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Building *Nunavut* Together  
*Nunavut* liuqatigiingniq  
Bâtir le *Nunavut* ensemble

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Office of Premier P.J. Akeeagok  
Hivuliqtip P.J. Akeeagok Havakvingani  
Bureau du Premier ministre P.J. Akeeagok

Honourable Margaret Nakashuk  
Minister of Human Resources  
Minister responsible for Workers Safety and Compensation Board

September 25, 2023

### Minister's Mandate

Dear Minister Nakashuk,

As Premier of Nunavut, I am writing to confirm your mandate as **Minister of Human Resources (HR)**. We have agreed that you are responsible for the full range of activities undertaken by your department, including:

- Serving as the primary advisor to the Government of Nunavut on matters regarding human resources in the public service;
- Providing leadership for government-wide Inuit employment initiatives and supporting the government in fulfilling its obligations under Article 23 of the Nunavut Agreement;
- Supporting departments and territorial corporations to improve organizational structures to meet increasing demand for programs and services; and
- Undertaking specific priority actions and initiatives to enable and support the achievement of our government's mandate, Katujjiluta.

### **PRIORITY ACTIONS**

Katujjiluta represents a set of actions and initiatives in five priority areas:

- Aging with dignity in Nunavut;
- Expanding the housing continuum;
- Enabling health and healing;
- Reinvesting in education; and
- Diversifying our local economies.

We have taken an integrated approach to our priorities, so no department or territorial corporation has lead accountability for all actions in a priority area.

We have agreed that you are accountable for leading the priority actions and initiatives identified below. This includes ensuring aligned and coordinated action across the Government of Nunavut (GN) and with our partners, where appropriate.

As a top priority, you have agreed to undertake immediate action on the following:

- Provide broad support for Katujjiluta through HR-related review, analysis, and recommendations aimed at implementing mandate objectives (ongoing);
- Work closely with the departments of Community and Government Services (CGS), Economic Development and Transportation (EDT), and Finance to develop options, a workplan and a timeline for the realignment of EDT and CGS (2022-23);
- Support the Department of Culture and Heritage to finalize the Inuktitut Language Training Strategic Plan for implementation beginning 2023-24, including exploring the need to develop a human resource management directive that supports language training and development efforts (2022-23); and
- Review and improve the staffing and appeals processes (2023-24).

To help guide the future actions of our government, you have agreed to:

- Review and improve the delivery of GN staff housing with support of the Nunavut Housing Corporation (NHC), including reviewing Staff Housing Allocation Committee functionality, reviewing and revising the staff housing policy and allocation procedure, and developing a long-term plan with short-term goals (2022-23);
- Support the Department of Executive and Intergovernmental Affairs (EIA) to review the current status of decentralization and to identify opportunities for further decentralization (2022-23);
- Develop options for a new flexible workplace policy to support decentralization efforts and offer employees more flexibility to work from any GN office in the territory (2022-23);
- Work with Nunavut Tunngavik Inc. (NTI) and the Government of Canada to establish the tripartite Inuit Pre-Employment Training Plan Strategy Committee (2022-23) and support the development of the Inuit Pre-Employment Training Plan Strategy (2023-24); and
- Work collaboratively with the NHC and Finance to review and modify staff housing policy and subsidies to encourage employees to move from GN staff housing into affordable rental units or homes of their own (2023-2025).

## ADDITIONAL ACCOUNTABILITIES

In addition to the mandate priorities listed above, you are also accountable as:

- Minister responsible for Workers Safety and Compensation Board
- Member of the Cabinet Committee on Reinvesting in Education and Training

## WORKING TOGETHER

Katujjiluta is more than the title of our mandate. It is a guiding principle that emphasizes a fundamental shift in how we will work together to achieve the promise of Nunavut. As you address your priorities, I am confident that we will:

- **Work within Cabinet and with Regular Members** to implement our shared mandate;
- **Extend and strengthen partnerships** with Nunavut Tunngavik Incorporated and the Regional Inuit Organizations to leverage our resources towards a common cause;
- **Build capacity and support increased and enhanced Inuit employment** in the public service; and
- **Demonstrate Inuit societal values and Inuit Qaujimajatuqangit** in action to achieve real and lasting change.

Your Deputy Head is accountable for assisting you to meet your commitments and fulfill the responsibilities of your portfolio. You are responsible for providing clear direction to your Deputy Head, including expectations for collaboration and partnerships within and beyond the Government of Nunavut.

I am proud and excited to work with you in developing enduring partnerships and taking coordinated and collaborative action that will improve the daily lives of Nunavummiut and lay strong foundations for our future.

Sincerely,



P.J. Akeeagok  
Premier of Nunavut

cc. Jimi Onalik, Deputy Minister and Cabinet Secretary, Department of Executive and Intergovernmental Affairs