



Standing Committee on Human Resources

ANNUAL REPORT

2014

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Halifax

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Hon. Kevin Murphy
Speaker
House of Assembly
Province House
Halifax, Nova Scotia

Dear Mr. Speaker:

On behalf of the Standing Committee on Human Resources, I am pleased to submit the Annual Report of the Committee for the period from January 2014 to August 2014 of the Sixty-Second General Assembly.

Respectfully submitted,

A handwritten signature in cursive script that reads "Bill Horne".

Mr. Bill Horne, MLA
(Waverley-Fall River-Beaver Bank)
Chair
Standing Committee on Human Resources

Halifax, Nova Scotia
2014

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FOREWORD & MANDATE

FOREWORD

The report of the Standing Committee on Human Resources is written in accordance with the *Province of Nova Scotia Rules and Forms of Procedure of the House of Assembly*. First, outlining the role of the Committee with respect to approving or not approving applications to provincial Agencies, Boards and Commissions. Second, providing a brief summary of witnesses and topics that came before the Committee as assigned under the Committee's mandate.

MANDATE

Functions of Standing Committees

60(2)(c) the Human Resources Committee is established for the purpose of

(i) considering matters normally assigned to or within the purview of the Departments and Ministers of Education and Culture and of Labour,

(ii) reviewing and approving or not approving candidates for appointment to agencies, boards or commissions where the Governor in Council has, pursuant to an enactment, the sole discretion to make the appointment or where the Governor in Council makes the appointment by choosing from a list of nominees provided to the Governor in Council pursuant to an enactment,

(iii) reviewing and approving or not approving ministerial appointees to agencies, boards or commissions where, pursuant to an enactment, Governor in Council approval is not required, and

(iv) for purposes of greater clarity and certainty, the Committee shall be guided by the terms of reference set out herein and which form part of this Rule;

TERMS OF REFERENCE

Terms of Reference in Reviewing Agency, Board and Commission Appointments:

1. Where Governor in Council approval is required for an appointment to an Agency, Board or Commission, after consideration by Executive Council of a person recommended for appointment to an Agency, Board or Commission, the Clerk of the Executive Council shall submit the name of the person to the Human Resources Committee, on Form "A".

2. Prior to making a Ministerial appointment to an Agency, Board or Commission for which Governor in Council approval is not required, a Minister shall submit the name of the proposed appointee to the Executive Council for consideration. Where the Executive Council recommends the name, the Clerk of the Executive Council shall submit the name of the person to the Human Resources Committee.
3. Committee members shall review the name submitted for approval having regard to qualifications of the individual, affirmative action concerns and, where relevant, the regional representativeness of the Agency, Board or Commission.
4. The purpose of the Committee review is not to replace the function of Government Departments and Ministers in making appointments. Its function is to approve or not approve the name before it, not to consider or recommend alternative names for appointments.
5. The following appointments shall not be submitted to the Human Resources Committee for review:
 - (a) appointments of provincial public or civil servants by virtue of their employment (i.e. the Deputy Minister of Finance is an unpaid member of the Lotteries Commission);
 - (b) candidates selected by an open competition and selection process or peer review (i.e. Provincial Judges selected by the Judicial Appointments Committee or employees of Agencies, Boards or Commissions);
 - (c) candidates recommended for appointment to self-regulatory bodies who are elected or recommended by the body (i.e. Nova Scotia Medical Society);
 - (d) candidates recommended for appointment to Hospitals and Universities where the candidate is recommended by the Board of Governors or Directors of the Institution.
6. The Committee may interview a recommended candidate where a majority of members support a motion to interview a particular recommended candidate.
7. The Committee shall not hear submissions or representations from anyone not a member of the Committee.
8. Meetings of the Committee shall be open to the public unless the Committee by majority vote determines to meet *in camera*.
9. The Committee shall meet at least once a month every month of the year irrespective of whether the House of Assembly has been prorogued.

10. The Committee shall approve or not approve recommended candidates on the basis of a simple majority.
11. The Committee shall make recommendations with respect to every name submitted by Executive Council on the day it appears on the agenda unless a majority of members agree to defer a recommendation to the next meeting.
12. Recommendations of the Committee shall be accepted by the Executive Council and the Minister responsible for the appointment.
13. The agenda for meetings and a list of recommended candidates and Form “A” will be provided to all members one week in advance.

INTRODUCTION

The Standing Committee on Human Resources, an all-party Committee of the House of Assembly, was struck at the beginning of the First Session of the Sixty-Second General Assembly, pursuant to Rule 60(2)(c) of the *Province of Nova Scotia Rules and Forms of Procedure of the House of Assembly*.

MEMBERSHIP

There shall be no more than nine Members of the Legislative Assembly appointed to this committee. The current membership of the Human Resources Committee is as follows:

Mr. Bill Horne, MLA, Chair
Waverley-Fall River-Beaver Bank

Mr. Eddie Orrell, MLA
Northside-Westmount

Ms. Joyce Treen, MLA, Vice Chair
Cole Harbour-Eastern Passage

Ms. Karla MacFarlane, MLA
Pictou West

Mr. Ben Jessome, MLA
Hammonds Plains-Lucasville

Hon. Maureen MacDonald, MLA
Halifax Needham

Ms. Margaret Miller, MLA
Hants East

Hon. Denise Peterson-Rafuse, MLA
Chester-St. Margaret's

Mr. Iain Rankin, MLA
Timberlea-Prospect

MEMBERSHIP CHANGES

There were no membership changes during the period from January 2014 to August 2014.

PROCEDURES AND OPERATIONS

The Human Resources Committee meets on the last Tuesday of every month in the Legislative Committees Office to consider appointments to Agencies, Boards and Commissions. The Committee also meets to consider other matters under their mandate. During the months of July and August the Committee agreed to meet on the last Wednesday of the month to review appointments to Agencies, Boards and Commissions.

The Committee met on the following dates:

January 28, 2014	May 27, 2014
February 25, 2014	June 24, 2014
March 25, 2014	July 30, 2014
April 29, 2014	August 27, 2014

AGENCIES, BOARDS AND COMMISSIONS PROCESS

During the First Session of the Fifty-Sixth General Assembly (1993), an amendment was made to Rule 60 of the *Province of Nova Scotia Rules and Forms of Procedure of the House of Assembly*. This amendment increased the mandate of the Standing Committee on Human Resources. The Committee has been assigned responsibility to review potential appointments to nearly all government Agencies, Boards and Commissions (ABCs).

Appointment Process

There are two ways in which an appointment can be made to an Agency, Board or Commission. They are as follows:

- i. Order in Council
Order in Council appointments require both the Executive Council (Cabinet) and the Lieutenant Governor's approval.
- ii. Ministerial
Ministerial appointments are made by the Minister responsible for the Agency, Board or Commission. The appointments are forwarded to the Executive Council (Cabinet) for review.

Since 1993, the Human Resources Committee has been assigned responsibility to review both forms of appointments. The only appointments that the Committee will not consider are those excluded by Rule 60(2)(c)(iv)5(a-d) of the mandate contained within the *Province of Nova Scotia Rules and Forms of Procedure of the House of Assembly*.

Agencies, Boards and Commissions come in different forms, ranging from advisory bodies to arms-length Crown corporations, and have different roles, mandates, authorities and jurisdictions.

Number of Agencies, Boards and Commissions

There were 166 active Agencies, Boards and Commissions in 2014. There are approximately 800 people currently appointed to ABCs.

Remuneration

The remuneration for members of Agencies, Boards and Commissions varies among different boards. For example, the Public Accountants Board pays \$500 per meeting plus travelling expenses; the Shubenacadie Canal Commission compensates for expenses only.

Bulk Advertisement

Once every six months a list of upcoming vacancies for all government Agencies, Boards and Commissions is generated. These vacancies are advertised through Communications Nova Scotia according to the Standing Committee on Human Resources' advertising policy (July 23, 1998). In addition, the departments can place ads for individual ABCs when required.

DEPARTMENTAL SCREENING PANELS

Once the individual applications are forwarded to the department, the screening panels are consulted. All appointments, even those people being reappointed to a board, must go through the screening panel process. Screening panels are appointed by the individual Ministers to screen all applicants to ABCs to ensure that all candidates are chosen in a fair and equitable manner.

The screening panels are to be made up of volunteers from the community. The members of the screening panels need to have technical expertise, they should represent the stakeholders of those particular ABCs which they oversee and there should be some regional representation within the panel, where appropriate.

The mandate of the Screening Panels, as established by the Executive Council, is as follows:

Screening Panels

Screening panels were established as a matter of discretion. The purpose of screening panels was to establish a mechanism to determine qualified candidates for appointment to ABCs to assist Ministers in the selection of candidates to fill vacancies on ABCs.

Screening panel members are selected by Ministers on the basis of experience in the area of concern to the department, having regard for expertise, regional representation, gender, racial and other affirmative action considerations. Departmental staff assist the Minister in recruiting screening panel members.

Once the screening panel has approved a candidate, his/her application is entered into a pool of candidates from which the Minister may select applicants for appointment. The signed paperwork is then forwarded to the Clerk of the Executive Council. The applications are sent to Cabinet prior to being sent to the Standing Committee on Human Resources.

Once Cabinet approval is obtained, those applications that the Human Resources Committee is mandated to approve or not approve are sent to the Legislative Committees Office and placed on the Standing Committee on Human Resources' agenda.

The material is received no later than the Friday, eleven calendar days prior to the scheduled Human Resources Committee meeting. The material is distributed to all Committee members on the Tuesday, one week in advance of the meeting, as dictated by the *Province of Nova Scotia Rules and Forms of Procedure of the House of Assembly*.

If the appointments are approved, the material is returned to the Executive Council Office. If the appointments are not approved, the material is also returned to the Executive Council Office, whereupon it will be returned to the appropriate department with a letter explaining the circumstances surrounding the rejection.

See Appendix A for the list of all the appointments to Agencies, Boards and Commissions that have been approved, not approved, stood or withdrawn by the Standing Committee on Human Resources from January 2014 to August 2014.

NOTICES, TRANSCRIPTS AND REPORTS

NOTICES

Notices of Committee meetings are sent to all members of the Committee, caucus office staff, legislative staff and Communications Nova Scotia. The notices are also posted in Province House and are on the Nova Scotia Legislature website at the following address: <http://nslegislature.ca/index.php/calendar/>

TRANSCRIPTS

Transcripts of the Human Resources Committee meetings are available from the Legislative Library in Province House, the Legislative Committees Office, or on the Human Resources Committee's webpage at the following address:

http://nslegislature.ca/index.php/committees/committee_hansard/C8/

REPORTS

All reports of the Standing Committee on Human Resources are compiled by the Legislative Committees Office and forwarded to Committee members for consideration. Upon completion of the review and approval of the report, the Chair tables the report with the Speaker of the House of Assembly or with the Clerk of the House of Assembly.

Distribution of the report is as follows:

To the Speaker and the Clerk of the House of Assembly, Committee Members, all witnesses who appeared before the Committee, the Nova Scotia Legislative Library, the caucus offices and the media. This report is available to the general public upon request from the Legislative Committees Office, and is available on the Human Resources Committee webpage at the following address:

http://nslegislature.ca/index.php/committees/reports/human_resources

RESEARCH MATERIAL

Research material for the Human Resources Committee is compiled by the Legislative Library in consultation with the committee clerk and distributed to members by the committee clerk. Reference material is provided to members and caucus staff prior to the meeting date. A copy of this material is also made available to the witnesses appearing before the Committee, to the Legislative Library in Province House and to Hansard Reporting Services.

ACKNOWLEDGEMENTS

The Committee wishes to extend its gratitude to all witnesses for their time and co-operation; to Ms. Kim Langille, Committee Clerk, and the staff of the Legislative Committees Office for the coordination of Committee meetings; and to Ms. Heather Ludlow, Information Services Librarian, for the organization of research for Committee meetings. Others whose assistance has been invaluable to the Committee are: Mr. Robert Kinsman, Editor of Hansard Reporting Services, and staff; Mr. James MacInnes, Coordinator/Director of Legislative Television and Broadcast Services, and staff; and Ms. Margaret Murphy, Legislative Librarian, and staff.

WITNESSES

February 25, 2014 **Public Service Commission and Public Service Renewal Office**
Employee Engagement

May 27, 2014 **Public Service Commission**
New Auditor General Hiring Process

June 24, 2014 **Department of Labour and Advanced Education**
Minimum Wage Review Committee

PUBLIC HEARINGS

**ORGANIZATIONAL/AGENDA SETTING &
APPOINTMENTS TO AGENCIES, BOARDS AND
COMMISSIONS**

January 28, 2014

WITNESSES

Executive Council Office

Ms. Janice Brown - Senior Corporate Policy Analyst

Ms. Ann Broughm-Veinotte - Council Order Clerk

Office of the Legislative Counsel

Mr. Gordon Hebb - Chief Legislative Counsel

MATTERS OF DISCUSSION

The Committee met to organize their agenda of potential witnesses and topics for future meetings. As this was the first meeting of the newly constituted Committee, the Chair provided a brief overview of the Committee mandate, meeting time and procedures. The Executive Council Office is responsible for the administration of the non-adjudicative Agency, Board and Commission (ABC) appointment process. Representatives of the Executive Council Office were invited to provide an overview of the appointment process. The Office of the Legislative Counsel provides legal counsel to Committees of the House. Representatives from the Legislative Counsel Office were invited and reviewed the Confidentiality Policy relating to ABC appointments.

COMMITTEE BUSINESS

The Committee reviewed agenda items and set its agenda for upcoming meetings and also considered appointments to ABCs.

MOTIONS

See Appendix “A” for the list of appointments.

The Committee discussed its agenda and selected witnesses. Motions were introduced to invite:

The Deputy Minister of the Public Service Commission - Morale Engagement

-Moved by Ms. Joyce Treen, MLA

-Motion carried

The Department of Communities, Culture and Heritage – Bluenose II

-Moved by Mr. Eddie Orrell, MLA

-Motion defeated

The Deputy Minister of the Department of Labour and Advanced Education -
Benefits for firefighters who are injured, contract a disease or are killed as a result
of their duties

-Moved by Ms. Karla MacFarlane, MLA
-Motion carried

Protocol Office - Chief of Protocol, Glennie Langille

-Moved by Hon. Maureen MacDonald, MLA
-Motion defeated

Minimum Wage Review Committee

-Moved by Hon. Maureen MacDonald, MLA
-Motion carried

Pursuant to Rule 60 of the *Rules and Forms of Procedure of the House of Assembly*, potential appointments to agencies, boards and commissions are required to be provided to Human Resources Committee members one week in advance of the Committee meeting. Should there be an occasion where appointments do not meet the notice requirements, the Committee must unanimously agree to waive the required notice in order to consider the appointments. The Committee received appointments that did not meet the notice requirements and a motion was introduced:

To waive notice for the Tourism Agency Advisory Board as well as the Trade Centre Limited Board of Directors.

-Moved by Mr. Ben Jessome, MLA
-Motion carried

The Committee discussed whether it would invite witnesses to appear at meetings during the sitting of the Legislature and introduced a motion:

That the Committee not hear witnesses when the House is in session but would meet only to do the agency, board and commission appointments.

-Moved by Hon. Maureen MacDonald, MLA
-Motion carried

DOCUMENTATION

The following information was requested from the Executive Council Office and has been received:

- Trade Centre Limited, Board of Directors - Why is Kenzie MacDonald recommended for a three-year appointment and Justin McDonough recommended for a one-year appointment?
- Trade Centre Limited, Board of Directors - Why is the remuneration for Kenzie MacDonald \$200/day and the remuneration for Justin McDonough \$150/day?

TRANSCRIPT

A transcript of this meeting can be found at the following address:

http://nslegislature.ca/index.php/committees/committee_hansard/C8/hr2014jan28

EMPLOYEE ENGAGEMENT

February 25, 2014

WITNESSES

Public Service Commission

Ms. Laura Lee Langley – Deputy Minister/Commissioner

Public Service Renewal Office

Mr. Brian Gilbert – Special Advisor to Deputy to the Premier

Ms. Patti Pike – Executive Director

MATTERS OF DISCUSSION

The Public Service Commission is responsible for ensuring that the Nova Scotia Government has the human resources required to create and deliver high quality programs and services to Nova Scotians. Its mandate is to provide expert, respected human resources advice, services and solutions. The Public Service Renewal Office was created in July 2012, to improve employee engagement throughout the public service. The purpose of the meeting was to obtain information on employee engagement within government.

COMMITTEE BUSINESS

The Committee considered appointments to Agencies, Boards and Commissions.

Correspondence from the Executive Council Office in response to the Committee's request from the January meeting for clarification regarding appointments to the Trade Centre Limited Board of Directors was reviewed by the Committee.

MOTIONS

See Appendix "A" for the list of appointments.

DOCUMENTATION

The following information was requested from the Public Service Commission and has been received:

- Information regarding the number of people who leave the public sector for higher wages and better compensation in the private sector.
- Information with respect to the average age of the public service and the retirements and job openings that are coming up in the next few years.

The following information was requested from the Executive Council Office and has been received:

- A question was raised at the February 25th meeting regarding Ms. Frances Garlick's appointment to the Credit Union Deposit Insurance Corporation, Nova Scotia. On the ABC Profile sheet and in the Form "A" the remuneration is shown as \$400/day + expenses; however, on the Current Membership-Detailed Report, the remuneration is shown as \$300/day. The Committee is requesting clarification with respect to the remuneration for Ms. Garlick.

TRANSCRIPT

A transcript of this meeting can be found at the following address:

http://nslegislature.ca/index.php/committees/committee_hansard/C8/hr2014feb25

**AGENDA SETTING & APPOINTMENTS TO
AGENCIES, BOARDS AND COMMISSIONS**

March 25, 2014

WITNESSES

There were no witnesses present at the meeting.

MATTERS OF DISCUSSION

The Committee met to organize its agenda of potential witnesses and topics for future meetings.

COMMITTEE BUSINESS

In addition to reviewing agenda items and setting its agenda for upcoming meetings, the Committee also considered appointments to Agencies, Boards and Commissions.

Correspondence from the Executive Council Office in response to the Committee's request from the February meeting for clarification regarding an appointment to the Nova Scotia Credit Union Deposit Insurance Corporation was reviewed by the Committee. The Committee also reviewed correspondence from the Nova Scotia Post-Secondary Education Coalition requesting an appearance. The Committee agreed to defer this request for consideration at the next agenda setting meeting.

MOTIONS

See Appendix "A" for the list of appointments.

The Committee discussed its agenda and selected witnesses. Motions were introduced to invite:

Department of Labour and Advanced Education - Occupational Health and Safety

-Moved by Ms. Margaret Miller, MLA

-Motion carried

Department of Communities, Culture and Heritage - Bluenose II

-Moved by Ms. Karla MacFarlane, MLA

-Motion defeated

Collaborative Partnership Network – Ms. Janice Ainsworth

-Moved by Mr. Eddie Orrell, MLA

-Motion carried

Public Service Commission - Hiring process for a new Auditor General

-Moved by Hon. Maureen MacDonald, MLA

-Motion carried

DOCUMENTATION

There were no documents requested.

TRANSCRIPT

A transcript of this meeting can be found at the following address:

http://nslegislature.ca/index.php/committees/committee_hansard/C8/hr2014mar25

APPOINTMENTS TO AGENCIES, BOARDS AND COMMISSIONS

April 29, 2014

WITNESSES

There were no witnesses present at the meeting.

MATTERS OF DISCUSSION

The purpose of the meeting was to consider appointments to Agencies, Boards and Commissions.

COMMITTEE BUSINESS

The Committee reviewed appointments to Agencies, Boards and Commission.

Correspondence was received from the Pictou County Injured Workers Association regarding the reappointment of Janet Hazelton to the Workers' Compensation Board of Directors. The correspondence indicated that according to the Workers' Compensation Board Corporate Governance Manual, Ms. Hazelton was not eligible for re-appointment as she had served the maximum number of terms. The Chief Legislative Counsel informed the Committee that the Workers' Compensation Act does not contain any restriction on the reappointment of members. The Committee agreed to advise the Minister of Labour and Advanced Education of this discrepancy.

The Committee also discussed its summer meeting schedule and agreed to change the time of the meetings to 1:00 pm to 3:00 pm for July and August.

MOTIONS

See Appendix "A" for the list of appointments.

A concern was expressed regarding the appointment of Victoria L. Harnish to the Halifax/Dartmouth Bridge Commission. The appointment documents contained inconsistent information with respect to her remuneration. A motion was introduced:

To defer for the member and vice-chair, Victoria Harnish, until we confirm the salary range of that person.

-Moved by Ms. Karla MacFarlane, MLA

-Motion carried

The Committee discussed its summer meeting schedule and whether it would hear

witnesses and introduced a motion:

That we entertain witnesses during the summer.

-Moved by Mr. Ben Jessome, MLA

-Motion carried

DOCUMENTATION

The following information was requested from the Executive Council Office and has been received:

- Halifax/Dartmouth Bridge Commission - Appointment of Victoria L. Harnish: There appears to be an inconsistency with respect to her remuneration. It is stated as \$12,000/year on the Form "A" and Board Profile and as \$3,600/year on the Guidelines.
- Pictou/Antigonish Regional Library Board – The Board Profile indicates that the board consists of 2 members and that there is only 1 vacancy, and that the current member's appointment does not expire until 2016; however, 2 appointments are being made to this board. It would appear that extra members are being appointed.
- Board of Examiners of the NS Association of Social Workers – Appointment of Justin Adams: The Form "A" indicates that he is not a re-appointment but it also indicates that his previous expiry is April 4, 2013.

TRANSCRIPT

A transcript of this meeting can be found at the following address:

http://nslegislature.ca/index.php/committees/committee_hansard/C8/hr2014apr29

**NEW AUDITOR GENERAL HIRING PROCESS &
APPOINTMENTS TO AGENCIES, BOARDS AND
COMMISSIONS**

May 27, 2014

WITNESSES

Public Service Commission

Ms. Cynthia Yazbek – Executive Director, Employee Relations

Ms. Dale Rushton – Human Resources Director

MATTERS OF DISCUSSION

The Public Service Commission is responsible for ensuring that the Nova Scotia Government has the human resources required to create and deliver high quality programs and services to Nova Scotians. Its mandate is to provide expert, respected human resources advice, services and solutions. The purpose of the meeting was to obtain an overview of the hiring process to fill the Auditor General’s position for the province. The Committee also considered appointments to Agencies, Boards and Commissions.

COMMITTEE BUSINESS

The Committee reviewed appointments to Agencies, Boards and Commission.

The Committee reviewed correspondence from the Public Service Commission providing information requested at the February meeting. Correspondence was also reviewed from the Executive Council Office providing a response to the Committee’s request from the April meeting for clarification regarding appointments to the Halifax/Dartmouth Bridge Commission, the Pictou/Antigonish Regional Library Board and the Board of Examiners of the Nova Scotia Association of Social Workers.

Eddie Orrell informed the Committee that he had been made aware of concerns regarding vacancies on the Maritime Provinces Harness Racing Commission.

The Committee reviewed its summer meeting schedule and agreed that the meeting time would be from 10:00 am to 11:00 am.

MOTIONS

See Appendix “A” for the list of appointments.

Discussions were held regarding the Committee’s summer meeting schedule and a

motion was introduced:

That for the months of July and August we meet on Wednesdays and also that we just do ABCs.

-Moved by Ms. Joyce Treen, MLA

-Motion carried

DOCUMENTATION

The following information was requested from the Department of Agriculture and has been received:

- Status of appointments to the Maritime Provinces Harness Racing Commission.

TRANSCRIPT

A transcript of this meeting can be found at the following address:

http://nslegislature.ca/index.php/committees/committee_hansard/C8/hr2014may27

**MINIMUM WAGE REVIEW COMMITTEE &
APPOINTMENTS TO AGENCIES, BOARDS AND
COMMISSIONS**

June 24, 2014

WITNESSES

Department of Labour and Advanced Education

Ms. Lora MacEachern - Associate Deputy Minister

Ms. Barb Jones-Gordon - Executive Director, Labour Services

Ms. Lynn Hartley - Director, Labour Standards

Department of Economic and Rural Development and Tourism

Mr. Brian Watson - Director, Corporate Strategy

MATTERS OF DISCUSSION

The Minister of Labour and Advanced Education has the responsibility to appoint members to the Minimum Wage Review Committee. The Minimum Wage Review Committee is a non-adjudicative advisory committee that conducts an annual review of the province's minimum wage and submits recommendations to the Minister on its continued application. The purpose of the meeting was to obtain information on the Committee and its functions. The Committee also considered appointments to Agencies, Boards and Commissions.

COMMITTEE BUSINESS

The Committee reviewed appointments to Agencies, Boards and Commissions.

The Committee also reviewed correspondence from the Minister of Labour and Advanced Education, as well as a copy of a letter from the Minister of Labour and Advanced Education to the Pictou County Injured Workers Association and a copy of the response to the Minister from the Pictou County Injured Workers Association, regarding limitations on the reappointment of members to the Workers' Compensation Board of Directors. The Chief Legislative Counsel reiterated that the legislation does not contain any restriction on reappointments and that it is the legally binding authority.

MOTIONS

See Appendix "A" for the list of appointments.

Pursuant to Rule 60 of the *Rules and Forms of Procedure of the House of Assembly*, potential appointments to agencies, boards and commissions are required to be provided to Human Resources Committee members one week in advance of the Committee meeting. Should there be an occasion where appointments do not meet the notice requirements, the Committee must unanimously agree to waive the required notice in

order to consider the appointments. The Committee did receive appointments that did not meet the notice requirements and a motion was introduced:

To waive notice for the Nova Scotia Boxing Authority.

-Moved by Ms. Joyce Treen, MLA

-Motion carried

DOCUMENTATION

The following information was requested from the Department of Labour and Advanced Education and has been received:

- A breakdown of the regions in the province showing the percentage of minimum wage earners, both full time and part time.

TRANSCRIPT

A transcript of this meeting can be found at the following address:

http://nslegislature.ca/index.php/committees/committee_hansard/C8/hr2014jun24

APPOINTMENTS TO AGENCIES, BOARDS AND COMMISSIONS

July 30, 2014

WITNESSES

There were no witnesses present at this meeting.

MATTERS OF DISCUSSION

The purpose of the meeting was to consider appointments to Agencies, Boards and Commissions.

COMMITTEE BUSINESS

The Committee reviewed appointments to Agencies, Boards and Commissions.

The Committee reviewed a copy of a letter from the Department of Natural Resources regarding appointments to the Shubenacadie Canal Commission. Correspondence from the Minister of Agriculture in response to the Committee's inquiry regarding appointments to the Maritime Provinces Harness Racing Commission was reviewed by the Committee as well.

MOTIONS

See Appendix "A" for the list of appointments.

DOCUMENTATION

There were no documents requested.

TRANSCRIPT

A transcript of this meeting can be found at the following address:

http://nslegislature.ca/index.php/committees/committee_hansard/C8/hr2014jul30

APPOINTMENTS TO AGENCIES, BOARDS AND COMMISSIONS

August 27, 2014

WITNESSES

There were no witnesses present at this meeting.

MATTERS OF DISCUSSION

The purpose of the meeting was to consider appointments to Agencies, Boards and Commissions.

COMMITTEE BUSINESS

The Committee reviewed appointments to Agencies, Boards and Commissions.

The next meeting of the Committee was discussed and it was agreed that, although the House of Assembly would be in session, a witness would be scheduled to appear.

MOTIONS

See Appendix “A” for the list of appointments.

DOCUMENTATION

There were no documents requested.

TRANSCRIPT

A transcript of this meeting can be found at the following address:

http://nslegislature.ca/index.php/committees/committee_hansard/C8/hr2014aug27

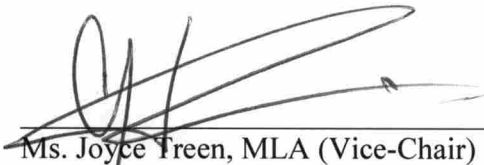
STATEMENT OF SUBMISSION

STATEMENT OF SUBMISSION

All of which is respectfully submitted to the House of Assembly
this 30th day of September, 2014.



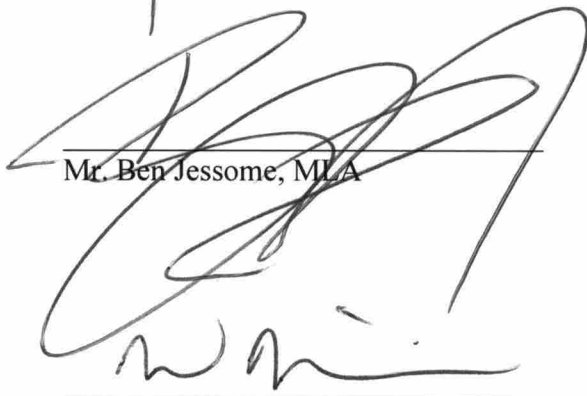
Mr. Bill Horne, MLA
Chair



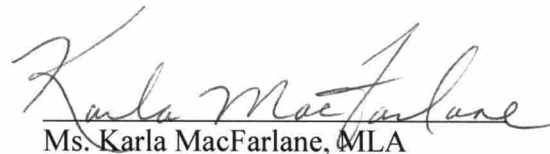
Ms. Joyce Freen, MLA (Vice-Chair)



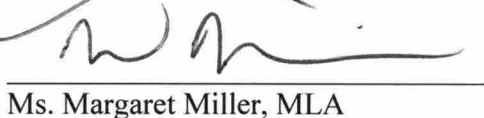
Mr. Eddie Orrell, MLA



Mr. Ben Jessome, MLA



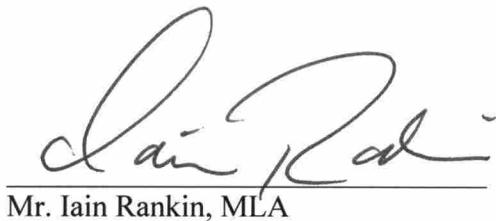
Ms. Karla MacFarlane, MLA



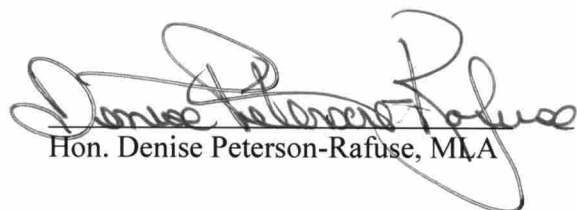
Ms. Margaret Miller, MLA



Hon. Maureen MacDonald, MLA



Mr. Iain Rankin, MLA



Hon. Denise Peterson-Rafuse, MLA

APPENDICES

**APPENDIX A - AGENCY, BOARD AND COMMISSION APPOINTMENTS
JANUARY 2014 – AUGUST 2014**

<u>DEPARTMENT/AGENCY, BOARD OR COMMISSION</u>	<u>TITLE</u>	<u>APPROVAL DATE</u>
DEPARTMENT OF AGRICULTURE		
<u>Crop and Livestock Insurance Commission, Nova Scotia</u>		
Avard Bentley	Chair	28-Jan-14
Arthur Pick	Vice Chair	28-Jan-14
<u>Fisheries and Aquaculture Loan Board, Nova Scotia</u>		
Roy J. Surette	Chair/Member	27-Aug-14
DEPARTMENT OF COMMUNITIES, CULTURE & HERITAGE		
<u>Art Gallery of Nova Scotia Board of Governors</u>		
Mayann Francis	Governor	27-May-14
Sadira Jan	Governor	27-May-14
Tara Larsen	Governor	27-May-14
Sally Warren	Governor	25-Mar-14
<u>Arts Nova Scotia Board</u>		
Peter Dykhuis	Member	27-May-14
Mhiran Faraday	Member	27-May-14
Don Sedgwick	Member	27-May-14
<u>Gaelic College Foundation Board of Governors</u>		
Todd Higgins	Governor	30-Jul-14
Anne Peters	Governor	30-Jul-14
<u>Heritage Property, Advisory Council on</u>		
Kenneth T. Langille	Member	25-Mar-14
Peter Newbould	Member	25-Mar-14
Sandra Nowlan	Member	25-Mar-14
<u>Library Board, Annapolis Valley Regional</u>		
Lesley MacDonald	Member	29-Apr-14
<u>Library Board, Cape Breton Regional</u>		
Kenneth MacDonald	Member	25-Mar-14
<u>Library Board, Pictou/Antigonish Regional</u>		
Jack Beaton	Member	29-Apr-14
John D. Blackwell	Member	29-Apr-14
<u>Library Board, Western Counties Regional</u>		
Pamela Maher	Member	29-Apr-14
<u>Museum Board of Governors, Nova Scotia</u>		
Allan Armsworthy	Member	29-Apr-14
James Boxall	Member	29-Apr-14
Kenneth MacDonald	Member	29-Apr-14

<u>DEPARTMENT/AGENCY, BOARD OR COMMISSION</u>	<u>TITLE</u>	<u>APPROVAL DATE</u>
Sandra Nowlan	Member	29-Apr-14
George Richard	Member	29-Apr-14
Annie Saint-Jacques	Member	29-Apr-14
Michael Thornhill	Member	29-Apr-14
John Toomey	Member	29-Apr-14
Ron Wesman	Member	29-Apr-14
<u>Public Archives Board of Trustees</u>		
Catherine Arseneau	Member	25-Feb-14
Ronald Caplan	Member	25-Mar-14
Bertrum H. MacDonald	Member	25-Mar-14
Dr. Allan Marble	Member	25-Feb-14
<u>Sherbrooke Restoration Commission</u>		
Brenda Carpan	Commissioner	30-Jul-14
John Grant	Commissioner	30-Jul-14
Michael Wilson	Commissioner	30-Jul-14
DEPARTMENT OF COMMUNITY SERVICES		
<u>Children and Family Services Act, Advisory Committee on the</u>		
William J. Kilfoil	Member	29-Apr-14
Lola Gilmer	Member	27-May-14
Heather Ann McNeill	Member	29-Apr-14
Reverend A.D. (Bill) Newell	Member	29-Apr-14
Ogochukwu C. Udenigwe	Member	29-Apr-14
<u>Disabled Persons Commission, Nova Scotia</u>		
Shaun Peter Clark	Member	29-Apr-14
William (Bill) Crawford	Member	29-Apr-14
Judy Heffern	Member	29-Apr-14
David Thomas MacLeod	Member	29-Apr-14
Amy Parsons	Member	29-Apr-14
Marcie Shwery-Stanley	Member	29-Apr-14
Brian P. Tapper	Chairman/Member	29-Apr-14
H. Jane Warren	Member	29-Apr-14
<u>King's Regional Rehabilitation Centre, Board of Management</u>		
Cathy Cantwell	Member	28-Jan-14
Donald C. MacDonald	Member	28-Jan-14
Murray Salsman	Member	25-Mar-14
<u>Social Workers, Board of Examiners of the Nova Scotia</u>		
Justin Adams	Member	29-Apr-14
David MacIver	Member	29-Apr-14
<u>Status of Women, Advisory Council on the</u>		
Nadine Bernard	Member	24-Jun-14
Lisa Courtney-Mercer	Member	24-Jun-14
Michelle M. Kelly	Member	24-Jun-14
Beatrice LeBlanc	Member	24-Jun-14
Serena A. Lewis	Member	24-Jun-14
Wanda MacDonald	Member	24-Jun-14
Verona Singer	Member	24-Jun-14

DEPARTMENT/AGENCY, BOARD OR COMMISSION TITLE **APPROVAL DATE**

DEPARTMENT OF ECONOMIC AND RURAL DEVELOPMENT AND TOURISM

Film and Creative Industries Nova Scotia

Marie Comeau	Member	27-Aug-14
Laura Emery	Member	27-Aug-14
Sharon Johnson-Legere	Member	27-Aug-14
David Nurse	Member	27-Aug-14
Akivah Starkman	Member	27-Aug-14
Gary Walsh	Member	27-Aug-14
Gerald Weseen	Member	27-Aug-14

Tourism Agency Advisory Board, Nova Scotia

Bruce Bishop	Member	29-Apr-14
Ben Cowan-Dewer	Director/Chair	28-Jan-14
Donna Sears	Member	29-Apr-14
Paul Stackhouse	Director	28-Jan-14

Trade Centre Limited, Board of Directors

Kenzie MacDonald	Member	28-Jan-14
Justin McDonough	Chair and Member	28-Jan-14

Waterfront Development Corporation Limited, Board of Directors

Joyce F. Carter	Vice Chair and Director	27-Aug-14
Dale Godsoe	Chair and Voting Member	27-Aug-14

DEPARTMENT OF EDUCATION & EARLY CHILDHOOD DEVELOPMENT

Special Education Authority, Board of Directors of the Atlantic Provinces

Don Glover	Member	28-Jan-14
Ross Lloyd	Member	28-Jan-14

Teachers College Foundation, Nova Scotia

David White	Chair	30-Jul-14
John N. Grant	Member	30-Jul-14
Alexander MacDougall	Member	30-Jul-14

DEPARTMENT OF ENVIRONMENT

Environment and Sustainable Prosperity, Round Table on

Tricia Barry	Member	24-Jun-14
Jeff Bishop	Member	24-Jun-14
Sheila Cole	Member	24-Jun-14
Graham A. Gagnon	Member	24-Jun-14
Robert G. Grant	Member	24-Jun-14
Martin Janowitz	Member	24-Jun-14
Heather Johannesen	Member	24-Jun-14
Jason Kay	Member	24-Jun-14
William Simpkins	Member	24-Jun-14
Jennifer Watts	Member	24-Jun-14

Resource Recovery Fund Board

Richard G. Ramsay	Member and Chair	29-Apr-14
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<u>DEPARTMENT/AGENCY, BOARD OR COMMISSION TITLE</u>	<u>APPROVAL DATE</u>
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DEPARTMENT OF FINANCE

Credit Union Deposit Insurance Corporation, Nova Scotia

John D. Armstrong	Director	27-May-14
Frances Marion Garlick	Member	25-Feb-14

Halifax/Dartmouth Bridge Commission

Claude Carter	Member	29-Apr-14
Victoria L. Harnish	Member and Vice Chair	27-May-14

DEPARTMENT OF HEALTH AND WELLNESS

Boxing Authority, Nova Scotia

Rick (Ricky) K. Anderson	Member	24-Jun-14
Barry Bernard	Member	24-Jun-14
Paul Douglas Carrigan	Member	24-Jun-14
Tom Davis	Member	24-Jun-14
Michael (Mickey) MacDonald	Member and Chair	24-Jun-14
Daniel McMillan	Member	24-Jun-14
Scott Robinson	Member	24-Jun-14
Darrell W. Smith	Member	24-Jun-14

Counselling Therapists, Nova Scotia College of

Wayne J. DiPersio	Member	30-Jul-14
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Dental Board of Nova Scotia, Provincial

Dr. Christopher A. Baker	Member (Dentist)	27-Aug-14
Marina E. Crawford	Member (Dental Assistant)	27-Aug-14
Dr. David P. Dignan	Member (Dentist)	27-Aug-14
Dr. Thomas H. Raddall	Member (Dentist)	27-Aug-14

Health Research Foundation, Nova Scotia

G.R. William (Bill) Lahey	Chair and Member	30-Jul-14
Robert C. Bailey	Vice Chair	30-Jul-14
Carl Breckenridge	Member	30-Jul-14
Maureen Summers	Member	30-Jul-14

DEPARTMENT OF JUSTICE

Human Rights Commission, Nova Scotia

Eunice R. Harker	Chair and Member	24-Jun-14
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Police Commissioners, Municipal Board of – Halifax Regional Municipality

Mary-Kathleen (Micki) Ruth	Member	25-Mar-14
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Police Commissioners, Municipal Board of – Town of Bridgewater

David Carey	Member	27-Aug-14
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Police Commissioners, Municipal Board of – Cape Breton Regional Municipality

Joseph Gillis	Member	27-Aug-14
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<u>DEPARTMENT/AGENCY, BOARD OR COMMISSION TITLE</u>	<u>APPROVAL DATE</u>
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DEPARTMENT OF LABOUR AND ADVANCED EDUCATION

Apprenticeship Agency, Nova Scotia

Heather Cruickshanks	Employer Representative Member	24-Jun-14
Carol MacCulloch	Chair and Employee Representative Member	24-Jun-14
Gordon MacLean	Member-at-Large	24-Jun-14
Brian McCarthy	Employer Representative Member	24-Jun-14
Doreen Parsons	Member-at-Large	24-Jun-14
Brad Smith	Employee Representative Member	24-Jun-14

Cape Breton University Board of Governors

Carmelita Cousins	Member – Cape Breton	25-Mar-14
Daphne Hutt-MacLeod	Member	25-Mar-14
Rany Ibrahim	Member	25-Mar-14
Terry D. Kelly	Member	25-Mar-14
Howard Windsor	Member	25-Mar-14

Cape Breton University Foundation

Norma Boyd	Member	24-Jun-14
James Kehoe	Member	24-Jun-14

Dalhousie University Foundation

Laurie Jennings	Member	25-Mar-14
Lawrence Stordy	Member	25-Mar-14

Mount Saint Vincent University Board of Governors

Li Jin	Member	27-Aug-14
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Workers' Compensation Board

Angus James Bonnyman	Employer Member	25-Mar-14
Luc M. Erjavec	Employer Member	25-Mar-14
Janet Hazelton	Employee Member	25-Mar-14

DEPARTMENT OF NATURAL RESOURCES

Shubenacadie Canal Commission

Donica Poirier McGougan	Commissioner – District of East Hants	25-Mar-14
Damian J. Penny	Commissioner	25-Mar-14

SERVICE NOVA SCOTIA & MUNICIPAL RELATIONS

Film Classifiers, Alcohol & Gaming Division

Victor Amirault	Film Classifier	28-Jan-14
Cheryl Burchell	Film Classifier	28-Jan-14
Robert Curley	Film Classifier	28-Jan-14
Shannon Goudey-Muise	Film Classifier	28-Jan-14
James T. Johnson	Film Classifier	28-Jan-14
Keith McPhail	Film Classifier	28-Jan-14
Sherry Norton-Brunelle	Film Classifier	28-Jan-14
Colleen Prentice	Film Classifier	28-Jan-14

Municipal Finance Corporation, Nova Scotia

Dan McDougall	Director/Chair	29-Apr-14
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<u>DEPARTMENT/AGENCY, BOARD OR COMMISSION</u>	<u>TITLE</u>	<u>APPROVAL DATE</u>
<u>Certified General Accountants Association of Nova Scotia</u> Rany Ibrahim	Member	27-May-14

APPENDIX B - MOTIONS

The following is a list of motions introduced by the Standing Committee on Human Resources:

January 28, 2014

The Committee discussed its agenda and selected witnesses. Motions were introduced to invite:

The Deputy Minister of the Public Service Commission - Morale Engagement

- Moved by Ms. Joyce Treen, MLA
- Motion carried

The Department of Communities, Culture and Heritage – Bluenose II

- Moved by Mr. Eddie Orrell, MLA
- Motion defeated

The Deputy Minister of the Department of Labour and Advanced Education - Benefits for firefighters who are injured, contract a disease or are killed as a result of their duties

- Moved by Ms. Karla MacFarlane, MLA
- Motion carried

Protocol Office - Chief of Protocol, Glennie Langille

- Moved by Hon. Maureen MacDonald, MLA
- Motion defeated

Minimum Wage Review Committee

- Moved by Hon. Maureen MacDonald, MLA
- Motion is carried

Pursuant to Rule 60 of the *Rules and Forms of Procedure of the House of Assembly*, potential appointments to agencies, boards and commissions are required to be provided to Human Resources Committee members one week in advance of the Committee meeting. Should there be an occasion where appointments do not meet the notice requirements, the Committee must unanimously agree to waive the required notice in order to consider the appointments. The Committee received appointments that did not meet the notice requirements and a motion was

introduced:

To waive notice for the Tourism Agency Advisory Board as well as the Trade Centre Limited Board of Directors.

-Moved by Mr. Ben Jessome, MLA
-Motion carried

The Committee discussed whether it would invite witnesses to appear at meetings during the sitting of the Legislature and introduced a motion:

That the Committee not hear witnesses when the House is in session but would meet only to do the agency, board and commission appointments.

-Moved by Hon. Maureen MacDonald, MLA
-Motion carried

March 25, 2014

The Committee discussed its agenda and selected witnesses. Motions were introduced to invite:

Department of Labour and Advanced Education - Occupational Health and Safety

-Moved by Ms. Margaret Miller, MLA
-Motion carried

Department of Communities, Culture and Heritage - Bluenose II

-Moved by Ms. Karla MacFarlane, MLA
-Motion defeated

Collaborative Partnership Network – Ms. Janice Ainsworth

-Moved by Mr. Eddie Orrell, MLA
-Motion carried

Public Service Commission - Hiring process for a new Auditor General

-Moved by Hon. Maureen MacDonald, MLA
-Motion carried

April 29, 2014

A concern was expressed regarding the appointment of Victoria L. Harnish to the Halifax/Dartmouth Bridge Commission. The appointment documents contained inconsistent information with respect to her remuneration. A motion was introduced:

To defer for the member and vice-chair, Victoria Harnish, until we confirm the salary range of that person.

-Moved by Ms. Karla MacFarlane, MLA
-Motion carried

The Committee discussed its summer meeting schedule and whether it would hear witnesses and introduced a motion:

That we entertain witnesses during the summer.

-Moved by Mr. Ben Jessome, MLA
-Motion carried

May 27, 2014

Discussions were held regarding the Committee's summer meeting schedule and a motion was introduced:

That for the months of July and August we meet on Wednesdays and also that we just do ABCs.

-Moved by Ms. Joyce Treen, MLA
-Motion carried

June 24, 2014

Pursuant to Rule 60 of the *Rules and Forms of Procedure of the House of Assembly*, potential appointments to agencies, boards and commissions are required to be provided to Human Resources Committee members one week in advance of the Committee meeting. Should there be an occasion where appointments do not meet the notice requirements, the Committee must unanimously agree to waive the required notice in order to consider the appointments. The Committee did receive appointments that did not meet the notice requirements and a motion was introduced:

To waive notice for the Nova Scotia Boxing Authority.

-Moved by Ms. Joyce Treen, MLA
-Motion carried

APPENDIX C - DOCUMENTATION

The following is a list of documents and information requested by the Standing Committee on Human Resources:

January 28, 2014

Executive Council Office

- Trade Centre Limited, Board of Directors - Why is Kenzie MacDonald recommended for a three-year appointment and Justin McDonough recommended for a one-year appointment?
- Trade Centre Limited, Board of Directors - Why is the remuneration for Kenzie MacDonald \$200/day and the remuneration for Justin McDonough \$150/day?

February 25, 2014

Public Service Commission

- Information regarding the number of people who leave the public sector for higher wages and better compensation in the private sector.
- Information with respect to the average age of the public service and the retirements and job openings that are coming up in the next few years.

Executive Council Office

- A question was raised at the February 25th meeting regarding Ms. Frances Garlick's appointment to the Credit Union Deposit Insurance Corporation, Nova Scotia. On the ABC Profile sheet and in the Form "A" the remuneration is shown as \$400/day + expenses; however, on the Current Membership-Detailed Report, the remuneration is shown as \$300/day. The Committee is requesting clarification with respect to the remuneration for Ms. Garlick.

April 29, 2014

Executive Council Office

- Halifax/Dartmouth Bridge Commission - Appointment of Victoria L. Harnish: There appears to be an inconsistency with respect to her remuneration. It is stated as \$12,000/year on the Form "A" and Board Profile and as \$3,600/year on the Guidelines.
- Pictou/Antigonish Regional Library Board – The Board Profile indicates that the board consists of 2 members and that there is only 1 vacancy, and that the current member's appointment does not expire until 2016; however, 2 appointments are being made to this board. It would appear that extra members are being appointed.

- Board of Examiners of the NS Association of Social Workers – Appointment of Justin Adams: The Form “A” indicates that he is not a re-appointment but it also indicates that his previous expiry is April 4, 2013.

May 27, 2014

Department of Agriculture

- Status of appointments to the Maritime Provinces Harness Racing Commission.

June 24, 2014

Department of Labour and Advanced Education

- A breakdown of the regions in the province showing the percentage of minimum wage earners, both full time and part time.

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http://nslegislature.ca/index.php/committees/standing_committees/human_resources