

Adam Arreak Lightstone



## Written Question

### Translation to Follow

**Asked by:** Adam Arreak Lightstone, MLA for Iqaluit-Manirajak

**Asked of:** Hon. David Akeegok  
Minister of Human Resources

**Number:** 71-5(2)

**Date:** September 24, 2020

**Subject:** Administration of Government of Nunavut's Staff Housing Policy 2020

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I am pleased to provide a response to this written question on behalf of the Department of Human Resources.

The Staff Housing Policy sets out the scope and principles of the GN Staff Housing Program. Along with the GN Staff Housing Procedures Manual, the policy establishes the guidelines for fair implementation and administration of GN Staff Housing.

The Staff Housing Allocation Committee is chaired by the ADM, Operations, Human Resources and consists of Assistant Deputy Ministers from all GN departments, the Nunavut Housing Corporation (NHC), and the Nunavut Arctic College and the Office of the Legislative Assembly. The Committee approves staff housing for active competitions according to set procedures and operates based on the principles of *Aajiqatigiinniq* and *Piliriqatigiinniq*; decision making through discussion and consensus, and working together for a common cause, respectively.

Deputy Ministers of each represented department or public body prioritize positions for staff housing ensuring their strategic and operational requirements and departmental Inuit employment goals and objectives. While the Staff Housing Allocation Committee approves staff housing for active competitions, NHC continues to manage the actual assignment of the specific GN housing unit to the employee. NHC also continues to manage the ongoing maintenance requirements of the assigned GN housing unit.

### Question

1. As of March 31, 2020, broken down by community, employing entity (Government of Nunavut department, Crown agency and Territorial Corporation) and category of position (Executive, Senior Management, Middle Management, Professional, Paraprofessional, Administrative Support), how many staff housing units were rented to employees who were **Nunavut Inuit**?

**Response:**

***The breakdown is shown in Appendix 1, attached.***

***\*Please note that this information does not indicate the number of units or number of employees in units. For example, a couple who both work for the GN and live together in a unit may be represented twice in the data table, depending on how their rent is deducted from their pay.***

**Question**

2. As of March 31, 2020, broken down by community, employing entity (Government of Nunavut department, Crown agency and Territorial Corporation) and category of position (Executive, Senior Management, Middle Management, Professional, Paraprofessional, Administrative Support), how many staff housing units were rented to employees who were **not Nunavut Inuit**?

**Response:**

***All comments related to question #1 apply equally to question #2. Data related to employees that are not Nunavut Inuit can be found in Appendix 2, attached.***

**Question**

3. As of March 31, 2020, broken down by community and employing entity (Government of Nunavut department, Crown agency and territorial corporation), within the meaning of the “Sponsoring” provision that is provided for in Schedule A of the Government of Nunavut’s Staff Housing Policy, how many **contract employees** of the Government of Nunavut were residing in staff housing units?

- a. How much are each employing entity paying for housing non-GN employees?
- b. Does the employing entity cover the full cost of the lease, or is it deducted from the contract employees?

(Given that NHC deflected some questions to the department of Finance, this question will be posed to both NHC and Finance who can determine who is best able to respond)

**Response:**

***Addressed by the Nunavut Housing Corporation (NHC) in Return to Written Questions 072 – 5(2), response #10.***

**Question**

4. As of March 31, 2020, how many employees under the jurisdiction of the Government of Nunavut’s **Senior Personnel Secretariat** (within the meaning of the “Definitions” section of the Government of Nunavut’s Staff Housing Policy) were renting staff housing units?

- a. How many of the employees referred to in question #3 were Nunavut Inuit?
- b. How many of the employees referred to in question #3 were not Nunavut Inuit?

**Response:**

**Employees under the jurisdiction of the GN's Senior Personnel Secretariat (Deputy Minister or President) and Assistant Deputy Minister or Vice President. As of March 31, 2020, 12 of these employees were renting staff housing units.**

- a) **One (1) of the employees referred to in question #4 was Nunavut Inuit.**
- b) **Eleven (11) of the employees referred to in question #4 were not Nunavut Inuit.**

**Question**

5. As of March 31, 2020, broken down by size of unit (within the meaning of Schedule E of the Government of Nunavut's Staff Housing Policy), what was the **average monthly lease**?

(Given that NHC deflected some questions to the department of Finance, this question will be posed to both NHC and Finance who can determine who is best able to respond)

***Response:***

***Addressed by NHC in Return to Written Questions 072 – 5(2), response #7***

**Question**

6. As of March 31, 2020, broken down by size of unit (within the meaning of Schedule E of the Government of Nunavut's Staff Housing Policy), what was the **average monthly rent** deducted from employees renting staff housing units?

(Given that NHC deflected some questions to the department of Finance, this question will be posed to both NHC and Finance who can determine who is best able to respond)

***Response:***

***Addressed by NHC in Return to Written Questions 072 – 5(2), response #8***

**Question**

7. As of March 31, 2020, what was the average monthly value of the staff housing **subsidy** provided to employees renting staff housing units?

(Given that NHC deflected some questions to the department of Finance, this question will be posed to both NHC and Finance who can determine who is best able to respond)

***Response:***

***Addressed by NHC in Return to Written Questions 072 – 5(2), response #9***

**Question**

8. As of March 31, 2020, broken down by community, how many individuals were on the Nunavut Housing Corporation's staff housing **waiting list** (within the meaning of subsection 4(c) of Schedule A of the Government of Nunavut's Staff Housing Policy)?

- a. How many of the individuals referred to in question #7 were Nunavut Inuit?
- b. How many of the individuals referred to in question #7 were not Nunavut Inuit?

***Response:***

**The Table below indicates, by community, how many individuals were on the staff housing waiting list, as of November 11, 2020. The Table also indicates how many individuals on the waiting list were Nunavut Inuit, and how many were non-Nunavut Inuit.**

| Community<br>(by region) | Staff Housing Requests<br>TOTAL | Staff Housing Requests-<br>Nunavut Inuit only | Staff Housing Request<br>non-Nunavut Inuit |
|--------------------------|---------------------------------|---|--|
| Iqaluit                  | 102                             | 50  | 52   |
| <b>Qikiqtaaluk:</b>      |                                 |   |  |
| Arctic Bay               |                                 |   |  |
| Clyde River              | 2                               | 2   | 0  |
| Grise Fiord              |                                 |   |  |
| Igloolik                 | 3                               | 3   | 0  |
| Kimmirut                 | 1                               | 1   | 0  |
| Kinngait                 | 1                               | 1   | 0  |
| Pangnirtung              | 3                               | 3   | 0  |
| Pond Inlet               | 5                               | 5   | 0  |
| Qikiqtarjuak             |                                 |   |  |
| Resolute Bay             |                                 |   |  |
| Sanikiluaq               | 1                               | 1   | 0  |
| Sanirajak                | 1                               | 1   | 0  |
| <b>Kivalliq:</b>         |                                 |   |  |
| Arviat                   | 8                               | 7   | 1  |
| Baker Lake               | 2                               | 2   | 0  |
| Chesterfield Inlet       |                                 |   |  |
| Coral Harbour            | 1                               | 1   | 0  |
| Nauyasat                 |                                 |   |  |
| Rankin Inlet             | 26                              | 20  | 6  |
| Whale Cove               | 3                               | 3   | 0  |
| <b>Kitikmeot:</b>        |                                 |   |  |
| Cambridge Bay            | 6                               | 4   | 2  |
| Gjoa Haven               | 7                               | 6   | 1  |
| Kugaaruk                 | 2                               | 2   | 0  |
| Kugluktuk                | 1                               | 1   | 0  |
| Taloyoak                 | 1                               | 1   | 0  |
|                          |                                 |   |  |
| <b>TOTALS</b>            | <b>176</b>                      | <b>114</b>                                    | <b>62</b>                                  |

**Question**

9. As of March 31, 2020, what was the average length of time for an individual to remain on the Nunavut Housing Corporation's staff housing **waiting list** (within the meaning of subsection 4(c) of Schedule A of the Government of Nunavut's Staff Housing Policy)?

***Response:***

***The average length of time for an individual on the waiting list is 577 days.***

**Appendix 1 – Nunavut Inuit GN Employees with Staff Housing (by department, community, and position category)**

| Count of Nunavut Inuit          |  |            | Dept.    |          |          |           |     |          |          |          |           |          |          |          |      |     |          |
|---------------------------------|--|------------|----------|----------|----------|-----------|-----|----------|----------|----------|-----------|----------|----------|----------|------|-----|----------|
| Community                       | Position Category  | Total      | CGS      | CH       | EDT      | EDU       | EIA | ENV      | FIN      | FS       | HEA       | HR       | JUS      | NAC      | NBCC | NHC | OLA      |
| Arctic Bay                      | 4-Professional   | 4          |          |          |          | 3         |     |          |          |          |           |          |          | 1        |      |     |          |
|                                 | 5-Paraprofessional   | 1          |          |          |          |           |     | 1        |          |          |           |          |          |          |      |     |          |
| <b>Arctic Bay Total</b>         |  | <b>5</b>   |          |          |          | <b>3</b>  |     | <b>1</b> |          |          |           |          |          | <b>1</b> |      |     |          |
| Arviat                          | 3-Middle Management  | 4          |          |          |          | 3         |     |          |          |          | 1         |          |          |          |      |     |          |
|                                 | 4-Professional   | 4          |          |          |          | 3         |     |          |          | 1        |           |          |          |          |      |     |          |
|                                 | 5-Paraprofessional   | 3          | 1        |          | 1        |           |     |          |          | 1        |           |          |          |          |      |     |          |
|                                 | 6-Administrative Support   | 5          |          |          |          | 4         |     |          |          |          | 1         |          |          |          |      |     |          |
| <b>Arviat Total</b>             |  | <b>16</b>  | <b>1</b> |          | <b>1</b> | <b>10</b> |     |          |          | <b>2</b> | <b>2</b>  |          |          |          |      |     |          |
| Baker Lake                      | 2-Senior Management  | 1          |          |          |          |           |     |          |          |          |           | 1        |          |          |      |     |          |
|                                 | 4-Professional   | 2          |          |          |          |           |     |          |          | 1        | 1         |          |          |          |      |     |          |
|                                 | 5-Paraprofessional   | 1          |          |          |          |           |     |          |          |          |           |          | 1        |          |      |     |          |
|                                 | 6-Administrative Support   | 1          |          |          |          | 1         |     |          |          |          |           |          |          |          |      |     |          |
| <b>Baker Lake Total</b>         |  | <b>5</b>   |          |          |          | <b>1</b>  |     |          |          | <b>1</b> | <b>1</b>  | <b>1</b> | <b>1</b> |          |      |     |          |
| Cambridge Bay                   | 2-Senior Management  | 1          |          |          |          |           |     |          |          |          | 1         |          |          |          |      |     |          |
|                                 | 3-Middle Management  | 5          |          |          | 1        |           |     |          |          | 2        |           | 2        |          |          |      |     |          |
|                                 | 4-Professional   | 5          | 1        |          |          |           |     |          |          | 1        | 2         |          |          | 1        |      |     |          |
|                                 | 5-Paraprofessional   | 8          | 1        |          |          |           |     | 1        |          | 2        | 1         |          | 1        |          |      | 2   |          |
|                                 | 6-Administrative Support   | 11         | 1        |          |          | 1         |     |          | 1        |          | 8         |          |          |          |      |     |          |
| <b>Cambridge Bay Total</b>      |  | <b>30</b>  | <b>3</b> |          | <b>1</b> | <b>1</b>  |     | <b>1</b> | <b>1</b> | <b>5</b> | <b>12</b> | <b>2</b> | <b>1</b> | <b>1</b> |      |     | <b>2</b> |
| Chesterfield Inlet              | 4-Professional   | 1          |          |          | 1        |           |     |          |          |          |           |          |          |          |      |     |          |
| <b>Chesterfield Inlet Total</b> |  | <b>1</b>   |          |          | <b>1</b> |           |     |          |          |          |           |          |          |          |      |     |          |
| Clyde River                     | 4-Professional   | 4          |          |          |          | 3         |     |          |          |          |           |          |          | 1        |      |     |          |
|                                 | 6-Administrative Support   | 1          |          |          |          |           |     |          |          |          |           |          |          | 1        |      |     |          |
| <b>Clyde River Total</b>        |  | <b>5</b>   |          |          |          | <b>3</b>  |     |          |          |          |           |          |          | <b>2</b> |      |     |          |
| Coral Harbour                   | N/A – No positions in this “count” have housing in Coral Harbour |            |          |          |          |           |     |          |          |          |           |          |          |          |      |     |          |
| <b>Coral Harbour Total</b>      |  | <b>N/A</b> |          |          |          |           |     |          |          |          |           |          |          |          |      |     |          |
| Gjoa Haven                      | 3-Middle Management  | 2          |          |          | 1        | 1         |     |          |          |          |           |          |          |          |      |     |          |
|                                 | 4-Professional   | 5          |          |          |          | 3         |     |          |          | 1        |           |          |          | 1        |      |     |          |
|                                 | 5-Paraprofessional   | 1          |          |          |          |           |     |          |          |          | 1         |          |          |          |      |     |          |
|                                 | 6-Administrative Support   | 2          |          |          |          |           |     |          |          |          | 1         |          | 1        |          |      |     |          |
| <b>Gjoa Haven Total</b>         |  | <b>10</b>  |          |          | <b>1</b> | <b>4</b>  |     |          |          | <b>1</b> | <b>2</b>  |          | <b>1</b> | <b>1</b> |      |     |          |
| Hall Beach                      | N/A – No positions in this “count” have housing in Hall Beach    |            |          |          |          |           |     |          |          |          |           |          |          |          |      |     |          |
| <b>Hall Beach Total</b>         |  | <b>N/A</b> |          |          |          |           |     |          |          |          |           |          |          |          |      |     |          |
| Igloolik                        | 3-Middle Management  | 3          |          | 1        |          |           |     |          | 1        |          |           | 1        |          |          |      |     |          |
|                                 | 4-Professional   | 4          |          | 2        |          | 2         |     |          |          |          |           |          |          |          |      |     |          |
|                                 | 5-Paraprofessional   | 3          |          |          |          | 2         |     |          | 1        |          |           |          |          |          |      |     |          |
|                                 | 6-Administrative Support   | 2          |          | 1        |          | 1         |     |          |          |          |           |          |          |          |      |     |          |
| <b>Igloolik Total</b>           |  | <b>12</b>  |          | <b>4</b> |          | <b>5</b>  |     |          | <b>2</b> |          |           | <b>1</b> |          |          |      |     |          |

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|                           |                          |            |           |          |          |           |          |          |           |           |           |           |           |          |  |          |          |
|---------------------------|--------------------------|------------|-----------|----------|----------|-----------|----------|----------|-----------|-----------|-----------|-----------|-----------|----------|--|----------|----------|
| Iqaluit                   | 1-Executive              | 1          |           |          |          |           |          |          |           |           |           |           |           |          |  | 1        |          |
|                           | 2-Senior Management      | 6          |           | 1        |          |           | 1        |          |           |           | 1         | 1         |           | 2        |  |          |          |
|                           | 3-Middle Management      | 18         | 2         | 2        |          |           | 2        |          | 1         | 2         | 1         | 3         | 4         | 1        |  |          |          |
|                           | 4-Professional           | 48         | 2         | 7        | 1        | 7         |          |          | 2         | 4         | 4         | 6         | 4         | 10       |  |          | 1        |
|                           | 5-Paraprofessional       | 46         | 6         | 2        | 1        | 6         | 1        | 1        | 5         | 5         | 4         | 3         | 8         | 2        |  |          | 2        |
|                           | 6-Administrative         | 84         | 2         | 1        | 4        | 8         | 4        | 1        | 2         | 1         | 28        | 2         | 24        | 4        |  | 2        | 1        |
|                           | Casual                   | 2          |           |          |          |           |          | 1        |           |           | 1         |           |           |          |  |          |          |
| <b>Iqaluit Total</b>      |                          | <b>205</b> | <b>12</b> | <b>1</b> | <b>6</b> | <b>2</b>  | <b>8</b> | <b>3</b> | <b>10</b> | <b>12</b> | <b>39</b> | <b>15</b> | <b>40</b> | <b>1</b> |  | <b>3</b> | <b>4</b> |
| Kimmirut                  | 5-Professional           | 1          | 1         |          |          |           |          |          |           |           |           |           |           |          |  |          |          |
| <b>Kimmirut Total</b>     |                          | <b>1</b>   | <b>1</b>  |          |          |           |          |          |           |           |           |           |           |          |  |          |          |
| Kinngait                  | 4-Professional           | 2          | 1         |          |          |           |          |          |           |           |           |           | 1         |          |  |          |          |
|                           | 5-Paraprofessional       | 9          | 3         |          |          | 1         |          |          |           |           |           |           | 1         |          |  | 5        |          |
|                           | 6-Administrative         | 1          | 1         |          |          |           |          |          |           |           |           |           |           |          |  |          |          |
| <b>Kinngait Totals</b>    |                          | <b>12</b>  | <b>5</b>  |          |          | <b>1</b>  |          |          |           |           |           | <b>2</b>  |           |          |  | <b>5</b> |          |
| Kugaaruk                  | 4-Professional           | 5          |           |          |          | 3         |          |          |           | 1         |           |           |           | 1        |  |          |          |
|                           | 5-Paraprofessional       | 1          |           |          |          | 1         |          |          |           |           |           |           |           |          |  |          |          |
| <b>Kugaaruk Total</b>     |                          | <b>6</b>   |           |          |          | <b>4</b>  |          |          |           | <b>1</b>  |           |           |           |          |  | <b>1</b> |          |
| Kugluktuk                 | 4-Professional           | 4          |           | 2        |          | 1         |          |          |           | 1         |           |           |           |          |  |          |          |
|                           | 5-Paraprofessional       | 5          | 1         |          |          |           |          | 2        |           | 2         |           |           |           |          |  |          |          |
| <b>Kugluktuk Total</b>    |                          | <b>9</b>   | <b>1</b>  | <b>2</b> |          | <b>1</b>  |          | <b>2</b> |           | <b>3</b>  |           |           |           |          |  |          |          |
| Naujaat                   | 4-Professional           | 2          |           |          |          | 1         |          |          |           |           |           |           |           | 1        |  |          |          |
|                           | 6-Administrative Support | 1          |           |          |          |           |          | 1        |           |           |           |           |           |          |  |          |          |
| <b>Naujaat Total</b>      |                          | <b>3</b>   |           |          |          | <b>1</b>  |          | <b>1</b> |           |           |           |           |           |          |  | <b>1</b> |          |
| Pangnirtung               | 3-Middle Management      | 3          |           |          |          | 1         |          |          |           | 1         | 1         |           |           |          |  |          |          |
|                           | 4-Professional           | 5          |           |          | 1        | 4         |          |          |           |           |           |           |           |          |  |          |          |
| <b>Pangnirtung Total</b>  |                          | <b>8</b>   |           |          | <b>1</b> | <b>5</b>  |          |          |           | <b>1</b>  | <b>1</b>  |           |           |          |  |          |          |
| Pond Inlet                | 2-Senior Management      | 1          |           |          |          | 1         |          |          |           |           |           |           |           |          |  |          |          |
|                           | 4-Professional           | 7          |           |          |          | 5         |          |          |           | 2         |           |           |           |          |  |          |          |
|                           | 5-Paraprofessional       | 5          | 1         |          | 1        |           |          | 2        |           | 1         |           |           |           |          |  |          |          |
|                           | 6-Administrative Support | 2          |           |          | 1        | 1         |          |          |           |           |           |           |           |          |  |          |          |
| <b>Pond Inlet Total</b>   |                          | <b>15</b>  | <b>1</b>  |          | <b>2</b> | <b>7</b>  |          | <b>2</b> |           | <b>3</b>  |           |           |           |          |  |          |          |
| Qikiqtarjuaq              | 4-Professional           | 2          |           |          |          | 2         |          |          |           |           |           |           |           |          |  |          |          |
| <b>Qikiqtarjuaq Total</b> |                          | <b>2</b>   |           |          |          | <b>2</b>  |          |          |           |           |           |           |           |          |  |          |          |
| Rankin Inlet              | 2-Senior Management      | 1          |           |          |          | 1         |          |          |           |           | 1         |           |           |          |  |          |          |
|                           | 3-Middle Management      | 1          |           |          |          | 1         |          |          |           |           |           |           |           |          |  |          |          |
|                           | 4-Professional           | 13         | 1         |          |          | 5         |          |          |           | 2         |           |           |           | 4        |  |          |          |
|                           | 5-Paraprofessional       | 16         | 2         |          | 1        | 1         |          | 1        | 1         | 2         | 1         | 2         | 2         | 3        |  |          |          |
|                           | 6-Administrative Support | 20         | 2         |          | 1        | 2         |          |          | 1         |           | 6         |           | 8         |          |  |          |          |
| <b>Rankin Inlet Total</b> |                          | <b>51</b>  | <b>5</b>  |          | <b>2</b> | <b>10</b> |          | <b>1</b> | <b>2</b>  | <b>4</b>  | <b>8</b>  | <b>2</b>  | <b>10</b> | <b>7</b> |  |          |          |
| Sanikiluaq                | 4-Professional           | 2          |           |          |          | 2         |          |          |           |           |           |           |           |          |  |          |          |
|                           | 5-Paraprofessional       | 1          |           |          |          |           |          | 1        |           |           |           |           |           |          |  |          |          |
| <b>Sanikiluaq Total</b>   |                          | <b>3</b>   |           |          |          | <b>2</b>  |          | <b>1</b> |           |           |           |           |           |          |  |          |          |

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|                         |                    |            |          |          |          |          |          |          |           |          |          |           |           |          |  |           |          |
|-------------------------|--------------------|------------|----------|----------|----------|----------|----------|----------|-----------|----------|----------|-----------|-----------|----------|--|-----------|----------|
| Sanirajak               | 4-Professional     | 4          |          |          |          | 4        |          |          |           |          |          |           |           |          |  |           |          |
|                         | 5-Paraprofessional | 1          |          |          |          | 1        |          |          |           |          |          |           |           |          |  |           |          |
| <b>Sanirajak Total</b>  |                    | <b>5</b>   |          |          |          | <b>5</b> |          |          |           |          |          |           |           |          |  |           |          |
| Taloyoak                | 4-Professional     | 1          |          |          |          | 1        |          |          |           |          |          |           |           |          |  |           |          |
|                         | 5-Paraprofessional | 0          |          |          |          | 0        |          |          |           |          |          |           |           |          |  |           |          |
| <b>Taloyoak Total</b>   |                    | <b>1</b>   |          |          |          | <b>1</b> |          |          |           |          |          |           |           |          |  |           |          |
| Whale Cove              | 4-Professional     | 1          |          |          |          | 1        |          |          |           |          |          |           |           |          |  |           |          |
|                         | 5-Paraprofessional | 0          |          |          |          | 0        |          |          |           |          |          |           |           |          |  |           |          |
| <b>Whale Cove Total</b> |                    | <b>1</b>   |          |          |          | <b>1</b> |          |          |           |          |          |           |           |          |  |           |          |
| <b>Grand Total</b>      |                    | <b>406</b> | <b>2</b> | <b>1</b> | <b>1</b> | <b>8</b> | <b>9</b> | <b>1</b> | <b>15</b> | <b>3</b> | <b>6</b> | <b>21</b> | <b>55</b> | <b>3</b> |  | <b>10</b> | <b>4</b> |



**Appendix 2 – Non-Nunavut Inuit GN Employees with Staff Housing (by department, community, and position category)**

| Count of Non-Nunavut Inuit      | Community           | Position Category | Dept      |          |          |           |     |     |          |          |           |          |    |          |          |          |          |
|---------------------------------|---------------------|-------------------|-----------|----------|----------|-----------|-----|-----|----------|----------|-----------|----------|----|----------|----------|----------|----------|
|                                 |                     |                   | Total     | CGS      | CH       | EDT       | EDU | EIA | ENV      | FIN      | FS        | HEA      | HR | JUS      | NAC      | NBCC     | NHC      |
| Arctic Bay                      | 3-Middle Management | 2                 |           |          |          | 1         |     |     |          |          |           | 1        |    |          |          |          |          |
|                                 | 4-Professional      | 12                |           |          |          | 9         |     |     |          |          |           | 3        |    |          |          |          |          |
|                                 | Casual              | 3                 |           |          |          |           |     |     |          |          |           | 3        |    |          |          |          |          |
| <b>Arctic Bay Total</b>         |                     | <b>17</b>         |           |          |          | <b>10</b> |     |     |          |          |           | <b>7</b> |    |          |          |          |          |
| Arviat                          | 3-Middle Management | 6                 |           |          |          | 1         |     |     |          |          |           | 2        |    |          | 1        |          | 2        |
|                                 | 4-Professional      | 38                |           |          | 1        | 28        |     |     |          | 1        |           | 6        |    |          | 1        |          | 1        |
|                                 | 5-Paraprofessional  | 3                 | 1         |          |          |           |     |     |          | 1        |           |          |    |          |          |          | 1        |
| <b>Arviat Total</b>             |                     | <b>47</b>         | <b>1</b>  |          | <b>1</b> | <b>29</b> |     |     |          | <b>2</b> |           | <b>8</b> |    |          | <b>2</b> |          | <b>4</b> |
| Baker Lake                      | 2-Senior Management | 2                 |           |          |          | 2         |     |     |          |          |           |          |    |          |          |          |          |
|                                 | 3-Middle Management | 3                 |           | 1        |          | 1         |     |     |          |          |           | 1        |    |          |          |          |          |
|                                 | 4-Professional      | 25                |           |          |          | 21        |     |     |          |          |           | 4        |    |          |          |          |          |
|                                 | 5-Paraprofessional  | 4                 | 2         |          |          | 1         |     |     |          | 1        |           |          |    |          |          |          |          |
| <b>Baker Lake Total</b>         |                     | <b>34</b>         | <b>2</b>  | <b>1</b> |          | <b>25</b> |     |     |          | <b>1</b> |           | <b>5</b> |    |          |          |          |          |
| Cambridge Bay                   | 2-Senior Management | 4                 | 1         |          |          |           |     |     |          |          |           | 2        |    |          | 1        |          |          |
|                                 | 3-Middle Management | 12                | 1         |          |          | 2         |     |     | 1        |          |           | 7        |    |          |          |          | 1        |
|                                 | 4-Professional      | 35                | 4         |          | 1        | 18        |     |     |          |          |           | 8        |    |          | 3        |          | 1        |
|                                 | 5-Paraprofessional  | 21                | 6         |          |          |           |     |     |          | 4        |           | 6        |    |          | 2        |          | 3        |
| <b>Cambridge Bay Total</b>      |                     | <b>72</b>         | <b>12</b> |          | <b>1</b> | <b>20</b> |     |     | <b>5</b> |          | <b>23</b> |          |    | <b>6</b> |          | <b>4</b> |          |
| Chesterfield Inlet              | 3-Middle Management | 2                 |           |          |          | 1         |     |     |          |          |           | 1        |    |          |          |          |          |
|                                 | 4-Professional      | 7                 |           |          |          | 5         |     |     |          |          |           | 1        |    |          | 1        |          |          |
| <b>Chesterfield Inlet Total</b> |                     | <b>9</b>          |           |          |          | <b>6</b>  |     |     |          |          |           | <b>2</b> |    |          | <b>1</b> |          |          |
| Clyde River                     | 3-Middle Management | 1                 |           |          |          |           |     |     |          |          |           | 1        |    |          |          |          |          |
|                                 | 4-Professional      | 18                |           |          |          | 12        |     |     |          |          | 1         | 3        |    |          | 2        |          |          |
|                                 | 5-Paraprofessional  | 1                 |           |          |          |           |     |     |          |          |           |          |    | 1        |          |          |          |
|                                 | Casual              | 1                 |           |          |          |           |     |     |          |          |           | 1        |    |          |          |          |          |
| <b>Clyde River Total</b>        |                     | <b>21</b>         |           |          |          | <b>12</b> |     |     |          |          | <b>1</b>  | <b>5</b> |    | <b>1</b> | <b>2</b> |          |          |
| Coral Harbour                   | 3-Middle Management | 3                 |           |          |          | 1         |     |     |          |          |           | 2        |    |          |          |          |          |
|                                 | 4-Professional      | 14                |           |          |          | 13        |     |     |          |          | 1         |          |    |          |          |          |          |
| <b>Coral Harbour Total</b>      |                     | <b>17</b>         |           |          |          | <b>14</b> |     |     |          |          | <b>1</b>  | <b>2</b> |    |          |          |          |          |
| Gjoa Haven                      | 3-Middle Management | 3                 |           |          |          |           |     |     |          |          |           | 3        |    |          |          |          |          |
|                                 | 4-Professional      | 13                |           |          |          | 10        |     |     |          |          |           | 3        |    |          |          |          |          |
|                                 | 5-Paraprofessional  | 5                 | 1         |          | 1        |           |     |     | 1        |          |           | 2        |    |          |          |          |          |
|                                 | Casual              | 1                 |           |          |          |           |     |     |          |          |           | 1        |    |          |          |          |          |
| <b>Gjoa Haven Total</b>         |                     | <b>22</b>         | <b>1</b>  |          | <b>1</b> | <b>10</b> |     |     | <b>1</b> |          |           | <b>9</b> |    |          |          |          |          |
| Grise Fiord                     | 3-Middle Management | 1                 |           |          |          | 1         |     |     |          |          |           |          |    |          |          |          |          |
|                                 | 4-Professional      | 3                 |           |          |          | 3         |     |     |          |          |           |          |    |          |          |          |          |
| <b>Grise Fiord Total</b>        |                     | <b>4</b>          |           |          |          | <b>4</b>  |     |     |          |          |           |          |    |          |          |          |          |
| Igloolik                        | 3-Middle Management | 5                 |           |          |          | 2         |     |     |          | 1        |           | 2        |    |          |          |          |          |

## Adam Arreak Lightstone

|                          |                          |            |           |          |          |           |          |           |           |           |            |          |           |           |  |           |           |
|--------------------------|--------------------------|------------|-----------|----------|----------|-----------|----------|-----------|-----------|-----------|------------|----------|-----------|-----------|--|-----------|-----------|
|                          | 4-Professional           | 40         |           | 3        |          | 28        |          | 4         |           | 1         | 4          |          |           |           |  |           |           |
|                          | 5-Paraprofessional       | 2          |           |          |          |           |          |           |           |           | 2          |          |           |           |  |           |           |
|                          | Casual                   | 4          |           |          |          |           |          |           |           |           | 4          |          |           |           |  |           |           |
| <b>Igloolik Total</b>    |                          | <b>51</b>  |           | <b>3</b> |          | <b>30</b> |          | <b>5</b>  |           | <b>1</b>  | <b>12</b>  |          |           |           |  |           |           |
| <b>Iqaluit</b>           | 1-Executive              | 11         | 2         |          | 1        |           | 1        |           | 1         | 1         | 3          |          | 2         |           |  |           |           |
|                          | 2-Senior Management      | 33         | 4         | 1        | 2        | 1         | 2        | 2         | 2         | 4         | 4          | 1        | 6         | 2         |  | 2         |           |
|                          | 3-Middle Management      | 59         | 10        | 1        | 1        | 7         |          | 6         | 5         | 5         | 9          |          | 11        | 2         |  | 3         |           |
|                          | 4-Professional           | 216        | 16        | 1        | 1        | 66        | 2        | 3         | 10        | 14        | 58         | 7        | 19        | 16        |  | 2         | 1         |
|                          | 5-Paraprofessional       | 69         | 13        |          | 1        | 4         |          | 1         | 4         | 4         | 23         | 1        | 15        |           |  | 3         | 1         |
|                          | 6-Administrative Support | 47         |           |          |          | 4         | 1        |           |           |           | 9          |          | 32        | 1         |  |           |           |
|                          | Casual                   | 27         |           |          |          |           |          |           |           | 2         | 24         |          |           |           |  |           |           |
| Contractor               | 2                        |            |           |          |          |           |          |           |           |           |            |          | 1         |           |  |           | 1         |
| <b>Iqaluit Total</b>     |                          | <b>434</b> | <b>45</b> | <b>3</b> | <b>6</b> | <b>82</b> | <b>6</b> | <b>12</b> | <b>22</b> | <b>30</b> | <b>130</b> | <b>9</b> | <b>85</b> | <b>21</b> |  | <b>10</b> | <b>3</b>  |
| <b>Kimmirut</b>          | 3-Middle Management      | 2          |           |          |          | 1         |          |           |           |           | 1          |          |           |           |  |           |           |
|                          | 4-Professional           | 8          |           |          |          | 5         |          |           |           | 1         | 2          |          |           |           |  |           |           |
| <b>Kimmirut Total</b>    |                          | <b>10</b>  |           |          |          | <b>6</b>  |          |           |           | <b>1</b>  | <b>3</b>   |          |           |           |  |           |           |
| <b>Kinngait</b>          | 2-Senior Management      | 1          |           |          |          |           |          |           |           |           |            |          |           |           |  |           | 1         |
|                          | 3-Middle Management      | 10         |           |          | 1        | 2         |          |           |           |           | 3          |          |           |           |  |           | 4         |
|                          | 4-Professional           | 28         | 1         |          |          | 23        |          |           |           | 1         | 1          |          |           |           |  |           | 2         |
|                          | 5-Paraprofessional       | 8          | 3         |          |          |           |          |           |           |           |            |          |           |           |  |           | 5         |
|                          | Casual                   | 1          |           |          |          |           |          |           |           |           | 1          |          |           |           |  |           |           |
| <b>Kinngait Total</b>    |                          | <b>48</b>  | <b>4</b>  |          | <b>1</b> | <b>25</b> |          |           |           | <b>1</b>  | <b>5</b>   |          |           |           |  |           | <b>12</b> |
| <b>Kugaaruk</b>          | 3-Middle Management      | 3          |           |          |          | 1         |          |           |           |           | 2          |          |           |           |  |           |           |
|                          | 4-Professional           | 14         |           |          |          | 12        |          |           |           |           | 2          |          |           |           |  |           |           |
| <b>Kugaaruk Total</b>    |                          | <b>17</b>  |           |          |          | <b>13</b> |          |           |           |           | <b>4</b>   |          |           |           |  |           |           |
| <b>Kugluktuk</b>         | 2-Senior Management      | 2          | 1         |          |          | 1         |          |           |           |           |            |          |           |           |  |           |           |
|                          | 3-Middle Management      | 6          | 2         |          |          | 3         |          |           |           |           | 1          |          |           |           |  |           |           |
|                          | 4-Professional           | 24         | 1         |          |          | 19        |          | 2         |           |           | 2          |          |           |           |  |           |           |
|                          | 5-Paraprofessional       | 4          | 3         |          |          | 1         |          |           |           |           |            |          |           |           |  |           |           |
|                          | 6-Administrative Support | 1          |           |          |          |           |          |           |           |           |            |          | 1         |           |  |           |           |
|                          | Casual                   |            |           |          |          |           |          |           |           |           |            |          |           |           |  |           |           |
| <b>Kugluktuk Total</b>   |                          | <b>37</b>  | <b>7</b>  |          |          | <b>24</b> |          | <b>2</b>  |           |           | <b>3</b>   |          | <b>1</b>  |           |  |           |           |
| <b>Naujaat</b>           | 3-Middle Management      | 4          |           |          |          | 2         |          |           |           |           | 2          |          |           |           |  |           |           |
|                          | 4-Professional           | 23         |           |          |          | 19        |          |           |           | 1         | 3          |          |           |           |  |           |           |
| <b>Naujaat Total</b>     |                          | <b>27</b>  |           |          |          | <b>21</b> |          |           |           | <b>1</b>  | <b>5</b>   |          |           |           |  |           |           |
| <b>Pangnirtung</b>       | 2-Senior Management      | 4          |           |          |          |           |          |           |           |           | 4          |          |           |           |  |           |           |
|                          | 3-Middle Management      | 8          |           |          | 1        | 2         |          |           |           | 2         | 3          |          |           |           |  |           |           |
|                          | 4-Professiona            | 24         |           |          |          | 14        |          |           |           | 3         | 7          |          |           |           |  |           |           |
| <b>Pangnirtung Total</b> |                          | <b>36</b>  |           |          | <b>1</b> | <b>16</b> |          |           |           | <b>5</b>  | <b>14</b>  |          |           |           |  |           |           |
| <b>Pond Inlet</b>        | 2-Senior Management      | 3          | 1         |          | 1        | 1         |          |           |           |           |            |          |           |           |  |           |           |
|                          | 3-Middle Management      | 8          | 1         |          |          | 5         |          |           |           |           | 2          |          |           |           |  |           |           |
|                          | 4-Professional           | 29         | 4         |          |          | 18        |          | 3         |           | 1         | 2          |          | 1         |           |  |           |           |
|                          | 5-Paraprofessional       | 1          |           |          |          |           |          | 1         |           |           |            |          |           |           |  |           |           |

## Adam Arreak Lightstone

|                           |                          |              |           |          |           |            |          |           |           |           |            |           |           |           |  |           |          |
|---------------------------|--------------------------|--------------|-----------|----------|-----------|------------|----------|-----------|-----------|-----------|------------|-----------|-----------|-----------|--|-----------|----------|
|                           | Casual                   | 2            |           |          |           |            |          |           |           | 2         |            |           |           |           |  |           |          |
| <b>Pond Inlet Total</b>   |                          | <b>43</b>    | <b>6</b>  |          | <b>1</b>  | <b>24</b>  |          | <b>4</b>  |           | <b>1</b>  | <b>6</b>   |           | <b>1</b>  |           |  |           |          |
| <b>Qikiqtarjuaq</b>       | 3-Middle Management      | 2            |           |          |           | 1          |          |           |           | 1         |            |           |           |           |  |           |          |
|                           | 4-Professional           | 8            |           |          |           | 6          |          |           |           | 2         |            |           |           |           |  |           |          |
| <b>Qikiqtarjuaq Total</b> |                          | <b>10</b>    |           |          |           | <b>7</b>   |          |           |           | <b>3</b>  |            |           |           |           |  |           |          |
| <b>Rankin Inlet</b>       | 2-Senior Management      | 5            | 1         |          |           |            |          |           |           | 1         | 2          |           |           | 1         |  |           |          |
|                           | 3-Middle Management      | 14           | 4         |          |           |            |          |           |           | 1         | 9          |           |           |           |  |           |          |
|                           | 4-Professional           | 50           | 7         |          |           | 26         |          |           |           | 1         | 8          | 1         | 1         | 6         |  |           |          |
|                           | 5-Paraprofessional       | 12           | 3         |          | 1         |            |          |           |           |           | 8          |           |           |           |  |           |          |
|                           | 6-Administrative Support | 2            |           |          |           |            |          |           |           |           |            |           | 2         |           |  |           |          |
| <b>Rankin Inlet Total</b> |                          | <b>83</b>    | <b>15</b> |          | <b>1</b>  | <b>26</b>  |          |           |           | <b>3</b>  | <b>27</b>  | <b>1</b>  | <b>3</b>  | <b>7</b>  |  |           |          |
| <b>Resolute Bay</b>       | 3-Middle Management      | 2            |           |          |           | 1          |          |           |           |           | 1          |           |           |           |  |           |          |
|                           | 4-Professional           | 4            |           |          |           | 3          |          |           |           | 1         |            |           |           |           |  |           |          |
|                           | Casual                   | 1            |           |          |           |            |          |           |           |           | 1          |           |           |           |  |           |          |
| <b>Resolute Bay Total</b> |                          | <b>7</b>     |           |          | <b>4</b>  |            |          |           | <b>1</b>  | <b>2</b>  |            |           |           |           |  |           |          |
| <b>Sanikiluaq</b>         | 3-Middle Management      | 2            |           |          |           | 1          |          |           |           |           | 1          |           |           |           |  |           |          |
|                           | 4-Professional           | 6            |           |          |           | 5          |          |           |           | 1         |            |           |           |           |  |           |          |
|                           | 5-Paraprofessional       | 2            | 1         |          |           |            |          |           |           |           |            |           | 1         |           |  |           |          |
|                           | Casual                   | 4            |           |          |           |            |          |           |           |           | 4          |           |           |           |  |           |          |
| <b>Sanikiluaq Total</b>   |                          | <b>14</b>    | <b>1</b>  |          | <b>6</b>  |            |          |           | <b>1</b>  | <b>5</b>  |            | <b>1</b>  |           |           |  |           |          |
| <b>Sanirajak</b>          | 3-Middle Management      | 2            |           |          |           | 1          |          |           |           |           | 1          |           |           |           |  |           |          |
|                           | 4-Professional           | 11           |           |          |           | 9          |          |           |           |           | 2          |           |           |           |  |           |          |
|                           | Casual                   | 1            |           |          |           |            |          |           |           |           | 1          |           |           |           |  |           |          |
| <b>Sanirajak Total</b>    |                          | <b>14</b>    |           |          | <b>10</b> |            |          |           |           | <b>4</b>  |            |           |           |           |  |           |          |
| <b>Taloyoak</b>           | 3-Middle Management      | 2            |           |          |           |            |          |           |           |           | 2          |           |           |           |  |           |          |
|                           | 4-Professional           | 11           |           |          |           | 7          |          |           |           | 2         | 1          |           |           | 1         |  |           |          |
| <b>Taloyoak Total</b>     |                          | <b>13</b>    |           |          | <b>7</b>  |            |          |           | <b>2</b>  | <b>3</b>  |            |           | <b>1</b>  |           |  |           |          |
| <b>Whale Cove</b>         | 3-Middle Management      | 2            |           |          |           |            |          |           |           |           | 2          |           |           |           |  |           |          |
|                           | 4-Professional           | 11           |           |          |           | 7          |          |           |           | 2         | 1          |           |           | 1         |  |           |          |
| <b>Whale Cove Total</b>   |                          | <b>13</b>    |           |          | <b>7</b>  |            |          |           | <b>2</b>  | <b>3</b>  |            |           | <b>1</b>  |           |  |           |          |
| <b>Grand Total</b>        |                          | <b>1,130</b> | <b>92</b> | <b>7</b> | <b>13</b> | <b>441</b> | <b>6</b> | <b>27</b> | <b>27</b> | <b>50</b> | <b>290</b> | <b>10</b> | <b>92</b> | <b>40</b> |  | <b>32</b> | <b>3</b> |