr. Shooyook (interpretation): Thank you, Mr. Speaker. A conservation officer is responsible for a number of important duties in the communities, such as working with local HTOs, ensuring the adequate delivery of services, and enforcing relevant legislation and regulations.

Can the minister explain how his department is ensuring that Grise Fiord is provided with the adequate delivery of wildlife management and conservation services until the conservation officer position is filled? Thank you, Mr. Chairman.

Speaker (interpretation): Thank you. Minister of Environment, Mr. Mike.

Hon. Johnny Mike (interpretation): Thank you, Mr. Speaker. As I stated earlier, our department's biggest problem is staff housing. If it was any position other than for the Department of Environment, such as the Department of Health or the Department of Education, they always get priority housing. Those priorities always have to be established first.

I can look into the conservation officer position with respect to staff housing. I will also check to see when we can actually fill the position. Environment is an important matter, especially today. Positions like that are important too. If we can find a way to make accommodations for it, I can inform the House as to what we could do. I can respond to the member in writing. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Oral Questions. Member for Rankin Inlet South, Mr. Alexander Sammurtok.

Question 357 – 4(3): Employment Status of Nunavut Midwives

Mr. Alexander Sammurtok: Thank you, Mr. Speaker. I would like to direct my question to the Minister of Health.

Mr. Speaker, in 2008, Nunavut passed its own legislation recognizing the practice of midwifery in the territory. As with many other health professions, midwives provide an important aspect of health care delivery.

The Rankin Inlet Birthing Centre currently has two full-time midwives

who not only handle prenatal care, attend birth, and handle post-natal, but also provide counselling, health promotion and support to other health staff. The other two midwife positions are generally filled on a short-term basis with midwives from the south. Our hard-working midwives also provide orientation and support to these temporary staff.

Can the minister provide an update on what consideration has been given to the employment status of our full-time midwives to ensure that they receive recruitment, retention, and frontline worker bonuses on par to other health care workers such as nurses? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Health, Ms. Ell-Kanayuk.

Hon. Monica Ell-Kanayuk (interpretation): Thank you, Mr. Speaker. I thank my colleague for asking about midwifery. Midwives are very important in Nunavut. We have that service available in Rankin Inlet, Cambridge Bay, and Iqaluit. I can say that in March 2016, there were amendments made to the (interpretation ends) midwifery standards of practice. (interpretation) It will help us get staff and retain the midwives we have in Nunavut right now. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Your first supplementary, Mr. Sammurtok.

Mr. Sammurtok (interpretation): Thank you, Mr. Speaker. (interpretation ends) It is no secret that the Department of Health faces huge challenges in

recruiting and retaining health care professionals, especially professionals from Nunavut.

Our midwives are both Inuit beneficiaries and deliver an important health care service. They have written to the Department of Health on numerous occasions to ask for a review of their employment status. To date, however, they have not received any response to their requests.

Can the minister clearly explain why health care professionals, such as Nunavut's midwives, have not been able to have their concerns addressed or even responded to? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Health, Ms. Ell-Kanayuk.

Hon. Monica Ell-Kanayuk (interpretation): Thank you, Mr. Speaker. I also thank the member for the question. I think I have lost what he is talking about, as I have never received any correspondence regarding concerns about midwifery since I have been minister. I can say to my colleague that in Nunavut, there are 11 midwife positions. Four midwives received training through Nunavut Arctic College and they were hired, two are in Rankin Inlet and two in Cambridge Bay.

Mr. Speaker, I can also say that the expenses for the past year for midwives and caretaking of infants were \$496,000. This was increased to \$3,172,277. We believe it is very important and that is why that much money has been put into it. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Your final supplementary, Mr. Sammurtok.

Mr. Sammurtok (interpretation): Thank you, Mr. Speaker. She responded by saying that she never got a letter, so (interpretation ends) I'll provide her with copies of the letters.

Mr. Speaker, I do not believe that Nunavummiut will stop having babies any time soon. It is important that they can continue to receive the best care, advice, and support that our midwives can provide.

Will the minister commit to reviewing the employment status of Nunavut's midwives at the earliest opportunity? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Health, Ms. Ell-Kanayuk.

Hon. Monica Ell-Kanayuk (interpretation): Thank you, Mr. Speaker. I also thank the member for that question. Yes, I will expect to see the letters he said that he would provide. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Oral Questions. Member for Hudson Bay, Mr. Allan Rumbolt.

Question 358 – 4(3): New Health Centre in Sanikiluaq

Mr. Rumbolt: Thank you, Mr. Speaker. I would like to direct my questions to the Minister of Health.

I have been bringing up the need for a new health centre in the community of Sanikiluaq for many years. As the

minister will recall, this House approved funding in the 2014-15 capital budget for a preplanning study for a new health centre in the community of Sanikiluaq.

Can the minister provide an update on how much money has been spent to date on the Sanikiluaq Health Centre replacement project? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Health, Ms. Ell-Kanayuk.

Hon. Monica Ell-Kanayuk (interpretation): Thank you, Mr. Speaker. I also thank the member for that question. It is true that Sanikiluaq has been requesting a new health centre for a long time. In the budget planning, there has been \$150,000 that has been set aside for the preplanning study. To date, the work is progressing and we expect that in the 2017-18 fiscal year, we will request approval of this House for \$1.5 million towards this project of the new health centre in Sanikiluaq. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Your first supplementary, Mr. Rumbolt.

Mr. Rumbolt: Thank you, Mr. Speaker. As the minister stated, there was \$150,000 previously approved. I am wondering if the minister can update us today on some details on what that money was spent on to date. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Health, Ms. Ell-Kanayuk.

Hon. Monica Ell-Kanayuk (interpretation): Thank you, Mr. Speaker. I also thank the member. As I

mentioned earlier, this is for preplanning work on how the construction of the new health centre is going to be planned. Work has been completed in Arctic Bay and other communities. With respect to the work being done in Cape Dorset, necessary changes to the blueprints are being considered. That was what the money was planned for. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Your final supplementary, Mr. Rumbolt.

Mr. Rumbolt: Thank you, Mr. Speaker. As my colleagues are well aware, the government's five-year capital plans can change from year to year. Plans are adjusted to accommodate delays in other projects, unforeseeable circumstances in certain communities, and to take advantage of economies of scale.

Can the minister provide an update on whether projects in other communities will cause delays in the building of the new health centre in Sanikiluaq? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Health, Ms. Ell-Kanayuk.

Hon. Monica Ell-Kanayuk: Thank you, Mr. Speaker. I thank the member for that question. Mr. Speaker, the capital planning process will be in 2017-18. I can't predict how the process will go.

At this stage, we are in communications with CGS and QEC to determine how this process will take place. As you know, my colleague mentioned that the capacity that they have in Cape Dorset is sufficient for going ahead with facilities in Cape Dorset. We are having

communications with them at this time to see how that process will go ahead.

Dependent on whether there is a result of potential electrical power constraints in Cape Dorset, the member may see his project going ahead of Cape Dorset. At this time, these are not in place and discussions are happening. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Oral Questions. Member for Uqqummiut, Mr. Pauloosie Keyootak.

Question 359 – 4(3): Baffin Island Caribou Management

Mr. Keyootak (interpretation): Thank you, Mr. Speaker. I would like to direct my question to the Minister of Environment.

Mr. Speaker, in the Baffin region, we are all aware that caribou harvesting is now under a quota system with 250 tags.

Mr. Speaker, there was an announcement made that the tags will be renewed in July or at the end of June when tags become defunct.

Is the overall number of harvested caribou in the Baffin region anywhere close to the 250 tags set aside? Thank you, Mr. Speaker

Speaker (interpretation): Thank you. Minister of Environment, Mr. Mike.

Hon. Johnny Mike (interpretation): Thank you, Mr. Speaker. Good afternoon to Nunavummiut. I also thank my colleague for asking about that issue. The 250 tags are nowhere near being used up yet. I'm following the latest

harvest numbers I have been informed about, which is from April. The total tags numbering 250 have not all been used to date. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Your first supplementary, Mr. Keyootak.

Mr. Keyootak (interpretation): Thank you, Mr. Speaker. From the 250 tags, the harvested animals have to be male caribou only. Can the minister indicate if he has the information available as to whether all the harvested caribou were male or were there non-male caribou harvested? If non-male caribou were harvested, how many were harvested and what types of consequences will that result in hunters who harvested non-male caribou? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Environment, Mr. Mike.

Hon. Johnny Mike (interpretation): Thank you, Mr. Speaker. At this time, the number of caribou harvested by April was 183 male caribou and 14 caribou harvested were cows. The circumstances are reviewed in those cases as to what may transpire. At this time, the cows that have been harvested to date have been examined as to the age and to determine what options they may have for the community and HTO. This includes the conservation officer when examinations are done. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Your final supplementary, Mr. Keyootak.

Mr. Keyootak (interpretation): Thank you, Mr. Speaker. The hunters who harvested female caribou, as per the

rules of the harvest, have broken the rules. Now I wonder what will happen with hunters who harvested non-male caribou.

I imagine that it was not intentional, as some Inuit are not all familiar with the caribou sexes. Younger people especially are not as intimately familiar with them and probably harvested female caribou mistakenly. At least that is my assumption where a non-male caribou is harvested.

Are the hunters being apprised of the information? Does that mean all communities have broken this harvesting non-male limitation? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Environment, Mr. Mike.

Hon. Johnny Mike (interpretation): Thank you, Mr. Speaker. Indeed, as per my earlier comment, all harvested caribou are examined by the local conservation officer in conjunction with the HTO board members. Further, the conservation officer is involved in the process, and they have freedom to make the decision.

We all know that 14 harvested caribou were cows. To date, the wildlife managers are considering their options on the cases where non-males were harvested and whether they have broken the rules. To date, I have not received any reports from my staff in the department about cases.

As I indicated earlier, this is looked at on a case-by-case basis. The comment made by my colleague is that not all people know which are male and which are

female. Some communities have absolutely no caribou and not all caribou around their area are male. That's what I can report right now. There have been no enforcement issues to date.

As I indicated earlier, the conservation officers and the HTOs work together to consider options, but I can look further into this and have more up-to-date information on the caribou management system in the Baffin region. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. The time for question period has expired. Mr. Mikkungwak.

Motion 027 – 4(3): Extension of Question Period

Mr. Mikkungwak: Mr. Speaker, pursuant to Rule 39(7), I move, seconded by the Member for South Baffin, that the time allotted for oral questions be extended. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. There is a motion on the floor. The motion (interpretation ends) is not debatable. All those in favour. (interpretation) Thank you. (interpretation ends) Opposed. The motion is carried to 30 minutes.

Before we proceed, members, let's welcome to our legislature our Information and Privacy Commissioner, Elaine Keenan Bengts.

>> *Applause*

(interpretation) Thank you. Oral Questions. Member for Iqaluit-Sinaa, Mr. Paul Okalik.

Question 360 – 4(3): Consultations on Education Act Amendments

Mr. Okalik (interpretation): Thank you, Mr. Speaker. During our meeting on June 2 in question period, I had asked the Minister of Education if the community consultations could be moved to the fall. The minister responded by saying that his officials will keep on planning for that.

We hear in the news that the consultation meetings have already started. They are in Rankin Inlet today. Can the minister explain when the consultation visits will be planned? Can he elaborate further on that? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Education, Mr. Paul Quassa.

Hon. Paul Quassa (interpretation): Thank you, Mr. Speaker. I thank my colleague for asking about that matter. If you recall, I spoke to this issue in the House related to the set-up of the process. I laid out the information carefully because Nunavut residents and my colleagues have to understand the implications about the actual language or announcement I made.

Now, I clearly outlined the information that in this month of June, this process will proceed to lay out the information to the public as part of our community tours that we had planned to visit. This process went ahead, primarily due to the reason that we need to provide the information about the system on how the consultation would gather feedback on the issues we want to hear about.

Now, after this was completed, the extension was applied. As part of this, we extended the consultation period to September 2. That is the new extension date. Some time in August or September, we will tour the communities to request feedback from the information we provided earlier. We would like to collect their opinions on these issues.

I would like it clearly understood by my colleagues and residents in the communities that the first communities that will be visited will receive the documentation on what the department wants feedback on. This is how it is laid out. The first one is information sharing at this time and then the later visitation will revolve around collecting feedback. "This is what we wish to change and these sections are unacceptable" is what we wish to hear about. The process has two phases, just so members are aware of the workings. I clearly explained it at that time. That is my response. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Your first supplementary, Mr. Okalik.

Mr. Okalik (interpretation): Thank you, Mr. Speaker. They have identified which communities: the DEAs in Rankin Inlet, which is today, Cambridge Bay, Iqaluit, and Pond Inlet. Can the minister indicate whom they will be talking to and what they will be discussing? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Environment, Mr. Quassa.

Hon. Paul Quassa (interpretation): Thank you, Mr. Speaker. We are visiting those communities to meet with the DEAs, for example, in Rankin Inlet and

with the chairs of the DEAs in the Kivalliq communities. We will also meet with the chairs of other DEAs. At the same time, we will also hold public meetings to go over the same issues. We will just be giving information on the proposed amendments to both the DEA chairs and the public during our community visits. We will be doing the same thing when we do another round of community visits. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Your final supplementary, Mr. Okalik.

Mr. Okalik (interpretation): Thank you, Mr. Speaker. If I understand the minister, they will be going to the communities to provide information on what they plan to do, and then later on when they visit, they will do consultations to hear from the community wishes. Can the minister indicate when he will be going back to the community? I am sure there are concerns and I know that they do not want to rush. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Education, Mr. Quassa.

Hon. Paul Quassa (interpretation): Thank you, Mr. Speaker. Yes, that is exactly what will occur. During the first visit to the communities, we will provide them detailed information on the proposed amendments and what sections will be removed. At the second visit, we will be hearing from the communities on what they would like to see amended or added.

I would also like to say that we will be meeting with other groups, such as Nunavut Tunngavik, which we have

informed by way of correspondence on exactly when they can make their submissions. All the letters have been sent out so that they can provide submissions, such as Nunavut Tunngavik and the coalition of district education authorities, and other entities that we need to hear from, such as the Nunavut Teachers Association. We have sent letters to these various entities, even the local hamlets. Everyone is aware.

I know that this process will succeed because we have extended the consultation process during the review of the *Education Act*. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Oral Questions. Member for Iqaluit-Niaqunngu, Ms. Pat Angnakak.

Question 361 – 4(3): Nunavut Tourism Training Course

Ms. Angnakak: Thank you, Mr. Speaker. I would like to direct my question to the Minister responsible for Nunavut Arctic College.

Mr. Speaker, on March 1, 2016, the government tabled its response to the report of the Standing Committee on Government Operations and Public Accounts regarding the 2012-17 Strategic Plan for Nunavut Tourism. That response indicated that Nunavut Tourism worked closely with Nunavut Arctic College to develop a multi-course certificate program, but the funding then lapsed.

Can the minister provide an explanation of why the funds lapsed and why the course was never delivered? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. (interpretation ends) The Hon. Minister responsible for Nunavut Arctic College, Mr. Paul Quassa.

Hon. Paul Quassa (interpretation): Thank you, Mr. Speaker. I would like to tell my colleague that I'll have to look into this issue so that I can provide a complete and detailed response. (interpretation ends) I will take it as notice. (interpretation) Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Oral Questions. Member for South Baffin, Mr. David Joanasié.

Question 362 – 4(3): Cancer Programs for Nunavut

Mr. Joanasié: Thank you, Mr. Speaker. I have questions for the Minister of Health.

Mr. Speaker, for several years now, members in this House have been raising the need for a Nunavut-wide cancer screening and early detection program. Such a program could identify patients based on specific risk factors and, hopefully, such a screening program could lead to early detection and early treatment.

Can the minister provide an update on what steps, if any, have been taken to establish a Nunavut-wide cancer screening program? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Health, Ms. Monica Ell-Kanayuk.

Hon. Monica Ell-Kanayuk

(interpretation): Thank you, Mr.

Speaker. I also thank my colleague for asking questions in regard to some issues that are being felt by Nunavummiut. For example, there are various forms of cancer and they say that the northern residents have one of the highest rates of cancer compared to the rest of Canada.

I can say that Nunavut's Public Health has now started looking at various avenues, such as breast cancer screening. They can send out the test that is being used in other provinces. For example, we are looking at ways of how we utilize that program called the (interpretation ends) mobile and portable mammography unit. (interpretation) That's what it is called in English. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Your first supplementary, Mr. Joanasié.

Mr. Joanasié: Thank you, Mr. Speaker. Thanks for the response. Mr. Speaker, patients who have been diagnosed with cancer and are receiving treatment also need emotional support and other supports for their families to see them through. Can the minister describe what kinds of one-on-one, group, or family counselling are available to those Nunavummiut who are dealing with cancer? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Health, Ms. Ell-Kanayuk.

Hon. Monica Ell-Kanayuk

(interpretation): Thank you, Mr.

Speaker. The patients fly to another city to receive treatment when Nunavummiut are suffering from cancer. What I can state here is that to date, the expenditures

related to medical travel are received from Health Canada as they are specific to these areas: medical patient travel; escort travel; accommodations and where they would board; associated hospital bills; meal per diems; and transportation costs in the city.

However, the funds are not pre-approved to date and that is why I stated that it was in a different area, such as the accommodation logistics where the patient and escort can room together. It also includes the ability to receive pastoral visits, and visitations do occur. I know that nurses can also be scheduled to visit patients. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Your final supplementary, Mr. Joanasié.

Mr. Joanasié: Thank you, Mr. Speaker. Thanks for the response. Mr. Speaker, several of my colleagues have addressed the issue of Nunavut residents being sent outside of the territory for an extended period of time to receive medical treatment and who are required to relocate to that other jurisdiction.

Can the minister clearly explain how her department addresses the issue of Nunavut residents who have no choice but to leave their homes to receive medical treatment outside of Nunavut for extended periods of time and why the Nunavut government forces them to give up their Nunavut residency? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Health, Ms. Ell-Kanayuk.

Hon. Monica Ell-Kanayuk

(interpretation): Thank you, Mr.

Speaker. I also thank my colleague for asking about this matter. At this time, the extended travel periods apply in most cases, as the doctors prescribing the treatment tend to require the patient to attend to specialists who are not available here in Nunavut yet.

Further, with this being the case, some of the patients suffering from long-term illnesses have their cases reviewed. Sometimes it means the patient has to be treated without returning to their home community. Today, in a case where a doctor's appointment or treatment is not available here, due to the large expenses involved, the patient is sometimes moved south for treatment. This occasionally happens in some of our medical cases. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Oral Questions. Member for Baker Lake, Mr. Simeon Mikkungwak.

Question 363 – 4(3): Need for Dust Control in Baker Lake

Mr. Mikkungwak: Thank you, Mr. Speaker. My questions are for the Minister of Community and Government Services.

Mr. Speaker, my colleagues and I have stood up in this House on numerous occasions to address the issue of dust control in our communities.

I realize that the government does not have plans to pave the roads in Nunavut any time soon and I note that the department provides municipalities with the opportunity to choose which methods of dust control will work best in their communities. However, this approach is not addressing the problem.

In my own community, the municipality is unable to use chemical dust suppressants on the road connecting the airport to the community. This results in massive dust clouds that move across the community and in the terminal area.

Can the minister indicate if his department is currently undertaking any work to explore new options for addressing dust suppression across the territory? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Community and Government Services, Mr. Joe Savikataaq.

Hon. Joe Savikataaq: Thank you, Mr. Speaker. I thank my colleague for bringing that up. I'm just wondering if my colleague has a microphone there because I have been talking about that very subject this morning. I just got word that there are some new options that are available now. It's too early to talk about it. We will be looking at different options and might possibly even be doing a pilot project in Nunavut on one of the new options that are available.

The reason that calcium is used is because it's most economical. The member is half-correct in saying that calcium cannot be used on the airport road because it's corrosive. In most places, it can be used halfway to the airport. The problem is because it's corrosive to airplanes.

I'm not sure, but I believe if an arctic airport is using any dust suppression on the runway, they can use that same dust suppression on half of the road leading to the airports. We are looking at different options. We know it's a

problem everywhere. It would be less of a problem if people could drive a little slower, but it is a problem and we are coming up with other options. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Your first supplementary, Mr. Mikkungwak.

Mr. Mikkungwak: Thank you, Mr. Speaker. I would just like to rebut to the minister. There are legislations in place for the transportation roads that lead to the terminal buildings and runways sites. I believe there are no suppressions used at the runway extensions where there is no pavement.

With that, will the minister commit to working with the Municipality of Baker Lake to explore ways that the community could reduce the dust on its airport road? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Community and Government Services, Mr. Savikataaq.

Hon. Joe Savikataaq: Thank you, Mr. Speaker. The member can rebut, but I can tell you that there is dust suppression that the airport uses. I don't know if they're using it right now. They used it in Arviat a few years back. It's a brown liquid substance. I know they used it in Baker Lake a few years back because I landed there with my own airplane and I landed shortly after it was applied and the bottom of my airplane got all brown. I'll tell you right now that they have used it. I can't tell you right now if they are using it. You're welcome to ask the Minister of Transportation to see if they are using it, but they have used it. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Your final supplementary, Mr. Mikkungwak.

Mr. Mikkungwak: Thank you, Mr. Speaker. I would like to rebut to the minister.

>>*Laughter*

As some cabinet members came to Baker Lake in the previous years, I believe they presumed and recall that they had to be driven to the community in a cloud of dust.

Mr. Speaker, Qamani'tuaq is the only inland community in Nunavut and sees some of the hottest and driest temperatures in the territory. The absence of humidity makes the issue of dust rising in the community worse, negatively affecting residents with respiratory issues. It is important to understand the extent to which the temperatures in Baker Lake affect dust in the community to ensure that adequate and cost-effective solutions can be determined.

Will the minister commit to undertaking a study to determine the best possible solution for dust suppression in Baker Lake? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Community and Government Services, Mr. Savikataaq.

Hon. Joe Savikataaq: Thank you, Mr. Speaker. As I noted earlier, dust is a problem everywhere. Whatever solution we come with will probably be applied across the board in Nunavut. Whether you're inland or on the shore, when it hasn't rained, you're just as dry, I

believe. Baker Lake does get warm, but so does Kugluktuk. I hear it's 16 degrees there today. There are other communities that get really warm too.

We are looking at options. I don't want to preach the same broken record that calcium is there and that's what we're going to use. We are looking at other options. We know that dust is a problem. As the member pointed out, we can't pave all the roads; we just don't have the finances available to us. If we cancelled all infrastructure projects in Nunavut for two years, then maybe we can pave all of Nunavut, but that's the kind of money we're talking and we are looking at options.

No, I will not commit to doing a study just for Baker Lake on the best options, but we're looking at other options. We're hopeful that we will be able to come up with a good, cost-effective solution because it is a problem and I'm committed to trying to solve the problem. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Oral Questions. Member for South Baffin, Mr. David Joanasié

Question 364 – 4(3): Power Capacity Issues in Cape Dorset

Mr. Joanasié: Thank you, Mr. Speaker. I have some questions that I would like to direct to the Minister responsible for the Qulliq Energy Corporation. It is based on some of the lines of questions we heard earlier regarding power capacity issues in Cape Dorset.

First of all, I would like to ask him what QEC will do if there are power capacity issues for Cape Dorset. As we know,

there are a number of capital plans for the community that are lined up. If there is an issue, what will QEC do on that matter? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister responsible for the Qulliq Energy Corporation, Mr. George Hickes.

Hon. George Hickes: Thank you, Mr. Speaker. I thank the member for that question. With the backup generator that we brought into service in Cape Dorset in 2013, it is meeting the needs and the immediate projected growth of the community. We don't anticipate having to bring in additional power at this time until the plant is completed. If that need ever did arise, we would have to go through different options that could be available to us, potentially even including like what we did. We had a mobile unit brought into the community. At such time if that is needed, we would have to go over different options that would be available to us. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Your first supplementary, Mr. Joanasié.

Mr. Joanasié: Thank you, Mr. Speaker. Thanks for the response. Also in relation to that, are any other communities in a similar situation where they have or require a backup generator in case their capacity is peaked and they go over their capacity? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister responsible for the Qulliq Energy Corporation, Mr. George Hickes.

Hon. George Hickes: Thank you, Mr. Speaker. As we're continuing with our own capital plan, we're working towards

addressing community needs. We've got plants coming online very near it. Taloyoak is going through some work, sampling to see when the plant can be fully turned over there. I'm not going to go through community by community, but we work to make sure we've got the need addressed.

In cases where we are running very tight, we do look at options of bringing in temporary measures if need be. At the same time, we've got 17 of our 25 communities with plants that are beyond their expected lifespan. We are working very diligently to leverage the dollars we have to make sure we work within our capital plan, to make sure we can accommodate the needs of the communities on an ongoing basis and we will continue to do so.

If the member wishes, I can talk to him maybe after the sitting to go through a community-by-community analysis, but I would not want to take up that much time in the legislature today. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Your final supplementary, Mr. Joanasié.

Mr. Joanasié: Thank you, Mr. Speaker. Thanks for the response. That won't be necessary, but what I would ask is that maybe if he would be willing to commit to tabling the community-by-community breakdown that shows the peak levels or the demand of each community in relation to the capacity that they have. I wanted to address that for those communities that are in need of new infrastructure, especially housing. We don't want to see them get set back and fall through the cracks, so to speak. I would like to see some of that, if you

could commit to that. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister responsible for the Qulliq Energy Corporation, Mr. Hickee.

Hon. George Hickee: Thank you, Mr. Speaker. I thank the member for that suggestion. I will speak to my officials at Qulliq Energy and get some documentation forward and I will bring it to my cabinet colleagues to look at tabling it at the next sitting. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Oral Questions. I have no more names on my list. Member for Gjoa Haven, Mr. Akoak.

Question 365 – 4(3): Swan River Bridge

Mr. Akoak: Thank you, Mr. Speaker. My question is to Economic Development and Transportation and it has to do with the Swan River Bridge that the community has been asking for, for the last few years. They said that it would be installed this summer.

My question to the minister is: will the minister be coming to Gjoa Haven to help cut the ribbon to open the bridge this summer? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Economic Development and Transportation, Ms. Monica Ell-Kanayuk.

Hon. Monica Ell-Kanayuk (interpretation): Thank you, Mr. Speaker. I also thank the member. I will anticipate getting the invitation from the

MLA requesting that I visit his community to attend to the ceremony. I will deliberate with my colleague when I see the actual invitation. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Your first supplementary, Mr. Akoak.

Mr. Akoak: Thank you, Mr. Speaker. I was just asking if she knows if the bridge will be completed this summer. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Economic Development and Transportation, Ms. Ell-Kanayuk

Hon. Monica Ell-Kanayuk (interpretation): Thank you, Mr. Speaker. I also thank my colleague for asking about that project. At this time, the project was set up for a two-year period based on the capital expenditures. We expect that since the work commenced last year, the bridge should be completed by this summer. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. The time for question period has expired. Let us move on to Item 7. Written Questions. Item 8. Returns to Written Questions. (interpretation ends) Item 9. Replies to Opening Address. Item 10. Petitions. Item 11. Responses to Petitions. Item 12. Reports of Standing and Special Committees on Bills and Other Matters. Item 13. (interpretation) Tabling of Documents. Minister of Economic Development and Transportation, Ms. Ell-Kanayuk.

Item 13: Tabling of Documents

Tabled Document 145 – 4(3): 2016-2019 Nunavut Marine Tourism Management Plan

Tabled Document 146 – 4(3): FPT Report from the Northern Development Ministers Forum, Whitehorse, Yukon, June 23 to 25, 2015

Tabled Document 147 – 4(3): FPT Report – Council of Ministers Responsible for Transportation and Highway Safety – January 28, 2016 Ottawa, Ontario

Hon. Monica Ell-Kanayuk (interpretation): Thank you, Mr. Speaker. I have three documents to table. I am pleased to table the 2016-19 *Nunavut Marine Tourism Management Plan*.

Mr. Speaker, I am also pleased to table the FPT Report from the Northern Development Ministers Forum in Whitehorse, Yukon, June 23 to 25, 2015.

Mr. Speaker, I am also pleased to table the FPT Report on the Council of Ministers Responsible for Transportation and Highway Safety, Ottawa, Ontario January 28, 2016. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. (interpretation ends) Tabling of Documents. The Hon. Minister responsible for the Qulliq Energy Corporation, Mr. George Hickey.

Tabled Document 148 – 4(3): Qulliq Energy Corporation Corporate Plan 2016-2020

Hon. George Hickes: Thank you, Mr. Speaker. I am pleased to table the 2016-2020 Corporate Plan for the Qulliq Energy Corporation. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. (interpretation ends) Item 14. Notices of Motions. Hon. Member for Baker Lake, Mr. Mikkungwak.

Item 14: Notices of Motions

Motion 028 – 4(3): Extended Adjournment – Notice

Mr. Mikkungwak: Thank you, Mr. Speaker. I give notice that on Wednesday, June 8, 2016, I will move the following motion:

I move, seconded by the Hon. Member for Aggu, that pursuant to the provisions of Rule 3, that when the House concludes this present sitting, it shall adjourned until October 19, 2016.

Mr. Speaker, at the appropriate time, I will seek unanimous consent to deal with my motion today. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. (interpretation ends) Item 15. Notices of Motions for First Reading of Bills. Hon. Minister of Economic Development and Transportation, Ms. Monica Ell-Kanayuk.

Item 15: Notices of Motions for First Reading of Bills

Bill 16 – An Act to Amend the Travel and Tourism Act – Notice

Hon. Monica Ell-Kanayuk: Thank you, Mr. Speaker. I give notice that on Tuesday, June 7, 2016, that Bill 16, *An Act to Amend the Travel and Tourism Act*, be read for the first time. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. (interpretation ends) Notices of Motions for First Reading of Bills. The Hon. Minister of Justice, Mr. Keith Peterson.

Bill 19 – Unlawful Property Forfeiture Act – Notice

Hon. Keith Peterson: Mr. Speaker, I give notice that on Tuesday, June 7, 2016, that Bill 19, *Unlawful Property Forfeiture Act*, be read for the first time. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. (interpretation ends) Item 16. Motions. The Hon. Member for Baker Lake, Mr. Mikkungwak.

Item 16: Motions

Mr. Mikkungwak: Thank you, Mr. Speaker. I seek unanimous consent to deal with my motion today. Thank you, Mr. Speaker.

Speaker: The member is seeking unanimous consent to deal with his motion today. Are there any nays? There are none. Please proceed, Mr. Mikkungwak.

**Motion 028 – 4(3): Extended
Adjournment**

Mr. Mikkungwak: Thank you, Mr. Speaker.

I move, seconded by the Hon. Member for Aggu, that pursuant to the provisions of Rule 3, that when the House concludes its present sitting, it shall be adjourned until October 19, 2016.

Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. (interpretation ends) The motion is in order. All those in favour. (interpretation) Thank you. (interpretation ends) Opposed. The motion is carried.

Item 17. First Reading of Bills. Item 18. Second Reading of Bills. Item 19. Consideration in Committee of the Whole of Bills and Other Matters. Bills 17 and 18 and Tabled Documents 73 – 4(2), 116 – 4(2), 140 – 4(2), and 70 – 4(3) with Mr. Mikkungwak in the Chair.

Before we proceed to the Committee of the Whole, we will take a 20-minute break.

(interpretation) Sergeant-at-Arms.

>>*House recessed at 15:56 and
Committee resumed at 16:25*

**Item 19: Consideration in Committee
of the Whole of Bills and Other
Matters**

Chairman (Mr. Mikkungwak): I would like to call the committee meeting to order. In Committee of the Whole, we have the following items to deal with:

Tabled Documents 73 – 4(2), 116 – 4(2), 140 – 4(2), and 70 – 4(3) and Bills 17 and 18. What is the wish of the committee? Mr. Rumbolt.

Mr. Rumbolt: Thank you, Mr. Chairman. Good afternoon, Members. Mr. Chairman, we wish to continue with the discussion on Tabled Documents 73 – 4(2), 116 – 4(2), 140 – 4(2), and 70 – 4(3). Thank you, Mr. Chairman.

Chairman: Are we in agreement that we continue with Tabled Documents 73 – 4(2), 116 – 4(2), 140 – 4(2), and 70 – 4(3)?

Some Members: Agreed.

**Tabled Document 073 – 4(2): Human
Resource Strategy 2014-2018 –
Consideration in Committee**

**Tabled Document 116 – 4(2): Public
Service Code of Values and Ethics
– Consideration in Committee**

**Tabled Document 140 – 4(2): Public
Service Annual Report 2013-2014
– Consideration in Committee**

**Tabled Document 070 – 4(3): 2014-
2015 Public Service Annual Report
– Consideration in Committee**

Chairman: Thank you. I would now like to ask Minister Peterson if he has officials that he would like to appear before the committee. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I have two witnesses I would like to appear with me. Thank you.

Chairman (interpretation): Thank you very much. Does the committee agree to

bring in the minister's officials to the witness table?

Some Members: Agreed.

Chairman (interpretation): Sergeant-at-Arms, please escort the minister's officials in.

For the record, Mr. Minister, please introduce your officials.

Hon. Keith Peterson: Thank you, Mr. Chair. To my right is Chris D'Arcy, Deputy Minister of Finance, and to my left is Jeff Chown, Comptroller General of the Department of Finance. Thank you, Mr. Chairman.

Chairman (interpretation): Welcome to the Legislative Assembly. The first name on my list for questions is Mr. Joanasie.

Mr. Joanasie (interpretation): Thank you, Mr. Chairman. I would first like to ask why the Department of Executive and Intergovernmental Affairs is not represented to speak to Inuit employment. When members have raised questions to clarify the issue, we have not been able to get a response. I would like to know why a representative from that division or even the minister representing them is not even here. Why is there no official from that division? If he can answer that question, why there is no one from EIA. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you very much. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Joanasie for the question. Mr. Chairman, the tabled documents that we are dealing with were

tabled by the Department of Finance. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Joanasie.

Mr. Joanasie (interpretation): Thank you, Mr. Chairman. Even though that's the case, human resources are held by another government department. When we ask questions specifically about Inuit employment while the Minister of EIA is not here and we can't redirect the question, what do we do? Will we not get a response to our questions? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I seek your guidance on this issue. Thank you, Mr. Chairman.

Chairman (interpretation): We are dealing with human resources and the tabled documents, so if you have any questions on the tabled documents, Mr. Joanasie.

Mr. Joanasie (interpretation): Thank you, Mr. Chairman. On page 29 of the public service annual report for 2014-15, it indicates that there were 337 jobs for that year. What I really noticed was the beneficiary who applied for jobs were 2,157 and the non-beneficiaries who applied were 10,558.

Looking at those figures and to use an example, if one Inuk applies, then five other non-beneficiaries will go after that same job. In that case, will Human Resources support a person who is trying to get a job if they don't have the same level of education and they can be trained on the job instead if they don't

really meet the qualifications? Do they do that in the government? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Joanasie for the question. Mr. Chairman, 100 percent of the jobs that are advertised by the Government of Nunavut have indicated that they are priority hire. We will look at piles 1, 2, and 3. The beneficiaries are in pile 1 and we don't even look at the other piles until pile 1 has been fully analyzed. If people are screened in from pile 1 and they're successful, then they would have to have a minimum of 60 points on an interview to pass it to be eligible to be considered for a job offer.

There could be 12,750 job applications in the 2014-15 fiscal year. It indicates that there's quite a bit of interest in working for the Government of Nunavut, but you're not considered until you screen in. Under the *Public Service Act*, section 9(1) and (2), you're hired on merit and you're promoted on merit. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Joanasie.

Mr. Joanasie: Thank you, Mr. Chairman. Thank you for that response. I would like to ask on competitions for beneficiaries only. In his opening comments, he identified that they established new directives on this. How many positions have you filled through this new directive? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you very much. Mr. Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Joanasie for the question. Mr. Chairman, Directive 518 has only recently come into effect in the last several months. There have not been that many competitions on it. We have seen a fair amount of interest from the communities where it has been used, but we do not have any stats on it at the moment. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Joanasie.

Mr. Joanasie: Thank you, Mr. Chairman. I look forward to the stats when they become available. I would like to ask on succession planning. As we know, we are striving for representative levels. Looking at the TRPS, towards a representative level statistics, I note that there are 331 administrative support positions that are sitting vacant. These are entry-level positions. However, Inuit employment is not budging, not even 1 percent within the year. The plan is by next year, it will be 51 percent.

I will use an example. Last week, Minister Kuksuk announced the G.R.E.A.T. program (Getting Ready for Education and Training). How does the finance department work with the other different employment program initiatives that the Department of Family Services or Education or Nunavut Arctic College do to plan out succession plans in the public sector? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Joanasie for the question. Mr. Chairman, last week, I

mentioned the GN's *Human Resource Strategy* 2014-18, which all the government departments and territorial corporations have endorsed. It is their responsibility to ensure within their departments and territorial corporations to identify individuals who are capable or willing to take training to move up.

I think EIA has a leadership development series where they are training employees to be in management type positions. Internally within the government, we have the Building Capacity Committee where all deputy heads work together to discuss how we can provide training and support to all our employees in the Government of Nunavut. There are people working on it.

We're also looking at, as I mentioned last week, the settlement with NTI and the Government of Canada. We have the training group that the Minister of Education and the Premier sit on with NTI. We are identifying funds through that source of funding to train people in the Government of Nunavut for positions to allow them to progress up the departments into higher-level jobs. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Joanasie.

Mr. Joanasie: Thank you, Mr. Chairman. Thank you for that response. Going back to the TRPS report, out of all the occupational categories, all the staff to vacancies by executive, senior management, middle management, and professionals, as of December 31, 2015, there are 2 executive vacancies, 29 senior management vacancies, 126 middle management, 472 professionals,

and 352 paraprofessionals. These vacancies are a lot.

Yes, there are different ways that the government is trying to address this, but I think both the Department of Finance and its colleagues in the cabinet can be a little more progressive in trying to get these positions filled and meeting Article 23.

I also note that this is not one of the documents being considered, but Family Services tabled this *In-Demand Career Options in Nunavut*. Looking at page 8 of it, it says that the hourly wage for senior government managers and officials is \$71.70. Perhaps he can give us an idea of how much people are earning.

On that note, can I get some kind of commitment or can the minister say that if he can work with his department and look at these vacancies and match some of the programs or initiatives that they offer to Nunavummiut and maybe look at filling these vacant positions? Can he commit to looking at that? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. Mr. Joanasie raises many good points.

As I indicated the other day, this isn't an issue that just arose in the last year or two or three. It has been a longstanding issue, probably pre-Nunavut. If the training funds had been available at the time or people had a bit more foresight, they would have been putting on training programs to train people to take these

positions once the new government was established or certainly, in the early going, identified people within the government that could take training to move up to the higher levels.

Again, as I mentioned, Berger, in his 2006 report, clearly identified it was a problem. The OAG, in her 2010 report, identified it was a problem. We do need to keep our kids in high school, get them to graduate grade 12, have the qualification and education to go to college, university, or trade school, and then they will have those opportunities to go after the jobs.

Again, as I said in earlier comments, the *Human Resource Strategy 2014-18* identified that departments and territorial corporations work together to identify individuals who are willing or able to take the training to move up into the higher-level positions. Where we can, we're removing barriers to employment. We're looking at job descriptions and identifying the skills that people need. I think, in due course, we will start seeing the results that we're looking to achieve. Thank you, Mr. Chairman.

Chairman: Thank you. Before I move on to my next name, I would like to remind members that we are dealing with the Department of Finance's tabled documents. If we are going to conclude these documents today, when the clock nears, there will have to be a motion made if we are going to conclude this department. Moving on to my list of names, Mr. A. Sammurtok.

Mr. Alexander Sammurtok: Thank you, Mr. Chairman. At the beginning, the minister indicated that there were workshops given or anti-harassment

awareness seminars to the communities of Cambridge Bay, Rankin Inlet, and Igloolik. Since the staff has taken that seminar, what is your forecast of that? Was there a benefit in regard to this anti-harassment awareness seminar? (interpretation) Thank you, Mr. Chairman.

Chairman: Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. A. Sammurtok for the question. Yes, there have been workshops in the Kitikmeot, in the Kivalliq, and in the Baffin. I believe there were workshops last week to train people on the workplace harassment policy to clearly identify the difference between what is workplace harassment and what would be performance management, and clearly explain the processes to report workplace harassment or to deal with workplace harassment.

We do provide materials on the finance website and through Help Desk. There are materials available. There is increased awareness of the entire workplace harassment issue. People will know where to go now. Of course, the deputy heads and supervisors of all the departments are aware that when it's reported, they have to deal with it and they can't ignore it. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you very much. Mr. A. Sammurtok.

Mr. Sammurtok: Thank you, Mr. Chairman. The reason I'm asking that is because, after the anti-harassment awareness seminars were taken in those

communities, we're still getting complaints from the staff. Who is policing this now? (interpretation) Thank you, Mr. Chairman.

Chairman: Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. A. Sammurtok for the question. I'm not sure if I understand his question. Under the Code of Values and Ethics, workplace behaviour is clearly identified for employees, that workplace harassment and bullying is not to be tolerated. That's not just supervisors and managers; it's employees as well, so it could be in the workplace. In the collective agreement with NEU and NTA, there are workplace harassment and bullying clauses. The ethics officer deals with workplace harassment allegations.

As I said earlier, awareness is increasing. We're hoping that people will understand what's the difference between workplace harassment and performance management. In many cases, people who are displaying inappropriate work behaviour, for example, not showing up for work until 9:30 or ten o'clock, when your supervisor sits you down in their office and explains you're supposed to be at work at 8:30, that's a performance-related issue, not a workplace harassment issue. We get a number of those.

As far as who is policing, the government polices. When individuals report workplace harassment, it is to be treated with the urgency that it requires. It's not to be ignored. Deputy heads of all departments and territorial

corporations are ultimately responsible for ensuring that the workplace is a safe, productive, and enjoyable place to work. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. A. Sammurtok.

Mr. Sammurtok: Thank you, Mr. Chairman. According to your 2013-14 annual report on page 12 regarding the Summer Student Employment and Equity Program, this program is "designed to provide opportunities for all Nunavummiut students, beneficiary or non-beneficiary, to gain meaningful work experience or training within the public service."

To that statement, when a summer student applies for a summer job, they do the screening at the HR portion of the finance department. A lot of the students are told that the reason they are not being selected is because they don't have the work experience. According to your annual report, they are trying to get work experience. How does that work? (interpretation) Thank you, Mr. Chairman.

Chairman: Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. A. Sammurtok for the question. Mr. Chairman, if they can identify casual positions in their departments or territorial corporations, either early April or the beginning of April to the middle of August, they try to place summer students from grades 10, 11, and 12 and then university into positions that meet their skills. It's not simply the case of just putting an individual into a job that they're not

qualified for because then we would have other difficulties.

The 2013 annual report, as Mr. Sammurtok says, there were 154 students that participated in the summer student program. In 2015, we have increased that to 208 students in 21 communities; 164 were beneficiaries. In 2015, there were 391 applications and 208 were hired. There is good uptake.

We are encouraging all territorial corporations and departments to hire summer students so that they can gain experience, hopefully have a good experience working in the government, and have jobs that are closely related to the training they might be taking at college or university or trade school. After they graduate, they would have the experience to qualify for the indeterminate jobs they might apply on. We're having good success. There is a lot of interest in that program. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. A. Sammurtok.

Mr. Sammurtok (interpretation): Thank you, Mr. Chairman. (interpretation ends) It indicates here that it's for all Nunavummiut. There were some incidents where a department would hire a summer student that is from a different province. I find it weird when it indicates that it is for all Nunavummiut. They never, ever lived in Nunavut. What do you do in a case like this? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you very much. Mr. Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. A. Sammurtok for the question. I believe, at least for the parents, there is a one-year residency requirement to qualify for that program. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. A. Sammurtok

Mr. Sammurtok: Thank you, Mr. Chairman. That is what I am trying to get at. They have never lived in Nunavut before. All of a sudden, they're having a summer student job. That's why I'm trying to find out: in cases like that, what are we supposed to do as Nunavummiut? (interpretation) Thank you, Mr. Chairman.

Chairman: Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. It appears that Mr. A. Sammurtok has information that I am not aware of. Perhaps he could share it with me or come to my office and we can discuss it. Unless I have facts, I really can't address it.

All I know is that we had 391 applications in 2015 and 208 successful applicants. The programs are rolling out well again this year from what I understand, so there is a lot of interest right across Nunavut. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. A. Sammurtok.

Mr. Sammurtok: Thank you, Mr. Chairman. In regard to your 2014-15 annual report, internship, one of my colleagues asked the question a couple

of days ago. There was a response indicating that it is difficult to fill those positions, which I find kind of hard to believe.

There are some Inuit beneficiaries who have, let's say in the case of the Department of Community and Government Services, Red Seal certification in plumbing, carpentry, and so forth. Why would it be hard to find these positions if they want to get into the management-level positions, such as director, management, or supervisory positions? (interpretation) Thank you, Mr. Chairman.

Chairman: Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I will ask Mr. D'Arcy to respond to Mr. A. Sammurtok's question. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you very much. Mr. D'Arcy.

Mr. D'Arcy: Thank you, Mr. Chairman. When the original internship program was rolled out, we discovered that there was a systemic barrier to the program in that the intern had to guaranteed the job that they were interning for, which meant that the incumbent who was training them had to leave government service or at least transfer somewhere else. That created some difficulties in having the internship program move forward the way we would have liked it. That has been readjusted now.

As I think we may have mentioned previously, there is very good take-up in that internship program at this point in time. In fact, it might be oversubscribed.

There may be more people wanting to take the available positions than exist. For 2016, we are very hopeful that that is going to be a successful program and we look forward to seeing the results. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. A. Sammurtok.

Mr. Sammurtok: Thank you, Mr. Chairman. When you are advertising a job, is it the responsibility of individual departments or is the advertisement being looked after by Finance's HR department? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you very much. Mr. Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. A. Sammurtok for the question. The Department of Finance's HR does that, except for QEC, teachers, and nurses. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. A. Sammurtok.

Mr. Sammurtok: Thank you, Mr. Chairman. How are these job advertisements being advertised? In *Nunatsiaq News*? Are they on a website? How are they advertised? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you very much. Mr. Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. A. Sammurtok for the question. I'll ask Mr. Chown to respond to that question. Thank you.

Chairman: Thank you. Mr. Chown.

Mr. Chown: Thank you, Mr. Chairman. Our job advertisements are all posted on the Government of Nunavut's jobs posting website. In addition, we post our ads in the local newspapers. Depending on the positions and possible requests from departments for some of our more technical or complex positions to fill, we may also post in specialty sites, such as accounting institutes or engineering organization type websites. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you very much. Mr. A. Sammurtok.

Mr. Sammurtok: Thank you for your response. If that's the case, I am wondering why, when the job advertisements for a Kivalliq regional director was advertised, it was advertised down south, nothing in the northern newspapers and nothing on the government website. Thank you, Mr. Chairman.

Chairman: Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. A. Sammurtok for the question. Mr. A. Sammurtok and I have had extensive dialogue on that issue and I assured him that that won't be happening again. I appreciate him bringing that to our attention. I'll ask Mr. D'Arcy to provide some additional details. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. D'Arcy.

Mr. D'Arcy: Thank you, Mr. Chairman. For those particular competitions, we used a recruiting firm that did do an extensive search Canada-wide. However, they did not use our local

papers. That said, there were local individuals who were interested in those positions that we did talk to.

Regardless, we were unaware that the recruiting firm did not use *Nunatsiaq News* or *News/North*. We have since instructed them that for any recruiting that they do on our behalf, they will be using the local papers. As the minister said, we apologize for that oversight and we will ensure it does not happen again. Thank you, Mr. Chairman.

Chairman: Thank you. We are dealing with tabled documents from the Department of Finance. Following the list of names, Mr. Enook.

Mr. Enook (interpretation): Thank you, Mr. Chairman. Good afternoon, Mr. Minister and your officials. Before I ask my questions, let me return to a response. I need clarification on it. There was a question posed to the minister on how many days it takes to fill an employment opportunity starting from advertisement all the way to actually hiring. How long does the process take? I believe he said that it was between 90 and 95 days or something close to that figure.

I'm sure that it's very difficult to respond, but let me ask this question. Do we need to shorten the length of time of trying to fill a position? What is the shortest minimum requirement of days to have the process be in order to fill the position? Let me ask that first. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Enook for the question. That's correct. It is 90 to 95 days. If everything went perfectly, it would still take 70 days.

The job has to be evaluated at the front end, then you have to identify housing, then there has to be adequate advertising, screening, then you have to do the interviews, then you make verbal, email, or written offers, and then depending on how the offer is made, there's an appeal period. If there are appeals, you have to hear those appeals before you can make a written offer and then start the location.

Being that we're a government that has unions, we have to follow a defined process and make sure that we stick to all the rules that are outlined for staffing. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Enook.

Mr. Enook (interpretation): Thank you, Mr. Chairman. Currently, under the *Public Service Regulations*, you made a new provision to allow nearly all new positions to go through an appeals process. That is nearly all new positions, which includes union positions and external positions, as the government has the authority to do so. Does this slow down the already slow process of hiring employees? How many extra days do they have to wait now after you amended the regulations? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Enook for the

question. Yes, the government made that amendment, I believe, in September of 2013 that non-GN and beneficiary employees can appeal and it has slowed the process down, not in all competitions but where they may have applied and were unsuccessful. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Enook.

Mr. Enook (interpretation): Thank you, Mr. Chairman. Could you remind me why you had to go through the appeals process or how did you revamp it so that it would become more efficient? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you very much. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Enook for the question. We amended the *Public Service Act* for excluded employees to appeal. I'll ask Mr. D'Arcy to respond to the last question. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. D'Arcy.

Mr. D'Arcy: Thank you, Mr. Chairman. Before the change in regulation, as we know, people in the bargaining unit had the right to appeal, but others or people who were excluded employees did not. That was seen as failing of the *Public Service Act* and a failing of the regulations because it wasn't fair to some people who may have thought there was some bias in the recruitment process.

We wanted to ensure that that wasn't possible and that everybody had a fair chance at getting a job that we compete

for in the public service. We did expand it to include excluded employees. It can add up to 10 days to the recruitment process. At the same time, in terms of being fair, transparent, and accountable to everybody who is applying to work with the GN, we thought it was a necessary step to make and so did elected officials. We continue to believe that that is the correct way to go. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Enook.

Mr. Enook (interpretation): Thank you, Mr. Chairman. I was trying to get more information. As elected members, we are not involved in setting up the regulations. It is the government that sets up the regulations. We have never been involved in drafting regulations.

I have a question regarding the job advertisements in the decentralized communities. When a job is to be posted in a community, for example, if the job is going to be based in Pond Inlet, does the potential employee have to live in that community? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Enook for the question. Mr. Chairman, unless it is restricted to the community, potential applicants could apply from anywhere. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Enook.

Mr. Enook (interpretation): Thank you, Mr. Chairman. I do not think you understood the question, so I'll ask it

again. I am going to use Pond Inlet as an example. If there is going to be a job advertisement or if the job is going to be in Igloolik, does the employee have to be a permanent resident or living in that particular community? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Enook for the question. I will ask Mr. Chown to respond. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Chown.

Mr. Chown: Thank you, Mr. Chairman. If I understand the question correctly, I believe the member is asking if the successful candidate on a competition has to be a permanent resident of the community that the position is in. If that's correct, then yes, the employee who is hired into a position based in the community would be expected to be based out of that community. Although, depending on the position, there may be requirements for significant amounts of travel that may result in them in several different communities over the course of the year. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Enook.

Mr. Enook (interpretation): Thank you, Mr. Chairman. I'll continue the same line of questioning regarding a position based in the community. As per your statement, some positions travel continuously. What length of time does the employee have to spend in the community and what length of travel would be required? Is it completely up to the employee? For example, the

employee may spend a minimal period in the community prior to undertaking duty travel.

What type of regulatory limits are set, as an example, the number of months or days within the calendar year that the employee has to spend in their office in order to have the position listed in that community? Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Enook for the question. Mr. Chairman, wherever the job is, that is where the individual would be based. Depending on the nature of their job, they may be required to travel quite extensively in Nunavut.

For example, if you're an inspector, you may be required to travel to most communities in Nunavut throughout the year. That individual may be away from their community for a long period of time at any given period throughout the year. Their home base or residency would be in their community where their job is. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Enook.

Mr. Enook (interpretation): Thank you. Putting the inspectors aside, what about just regular employees or directors? What I'm trying to get at is: how can they be based in that community when they are out of town for long periods of time? If there is a problem with their residency, then who would look into the matter? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Enook for the question. If the particular department or perhaps another department has a requirement for an individual with certain skill sets to a short-term assignment, they may be assigned to work in another community, what we call an internal transfer assignment, or to use their skills for a period of time. Typically, that would be arranged between the two departments involved with the employee, and then that would be reviewed by the deputy minister of finance to ensure it's okay. At the end of that internal transfer agreement, they would have to return to their home community. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Enook.

Mr. Enook (interpretation): Thank you, Mr. Chairman. I apologize if I'm not getting across. I'm not talking about internal transfer assignments or anything of that sort. I know that's outside of what I'm talking about. What I'm trying to say is if a job is going to be based in Iqaluit, then I assume that individual would live here in Iqaluit, work in Iqaluit, and if there is a travel requirement, I totally agree with that.

What I'm concerned about is the job is based here in Iqaluit, but this individual is rarely here and comes in occasionally. Is that perfectly fine and it's not something you're concerned about? This individual is said to be based in Iqaluit. Thank you, Mr. Chairman.

Chairman: Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Enook for the

question. Of course, we would be concerned. He seems to have information that I'm unaware of. As I said earlier, wherever the job is, that's where the person should be unless, like I said, they're an inspector or that type of position travelling around Nunavut to inspect construction sites, perhaps, or other facilities or it might be a person who has skills that another department needs or the headquarters needs, then they do the short-term assignments.

If you have knowledge that a person is living here, but they're not here and they're not an inspector or a person on an internal transfer assignment, then we certainly would like to hear about it. Again, it's up to the individual departments, the deputy ministers within the individual departments, and presidents of territorial corporations to ensure that the policies of the Government of Nunavut are followed and adhered to, and no sweet deals or anything like that for employees. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Enook.

Mr. Enook (interpretation): Thank you, Mr. Chairman. I understand that each department is responsible if the deputy minister always approves anything. The Nunavut government has no regulations where it states that if your job is based in Iqaluit, you have to live here. They will need ongoing approval from the deputy minister or some department head as this individual never goes to the community except on occasion. That's my understanding.

I have another question. In the 2014-15 annual report on page 32, it indicates that there were 78 active grievances as

of March 31, 2015. Can you indicate how many grievances were filed in 2015-16 to date? Do you have that information? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Enook for that question. Just going back to his earlier comment, departments are required to come to us if they're trying to have a person in a community live there and work in another community. We had an example of that recently. Last year, a department was trying to do that and we said no. If we know about it or if it comes to our attention, we will deal with it. If you have that information, then let us know.

With respect to the grievances on page 32, I will ask Mr. Chown to respond to that. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Chown.

Mr. Chown: Thank you, Mr. Chairman. With respect to current grievances, as of May of 2016, there are currently 89 active grievances. Those grievances cover several different fiscal years. Two of them are specifically related to 2016-17, 41 of those are related to 2015-16, and it goes back in time several years from there. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you very much. Mr. Enook.

Mr. Enook (interpretation): Thank you. I would like to go back to Minister Peterson's previous response. I have brought this up in the House and spoken with you about it as well. Maybe I will

remind you if I need to do so. We know there are 12 decentralized communities. If we have workers that are supposed to be working in our community, we want them to live in our community as residents and not only see them three times a year.

Returning to my previous question, in 2014-15, how many grievances were able to be resolved? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you very much. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Enook for the question. We don't have that. All we have are the grievances that are outstanding, not the ones that have been resolved. Thank you, Mr. Chairman.

Chairman: Thank you. With 20 seconds, Mr. Enook.

Mr. Enook (interpretation): Thank you, Mr. Chairman. In particular, if an employee is a member of a union and they have a grievance or they want to disclose something, they can have a union representative. They can have a representative accompany them. What about people who are not under the union that are in excluded positions? Who represents and protects them if they want to file a grievance? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Enook for the question. Yes, that's correct. Under the collective agreement, the union would

represent the individual if you're a union member. If you're excluded, then you're entitled to appointing someone whom you trust to be with you in the hearing. Thank you, Mr. Chairman.

Chairman: Thank you. (interpretation) Following my list of names, Mr. Shooyook.

Mr. Shooyook (interpretation): Thank you, Mr. Chairman. My main question has already been asked by my colleague, so I'll ask something else. Please feel welcome in the House.

With respect to the 85 percent employment target we can't reach, we keep hearing that Inuit are not educated well enough. In my constituency, there have been a number of people certified in construction work and cooking through the college. These people got their certificates, but it's useless in our community. There are always people from down south who may have more expertise that come up and build houses, and then the people who are certified are not even considered.

Why is Nunavut set up like that? The people of Nunavut expect to be hired for jobs or to start to be given jobs. Why is the situation like this? Is there a law that says that even though a person is certified, it's just something for them to keep and not use for work? Is that one of the reasons why we can't reach that 85 percent? Can you clarify this for me? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you very much. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Shooyook for his

question. If I understand it correctly, he made some comments about people who are trained as cooks and that they can't get hired as construction workers. I would take that to mean that would be non-GN type of work. Under Article 24 and the new NNI, that is something that would be addressed. Contractors would certainly have to look at the qualifications of people. If they need carpenters or electricians, then they would be required to look at them.

Again, if it's GN, as I indicated earlier, Article 23 gives priority to Inuit beneficiaries who are applying on jobs. In combination with initiatives like the GN Human Resources Development Strategy, the new training program with NTI, directives that we have issued and approved, and the restricted competition directive, we are hopeful that we will be able to get to the 85 percent. I'm not going to put a year there, but we're putting mechanisms in place, training programs in place within the GN, and taking into account all the initiatives I just mentioned. At some point, hopefully we will get there.

I have to stress to Mr. Shooyook that it's very important that we encourage our younger people to stay in school, graduate with a grade 12 degree so that they can move on to college, university, or trade school and get additional training because we're going to require a lot of skilled Nunavummiut over the next 10 to 20 years. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Shooyook.

Mr. Shooyook (interpretation): Thank you, Mr. Chairman. I also thank the minister for that clarification. It's

frustrating. When a new job opens, we always hear that in Nunavut, beneficiaries will be given first priority. Even though we hear that, the actual people who live in Nunavut are still waiting. As I said, people who are certified are still waiting for jobs, but then we see cooks being hired from the south. I find this illogical and that's why I'm asking about it.

Legislation in Nunavut notwithstanding, even when it is quoted, it is not enforced. Officially, the person has to be able to speak in Inuktitut and English. However, that requirement is not enforced even today. That is why I am asking about it, especially for those who are certified and eligible. I get the impression that this particular requirement is ignored and therefore rendered meaningless. There must be some way to remedy this situation. Can you explain how you square that with the legislation? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you very much. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Shooyook for his question and concerns. Of course, one would expect that an individual took training in an area that they're interested in. I'll take the example he used, a cook. The opportunities would probably be in a hotel or a facility such as a college or correctional facility, for example, where they do need cooks. In the private sector, restaurants and construction companies would likely need cooks; mine camps would need cooks.

For example, typically a mine would negotiate an Inuit impact and benefit agreement under Article 26 where they

would be required to again hire a certain level of Inuit. If there's a Nunavut-based company that has a camp catering contract, they would probably try to make a good effort to hire that individual because they have to report to the regional Inuit association with their employment numbers as well. If people are having those difficulties getting jobs with construction companies or mining camps, then they should bring those concerns to their local MLA or to their mayor or to their regional Inuit association. Thank you, Mr. Chairman.

Chairman (Mr. Akoak): Thank you. The next name on the list, Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. Good afternoon. I was reading the annual report, page 10 of 47, just going down the highlights of Nunavut public service benefits. One of the areas listed as a benefit is severance pay. It had a little over \$200 million, I believe, in that. Oh, \$2.3 million. Sorry. That would have been a lot. I am wondering if you could tell me the number of times, perhaps in the fiscal year of 2014-15, that you would have to pay out severance. Thank you, Mr. Chairman.

Chairman: Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Ms. Angnakak for the question. Mr. D'Arcy will answer that question. Thank you, Mr. Chairman.

Chairman: Mr. D'Arcy.

Mr. D'Arcy: Thank you, Mr. Chairman. We don't have a specific track of severance pay that has been paid out

other than this total number. It is paid out based on people who have 10 years or more service. To specifically answer the question, we would have to get back to the member on how many people did receive severance pay during the year to add up to that amount. Thank you, Mr. Chairman.

Chairman: Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. I appreciate that. Yes, we would like to have that information.

Anybody who has ten years decides to resign from their job automatically get severance pay? Thank you, Mr. Chairman.

Chairman: Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I'll ask Mr. D'Arcy to answer the question. Thank you.

Chairman: Mr. D'Arcy.

Mr. D'Arcy: Thank you, Mr. Chairman. Excluded employees with over ten years of services, yes, and there may be some NEU employees who are very long term, I believe 1994, but it might even be before then, when the severance amounts changed. Basically, in the current time, it would be excluded employees and everyone with more than 10 years of service would get severance. Thank you, Mr. Chairman.

Chairman: Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. Has the GN paid severance pay in lieu of going to court because you've had a disagreement, you have

terminated an employee, and then you pay them? Thank you, Mr. Chairman.

Chairman: Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Ms. Angnakak for the question. I'll have Mr. Chown answer that question. Thank you, Mr. Chairman.

Chairman: Mr. Chown.

Mr. Chown: Thank you, Mr. Chairman. Severance pay for us is considered a benefit to an employee. It's a benefit based on years of service. I believe what the member is referring to here would be a settlement in lieu of going to court. We would call that a settlement as opposed to severance. We do pay settlements out from time to time throughout the year. I don't have specific stats on the dollar amounts of settlements from the year. Thank you, Mr. Chairman.

Chairman: Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. You're absolutely right. I meant settlements in that question. Could we get the breakdown of that as well, please? How much has the GN paid out in settlements for disputes? Thank you, Mr. Chairman.

Chairman: Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. If Ms. Angnakak can clarify, is it just for one fiscal year or is it for multiple fiscal years? If she can clarify it. Thank you.

Chairman: Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. Perhaps over the last five years up until now, if you can have a breakdown of that.

I would also like to ask about a gag order, kind of like, "We pay you, so you are not allowed about anything." Does the GN do that to employees that have received a settlement? Thank you, Mr. Chairman.

Chairman: Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Ms. Angnakak for clarifying that. We will have to be very careful with specific amounts, perhaps an aggregate amount, so that we do not identify specific settlements.

As Ms. Angnakak mentioned, with respect to gag orders, there are no gag orders. It's just lawyers on both sides negotiate agreements for the two parties and they agree that for the settlement, nobody talks about the issue. It is quite common. Thank you, Mr. Chairman.

Chairman: Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. I thank the minister for committing to coming back to us with that information.

When you talk about grievances, when my colleague, Mr. Enook, was asking about the number of grievances, you said that some of them go way back. Can you talk about that a little bit? Why would ones go way back? Why are they not being dealt with? Why are they being carried over year to year to year? It would seem like the issues are not being

dealt with at all. Thank you, Mr. Chairman.

Chairman (Mr. Mikkungwak): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Ms. Angnakak for the question. I will ask Mr. Chown to respond. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Chown.

Mr. Chown: Thank you, Mr. Chairman. When the Department of Finance first took over the human resource responsibilities, we did note that there were quite a few old grievances still on the books. We have been working quite hard with the unions to try to settle those grievances and bring them up to date. In fact, with the exception of one from 2003-04, all grievances now are from 2009-2010 forward and the majority of them are within the last three to four years.

Various reasons could cause a grievance to take this long. There is often back and forth with unions. Sometimes we have to go to arbitration and sometimes arbitrations can take as much as two years to schedule depending on the availability of arbitrators. Matters like that can cause grievances to take time. Sometimes we go back to the union and then we are waiting for responses from the unions. For whatever reason due to their capacity, a particular case may sit for some time before we hear back from them. Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. How many grievances that

are going from year to year do you think you're going to be able to actually close this fiscal year? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you very much. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Ms. Angnakak for the question. Mr. Chown indicated that there is a number of variables that come into play as to whether a grievance is settled or not settled or drags on for six months or longer. We cannot predict how many will be settled this year. Thank you, Mr. Chairman.

Chairman: Thank you. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. Can the minister tell us if there are dedicated staff towards working on these grievances? Whose job is it? Thank you, Mr. Chairman.

Chairman: Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. We have dedicated staff in Employee Relations working on these. The Government of Nunavut has dedicated employees. I can assure Ms. Angnakak of that. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you very much. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. Do these employees have other duties as well? Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Ms. Angnakak for the question. As Ms. Angnakak knows well, most people have more than one duty in the Government of Nunavut. They are generalists, but they work on those grievances specific to employee relations. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you very much. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. Can the minister tell us if there is a certain amount of time that they are told to allocate towards resolving a lot of these grievances? How does that work? If I have my job and I go to work, am I doing HR stuff or am I working with grievances or what? How is that determined and what percentage? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you very much. Mr. Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Ms. Angnakak for her question. Mr. Chairman, again, as we say, Employee Relations has people working on these types of issues. We have NEU and we have NTA. They have their officials as well. It takes two sides or parties to move things forward. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you very much. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. Perhaps the minister can clarify if the two parties are working well in order to move these grievances forward or if that is the reason why we have so many grievances that have not

been addressed. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you very much. Mr. Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Ms. Angnakak for the question. Mr. Chairman, we have regular monthly meetings with the union. If we were to simply agree with everything they asked for, then we would probably have these grievances resolved tomorrow, but I don't think that is in the best interests of the Government of Nunavut or anyone else. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you very much. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. Is the minister saying then that the reason why there are so many grievances from years ago is that the union is putting demands on the government that the government can't agree to? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you very much. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Ms. Angnakak for the question. Not having been in charge of HR until April 1, 2013, I don't know what was going on before that. As Mr. Chown has indicated, we have quite a backlog of outstanding grievances. We are working towards cleaning up the grievances since 2009-2010, so we are slowly getting there. Again, as I said, in the process of negotiations and agreement, arbitration is involved; people going back and forth and people have to be available. It's not simply

sitting down and boom, you have an agreement. It doesn't work that way. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you very much. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. In my mind, people put grievances because they feel a wrong has been done to them, and then I get a little concerned when it takes years and years to really look at what is going in that file. It does concern me and I know you have said that you have done the best you can and that you are going forward, but I just think it's a concern if we're still dealing with cases from 2009. Maybe we've got to look at doing something else.

I would like to talk a little bit about workplace harassment. Over the past two years, which department has had the highest number of alleged incidents of workplace harassment or bullying? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you very much. (interpretation ends) Minister of Finance, Mr. Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I'm just going back to Ms. Angnakak's earlier question and her comments. I worked for the Government of the Northwest Territories for a number of years and at one point, I was the president of the local union for two years. I was also a shop steward for a few years, so I know full well how these processes work. I got involved in quite a few grievances on behalf of employees and very few of them ever settled right away.

Again, it's a give and take. You have lawyers involved, you have arbitrators involved, and you have to get all the facts, all the figures, and all the information together. You have to have agreement to settle. It could take two weeks or it could take two years or longer.

Just to respond to your question about workplace harassment in which department, we don't have the information here with us. I apologize for that, Mr. Chairman. Thank you.

Chairman: Thank you. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. I look forward to hearing from the department on which department has the highest number of incidents and also, perhaps, the lowest number of incidents.

Could the minister tell us then, over the past two years, how many employees have been formally disciplined for having committed acts of workplace harassment or bullying? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you very much. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. Just to go back to Ms. Angnakak's earlier question, I don't know if I would even be willing to share that information.

To me, it's not some kind of game where who's got more and who's got the least. It's government-wide. All the departments and territorial corporations are dealing with workplace harassment. We're training people where they are

coming to an understanding. We're hoping that it will be reduced or eliminated. I don't think it's worth pointing out which department is the worst and which one is the best. All the departments are different. Some are huge. The health department is a huge department. Some are small. Environment is a small department.

With respect to anyone being disciplined for workplace harassment, we have a binder that the department puts together for me on a regular basis. I review the reports. Yes, I can confirm that people have been disciplined for workplace harassment. Not all of them are supervisors or managers. There are employees who were also disciplined. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you very much. I would like to remind the members that we have interpreters. Please try not to speak too fast.

>> *Laughter*

Don't speak too fast. When you speak too fast, you should slow down. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. Fair enough for that about which has higher or lower... .

One of things that sometimes I think about when I hear some of the stories about bullying and harassment, it makes me think if you had more than two people in a department that came forward and said they were bullied or that the environment wasn't very nice to work, that it was very hard to work in that division. Does that raise any red flags? Who is providing oversight?

How do you know when you have a lot of people coming forward... ? How does it get to you that you provide that oversight where you can go to the departments and say, "We've had so many complaints"? How would you go about investigating that? Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Ms. Angnakak for her question. Because Mr. D'Arcy and Mr. Chown deal with this on a daily basis, I'll ask Mr. D'Arcy if he can respond to that question. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. D'Arcy.

Mr. D'Arcy: Thank you, Mr. Chairman. Our Employee Relations group and underneath there, the people who work with workplace harassment are an independent group. We're a central agency and we aren't reporting to the individual departments.

Certainly, when Employee Relations takes a look and notices that there's a trend or if there seems to be a problem in a department, they will work with the HR directors, their directors of corporate services, and the folks in that department to rectify a situation to make sure that it doesn't continue. Sometimes that's difficult and that means that every once in a while Mr. Chown and/or myself will sit down with the deputy minister of that department and talk about how we can do things better and how we can be more responsive. Sometimes candidly, we talk about individuals and how individuals should maybe change their approach to working within the workplace.

Finally, there is Mr. Chown's Building Capacity Committee, which is the committee of deputy ministers that looks after human resource matters and matters of this type of government-wide significance are spoken about candidly and often at that committee. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you very much. (interpretation ends) Slow down for the interpreter. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. All that sounds very nice. Somehow, there are stories I have heard too and I know the one side, but they're still worth investigating. We really do have some conflicts of interest that come into play where relationships are connected. When we try to go to one, they're actually friends or in some ways connected to the other.

When I have spoken to some employees, it's because they're at the point they don't know where to go because they feel that it's not safe to talk because of all those connections. I don't want this denial and all this stuff. It does happen and I'm not trying to paint the whole GN like that, but we really do need to address that. I know you have things in place. I know you really do try the very best that you can to ensure that problems are addressed, but there are some gaps there and I would just like to be able to address that.

I'm wondering: how do you deal with that when you have...? I'm going to use your Employee Relations staff just as an example. If they're connected to somebody and somebody's not in the union and they're the ones you're supposed to go to, how do you deal with

that? What steps should that person take when that's the situation? Thank you, Mr. Chairman.

Chairman: Thank you. As Chairman, that will be the last question of the day. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Ms. Angnakak for the question. I want to assure Ms. Angnakak that we do treat workplace harassment very seriously. There are more protections than ever for employees of the Government of Nunavut. We have the ethics officer. We have the workplace harassment policy. We have the Code of Values and Ethics. It's all there. We have it on our website explaining how it's important that all employees follow it, adhere to it, and treat people with dignity and respect. The deputy heads have been instructed to treat it seriously and not to ignore it.

Employees can go to their managers, to their supervisors, or to their own deputies. If that doesn't work, then they can go to Mr. Chown or Mr. D'Arcy. They can go directly to the ethics officer. I have even made an offer to Ms. Angnakak that people can come to me and let me know if they have specific concerns or issues.

I don't know how it's going to be possible to eliminate. People have that inherent fear that there are going to be reprisals. Very clearly, the ethics officer in Part 6 of the *Public Service Act*, if wrongdoing was reported and if there are any reprisals, severe discipline can be imposed on any employee who is acting out of reprisal against someone who has reported wrongdoing. There is a fine of up to \$10,000, so it's quite serious.

I have also extended an offer to Ms. Angnakak. I know she has made a comment on one side to the story. I have made an offer to Ms. Angnakak and I'll make it here. If any MLA has a constituent that comes in with a complaint or concern, if the MLA gets their constituent's authorization to review their HR file, I can also confirm that if they want to see their HR file, I will make that file available in a secure location with a human resources official for the MLA to review the file. No cellphones, no cameras, and no note taking, just come in and look at the file and you will get the other side of the story. I'll make that offer. Thank you, Mr. Chairman.

Chairman: Thank you. As per Rule 6(1), I know recognize the clock and will report progress to the Speaker.

Thank you, Minister and your staff. *Iqsuqtii*, please assist the witnesses to leave the witness table.

Speaker: Item 20. Report of the Committee of the Whole. Mr. Mikkungwak.

Item 20: Report of the Committee of the Whole

Mr. Mikkungwak: Mr. Speaker, your committee has been considering Tabled Documents 73 – 4(2), 116 – 4(2), 140 – 4(2), and 70 – 4(3) and would like to report progress. Mr. Speaker, I move that the Report of the Committee of the Whole be agreed to. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. There is a motion on the floor. Is there a

seconder? Mr. Sammurtok, Alexander Sammurtok.

>>*Laughter*

(interpretation ends) All those in favour. Opposed. One.

>>*Laughter*

The motion is carried.

Item 21. Third Reading of Bills. Item 22. (interpretation) *Orders of the Day*. (interpretation ends) Ms. Deputy Clerk, Ms. Tupik.

Item 22: Orders of the Day

Deputy Clerk (Ms. Tupik): A meeting of the Full Caucus at ten o'clock in the Nanuq Committee Room.

Orders of the Day for June 7:

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. Petitions
11. Responses to Petitions

12. Reports of Standing and Special Committees on Bills and Other Matters >>*House adjourned at 18:07*
13. Tabling of Documents
14. Notices of Motions
15. Notices of Motions for First Reading of Bills
16. Motions
17. First Reading of Bills
- Bill 16
 - Bill 19
18. Second Reading of Bills
19. Consideration in Committee of the Whole of Bills and Other Matters
- Bill 17
 - Bill 18
 - Tabled Document 73 – 4(2)
 - Tabled Document 116 – 4(2)
 - Tabled Document 140 – 4(2)
 - Tabled Document 70 – 4(3)
20. Report of the Committee of the Whole
21. Third Reading of Bills
22. Orders of the Day

Speaker (interpretation): Thank you.
(interpretation ends) This House stands adjourned until Tuesday, June 7, at 1:30 p.m.

(interpretation) Sergeant-at-Arms.

