



Standing Committee on Human Resources

ANNUAL REPORT

2016

© 2016 Her Majesty the Queen in right of the Province of Nova Scotia
Halifax

ISSN: 0837-2551

This document is also available on the internet at the following address:

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



**Legislative
Committees Office**
House of Assembly
Nova Scotia

PO Box 2630, Station M
Halifax, Nova Scotia
B3J 3P7
Telephone: (902) 424-4432
Fax: (902) 424-0513

Honourable 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 September 2015 to August 2016 of the Sixty-second General Assembly.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Chuck Porter".

Mr. Chuck Porter, MLA, Hants West
Chair
Standing Committee on Human Resources

Halifax, Nova Scotia
2016

TABLE OF CONTENTS

Forward & Mandate	iii
Terms of Reference	iii
Introduction	v
Membership	v
Membership Changes	vi
Procedures and Operations	vi
Agencies, Boards and Commissions Process	vi
Departmental Screening Panels	vii
Notices, Transcripts and Reports	viii
Research Material	ix
Acknowledgements	ix
PUBLIC HEARINGS	
September 29, 2015	1
Nova Scotia Post-Secondary Education Coalition Re: Post-Secondary Education Appointments to Agencies, Boards and Commissions	
October 27, 2015	4
Department of Labour and Advanced Education Re: Public Safety Prosecutor Agenda Setting & Appointments to Agencies, Boards and Commissions	
November 24, 2015	7
Appointments to Agencies, Boards and Commissions	
December 16, 2015	8
Appointments to Agencies, Boards and Commissions	
January 28, 2016	9
Department of Labour and Advanced Education Re: Post-Secondary Education Sandbox Pilot Program Appointments to Agencies, Boards and Commissions	
February 23, 2016	11
Mental Health Foundation of Nova Scotia Re: Mental Health in the Labour Force & Workplace Initiatives Appointments to Agencies, Boards and Commissions	

March 29, 2016	13
Department of Labour and Advanced Education Re: Graduate to Opportunity Program Appointments to Agencies, Boards and Commissions	
April 26, 2016	15
Appointments to Agencies, Boards and Commissions	
May 31, 2016	16
Department of Education and Early Childhood Development Re: Report Card Changes Appointments to Agencies, Boards and Commissions	
June 28, 2016	18
Mr. Robert Fowler Re: Hub School Model Appointments to Agencies, Boards and Commissions	
July 26, 2016	20
Appointments to Agencies, Boards and Commissions	
August 30, 2016	21
Appointments to Agencies, Boards and Commissions	
STATEMENT OF SUBMISSION	24
APPENDICES	
Appendix A – Agency, Board and Commission Appointments (September 2015 – August 2016)	26
Appendix B – Motions	31
Appendix C – Documentation	34

FORWARD & MANDATE

FORWARD

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 appointments 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 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 name proposed appointee to the Executive Council for consideration. Where the Executive Council recommends the name, the Clerk of the Executive Council shall submit the names 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 Director 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 candidate 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. Chuck Porter, MLA – Chair
Hants West

Mr. Eddie Orrell, MLA
Northside-Westmount

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

Ms. Karla MacFarlane, MLA
Pictou West

Mr. Gordon Wilson, MLA
Clare-Digby

Ms. Marian Mancini, MLA
Dartmouth South

Mr. Stephen Gough, MLA
Sackville-Beaver Bank

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

Mr. David Wilton, MLA
Cape Breton Centre

MEMBERSHIP CHANGES

Ms. Marian Mancini, MLA, replaced the Hon. Maureen MacDonald, MLA, in March 2016. Mr. Chuck Porter, MLA, replaced Mr. Keith Irving, MLA, as Chair of the committee in April 2016. Ms. Joyce Treen, MLA, replaced Mr. Gordon Wilson, MLA, as Vice-Chair of the committee in May 2016. Mr. Gordon Wilson remained on the committee as a regular member.

PROCEDURES AND OPERATIONS

The Human Resources Committee meets on the last Tuesday of every month in the Legislative Committees Office.

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

Currently there are 159 active Agencies, Boards and Commissions. There are approximately 722 people currently appointed to ABCs.

Remuneration

The remuneration for Agencies, Boards and Commissions' members 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 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, 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 September 2015 to August 2016.

NOTICES, TRANSCRIPTS AND REPORTS

NOTICES

Notice 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 web site 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 web page 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, 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 web page 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. Special appreciation is extended to the Legislative Committees Office; Hansard Reporting Services; Legislative Television and Broadcast Services; and the Nova Scotia Legislative Library.

PUBLIC HEARINGS

WITNESSES

Nova Scotia Post-Secondary Education Coalition

Ms. Michaela Sam – Chairperson, Canadian Federation of Students – Nova Scotia

Mr. Darren Abramson – Member-at-Large, Dalhousie Faculty Association

Mr. Matthew Furlong – Communications Officer, Association of Nova Scotia University Teachers

Mr. Steve Cloutier – President, CUPE Local 3912

Mr. Colin Sutton – President, NSGEU Local 79 / Member, NSGEU PSE Occupation Council

MATTERS OF DISCUSSION

Members of the Nova Scotia Post-Secondary Education Coalition appeared before the committee to discuss the current situation and future of post-secondary education in Nova Scotia. The Coalition was founded in 2005 with the intention of upholding the academic mission of universities. The Coalition is comprised of representatives from the Association of Nova Scotia Teachers, Canadian Federation of Students-Nova Scotia, Dalhousie Faculty Association, Dalhousie Student Union, CUPE Local 3912 and the Nova Scotia Government and General Employees Union.

Since its inception, the Coalition has commissioned four public opinion polls on post-secondary education in Nova Scotia, with the most recent poll being conducted in 2013-2014. Through results from the public opinion polls and research, the Coalition has identified three primary issues with Nova Scotia's post-secondary education system; 1) funding and quality, 2) tuition, student debt, work and outmigration, and 3) university governance and accountability.

The 2015-2016 academic year was the first time since 2007 that Nova Scotia universities were able to set the tuition rates of their choosing. This autonomy resulted in Nova Scotia having the third highest tuition rates in Canada, with an average of \$6,817, compared to a national average of \$6,191. The 2015-2016 tuition rate is a 5.2% increase over the tuition rate of the 2014-2015 academic year and is a rate of 4 times that of inflation.

Recommendations were provided to the committee based on the issues that were identified by the Coalition. Recommendations included; progressive income taxes as a more equitable cost-recovery method rather than increasing fees. On fees and student debt, the Coalition recommends that the best way to strengthen student assistance in Nova Scotia would be to increase the grants program and provide up front grants to students. On university governance and accountability, the Coalition recommended that the government establish a standard, academically-oriented financial reporting procedure for universities and that all documents should be released publicly to ensure university accountability.

COMMITTEE BUSINESS

The committee reviewed appointments to Agencies, Boards and Commissions. All appointments were approved.

In August 2015, the committee experienced membership changes resulting in the appointment of a new Chair of the committee. As this was the first meeting with the new Chair the opportunity was taken to revisit committee procedures and how the committee would operate on a go forward basis. Motions, agendas, entertaining witnesses during House sessions, question limits, rules of order, the process of appointments to Agencies, Boards and Commissions and the agenda setting procedure were all reviewed by the Chair and committee members.

The committee discussed a motion which was deferred from the August 25th, 2015, meeting:

- Pursuant to Section 12A(3)(b) of the Rules and Forms of Procedure of the House of Assembly, I move that the Committee on Assembly Matters consider and address the rules and conduct, as well as the roles of the Chair, the Clerk and all members of committees at the upcoming meeting in September.

As the Chair had reviewed committee rules and procedures and provided clarity on how committee proceedings would be conducted moving forward it was decided that the motion had been addressed to satisfaction. It was agreed to withdraw the motion.

At the September meeting of the Committee on Assembly Matters a new agenda setting procedure was set out in a letter issued by the Government House Leader. The letter outlined the number of witnesses each party would receive based on a six meeting rotation and the order in which the meetings would be scheduled. The committee discussed the implications of this letter and a motion was introduced:

- That the committee comply with the new process and set the agenda for the next six months of this committee, according to the new rules.
 - Moved by Mr. Eddie Orrell, MLA
 - Motion carried

It was agreed to have an agenda setting session at the October meeting.

It was agreed that the October meeting would be scheduled for 10:00am to 12noon.

DOCUMENTATION

No documents/information were requested.

TRANSCRIPT

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

http://nslegislature.ca/index.php/committees/committee_hansard/C8/hr2015sep29

WITNESSES

Department of Labour and Advanced Education

Ms. Lora MacEachern – Associate Deputy Minister

Ms. Christine Penney – Senior Executive Director, Safety Branch

Public Prosecution Service

Mr. Andrew Macdonald – Chief Crown Attorney of Special Prosecutions

MATTERS OF DISCUSSION

Representatives from the Department of Labour and Advanced Education (LAE) and the Public Prosecution Service (PPS) appeared before the committee to discuss the role of the Public Safety Prosecutor dedicated to Occupational Health and Safety (OHS) offences.

Discussions between LAE and the PPS to establish a Crown Attorney dedicated to prosecuting OHS offences began in the Fall of 2013. The rationale behind hiring an OHS Crown Attorney was to aid the province's efforts to improve workplace health and safety, improve quality of investigations and increase training and consultation of OHS and safety officers and other Crown Attorneys investigating and prosecuting offences under the OHS Act. An official agreement between LAE and the PPS was signed on January 7th, 2014, and a dedicated OHS prosecutor was hired in July 2014 following a national competition.

The roles and responsibilities of the OHS Crown Attorney are as follows:

- Conduct prosecutions
- Provide pre-charge advice
- Facilitates training for OHS officers, investigators and LAE managers in the areas of inspection, investigation and prosecution
- Provides consultation
- Participates in debriefings
- Provides policy advice to identify areas of common interest to LAE and the PPS

COMMITTEE BUSINESS

The committee reviewed appointments to Agencies, Boards and Commissions. All appointments were approved.

The committee agreed that the December meeting would be held on December 15th.

An agenda setting session was held to comply with the new process set out by the Assembly Matters Committee. Motions were introduced to invite:

- Department of Labour and Advanced Education on University Sandboxes; Department of Education and Early Childhood Development on Report Card Changes; and the Department of Labour and Advanced Education on the Graduate to Opportunity program.
 - Moved by Mr. Gordon Wilson, MLA
 - Motion carried
- The Mental Health Foundation with Starr Dobson as a witness; and the Department of Education and Early Childhood Development on the Hub School Model.
 - Moved by Ms. Karla MacFarlane, MLA
 - Motion carried

As per the updated agenda setting procedure, the NDP caucus was entitled to one witness topic. The NDP caucus chose to put forth the Hub School Model with Mr. Bob Fowler as a witness. As this topic was already selected by the PC caucus, discussion was held surrounding removing the witness as a PC topic and allowing the NDP to select it as their one topic and the PC caucus would choose an alternate topic. The PC caucus indicated that they would allow the NDP to have the Hub School Model as their topic and would put forth the Conflict of Interest Commissioner as a second topic. Discussion was held regarding whether or not the Conflict of Interest Commissioner fell within the mandate of the committee. After some discussion in favour of and against the topic falling within the mandate of the committee, the Chair made a ruling:

- That the Conflict of Interest Commissioner would not fall within the mandate of the committee.

After further discussion surrounding the topic and the Chair's ruling, a question was put to the floor surrounding the Chair's ruling:

- Those in favour of the motion – sustaining the ruling of the chairman.
 - Moved by Keith Irving, MLA
 - Motion defeated

As the ruling made by the Chair was overruled, the committee deemed the Conflict of Interest Commissioner is within the mandate of the committee. A motion was introduced:

- Move that the Hub School Model be granted to the NDP as their witness and the PC caucus will put forward the Conflict of Interest Commissioner as a second witness to present to the Standing Committee on Human Resources.
 - Moved by Mr. Eddie Orrell, MLA
 - Motion carried

The committee reviewed the 2015 Annual Report, a motion was introduced:

- Move to accept the Annual Report as presented.
 - Moved by Honourable Maureen MacDonald, MLA
 - Motion carried

The committee agreed not to entertain witnesses during the House sitting.

It was agreed that the committee would move the November meeting time to 9:00am – 10:00am.

DOCUMENTATION

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

- The number of orders that have been issued and the number that relate to JOSH Committee violations.
- A template of the 1-800 number ad campaign that is used by the Department.

TRANSCRIPT

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

http://nslegislature.ca/index.php/committees/committee_hansard/C8/hr2015oct27

WITNESSES

There was no witness present at this meeting.

MATTERS OF DISCUSSION

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

COMMITTEE BUSINESS

The committee reviewed appointments to Agencies, Boards and Commissions. All appointments were approved.

DOCUMENTATION

No documents/information were requested.

TRANSCRIPT

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

http://nslegislature.ca/index.php/committees/committee_hansard/C8/hr2015nov24

WITNESSES

There was no witness present at this meeting.

MATTERS OF DISCUSSION

This meeting was rescheduled from December 15th, 2015, as the original meeting had to be cancelled due to the sitting of the Legislature.

The purpose of this meeting was to review appointments to Agencies, Boards and Commissions.

COMMITTEE BUSINESS

The committee reviewed appointments to Agencies, Boards and Commissions. All appointments were approved.

The following correspondence was received and accepted by the committee:

- Correspondence from the Department of Labour and Advanced Education providing information requested at the October 27th meeting.

DOCUMENTATION

No documents/information were requested.

TRANSCRIPT

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

http://nslegislature.ca/index.php/committees/committee_hansard/C8/hr2015dec16

WITNESSES

Department of Labour and Advanced Education

Mr. Duff Montgomery – Deputy Minister

Ms. Ava Czapalay – Senior Executive Director, Higher Education

MATTERS OF DISCUSSION

Nova Scotia launched the Sandbox pilot program in March of 2014 as a three year pilot project. Sandboxes are identified as pre-incubator spaces where businesses and ideas can begin to take shape and are viewed to be an important component in the innovation eco-system, complementing incubators and accelerators. The initiative of the program was not to create startup companies but to focus on entrepreneurship, business and social enterprises and to provide students with a space to connect with students in other faculties and engage with mentors in the business community. Sandboxes offer many benefits to students including business skills development, engagement across faculties, support for entrepreneurship and mentorship. Nova Scotia has six Sandboxes. Each Sandbox has a designated host university along with affiliated universities to encourage collaboration. Every Sandbox receives \$150,000 of funding per year, totaling \$450,000 over the three year pilot project. The six pilot Sandboxes are:

- ShiftKey Labs – Information & Communication Technology
- Spark Zone – Business, Social Enterprise
- Cultiv8 – Agriculture Innovation
- Island Sandbox – Clean Technology, Social Enterprise
- LaunchBox – Business Focus
- IDEA – Maker Space; Focused on Product Design

All Sandboxes are open to university and high school students and members of the public. In the program's first year 650 students participated in the program, including 116 high school students and 120 international students. 70 events were held through the program, 13 of which involved multiple sandboxes. To date there have been 12 new business start-ups and four social enterprises created through the program. In the first term of the second year 1,200 university students, 1,520 high school students and 75 international students have participated in the program and 14 business start-ups were created.

With the success of the pilot program in the first year, the Department of Labour and Advanced Education is looking to extend the pilot for an additional two years, with the possibility of adding a seventh Sandbox in Oceans Technology.

COMMITTEE BUSINESS

The committee reviewed appointments to Agencies, Boards and Commissions. All appointments were approved.

DOCUMENTATION

The following information was requested and has been received by the Department of Labour and Advanced Education.

- The four social enterprises that are supported by the Sandboxes.
- A breakdown of the number of students involved in the program that are from urban vs. rural areas.
- A breakdown of where the program funding is spent each year and where the \$150,000 per sandbox is spent.

TRANSCRIPT

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

http://nslegislature.ca/index.php/committees/committee_hansard/C8/hr2016jan28

MENTAL HEALTH IN THE LABOUR FORCE AND WORKPLACE INITIATIVES February 23, 2016

WITNESSES

Mental Health Foundation of Nova Scotia

Ms. Starr Dobson – President & CEO

Ms. Colleen Fraser – Communications Coordinator

MATTERS OF DISCUSSION

The Mental Health Foundation of Nova Scotia (MHFNS) started as the Nova Scotia Hospital Foundation in 1986 and in 2002 was re-imagined to what it is today. The organization’s mandate is to raise awareness and support for mental health care in the Nova Scotia Health Authority and throughout communities in Nova Scotia.

Loss of productivity, medical fees and unemployment due to mental illness costs the Canadian economy more than \$50 billion annually. Half a million Canadians miss work due to mental illness of a psychiatric issue every week. However, only 23% of people say they would talk about their mental illness with an employer. The Foundation is committed to changing the way people think about mental health and encourage open discussion.

MHFNS raises funds for programs and services that help support mental health initiatives, providing annual and quarterly grants to these initiatives. The Foundation does not receive government funding and relies heavily on fundraising events for funding. The Foundation’s main fundraising comes from three annual events:

- BMO’s A Different Stage of Mind (13th Annual)
- Let’s Keep Talking (3rd Annual)
- Compass Group Canada Festival of Trees (25th Annual)

Through fundraising efforts the Foundation raises approximately \$1 - \$1.2 million a year with the goal to distribute \$500,000 in grant funding every year. To date, the Foundation has distributed just over \$300,000 of funding in 2016, which is up from \$203,000 in 2015.

COMMITTEE BUSINESS

The committee reviewed appointments to Agencies, Boards and Commissions. All appointments were approved.

The following information was received and accepted by the committee:

- Correspondence from the Department of Labour and Advanced Education providing information requested at the January 28th, 2016, meeting.

DOCUMENTATION

The following information was requested and has been received from the Mental Health Foundation of Nova Scotia:

- Contact information for the Healthy Minds Cooperative and the patient navigator for the program.
- A package of all the pamphlets and information available on mental health programs.

TRANSCRIPT

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

http://nslegislature.ca/index.php/committees/committee_hansard/C8/hr2016feb23

WITNESSES

Department of Labour and Advanced Education

Mr. Duff Montgomerie – Deputy Minister

Ms. Lora MacEachern – Associate Deputy Minister

MATTERS OF DISCUSSION

The Graduate to Opportunity (GTO) program launched February 6th, 2015, in response to the One Nova Scotia's Youth Employment and Inter-provincial Migration goals. The goal of the program is to retain youth and strengthen the Nova Scotia workforce by providing an employer incentive to hire new graduates for permanent full-time jobs. The GTO program has added to the group of employment programs offered by the Nova Scotia government such as the Co-op Education Incentive and the Summer Skills Incentive.

The GTO program is a two-year incentive program available to private-sector companies with fewer than 100 employees, start-up companies (less than two years old), registered charities, social enterprises and nonprofits. Employers applying to the program must offer employees a permanent position with a minimum salary of \$30,000 and the position cannot displace existing staff. Applications to the program are received year round via an online application form, which are typically processed in 2-3 days. An approved application allows an employer to hire a new graduate and be reimbursed 25% of an employee's salary in the first year of employment and 12.5% in the second year. Government will cover up to \$60,000. When hiring, the new employee must have graduated from a post-secondary institution within the previous 12 months and must live in Nova Scotia. The premise behind the two-year incentive is that it provides both the employer and employee the start needed and the opportunity for the employment relationship to be established allowing the employment to continue long after the two-year incentive period.

In the first year of the program there have been 150 approved positions with 130 employers. The average salary of a new employee through the program is approximately \$39,200, with a salary range of \$30k-\$90k. The budget for the first year of the program was \$1.6 million. The budget will be doubled in the second year to \$3.2 million.

There has been a high variety of employment opportunities offered through the GTO program, with many being highly skilled positions. The top occupations through the GTO program in the first year are:

- Engineers (electrical, mechanical, petroleum)
- ICT (web developers, programmers, information technology specialist)
- Accountants/paralegals
- Technologist, lab technicians.

COMMITTEE BUSINESS

The committee reviewed appointments to Agencies, Boards and Commissions. All appointments were approved.

The following correspondence was received and accepted by the committee:

- Correspondence from the Mental Health Foundation of Nova Scotia providing information requested at the February 29th, 2016, meeting. The Foundation provided information packages to all Members of the Legislative Assembly.

It was agreed that the committee would not entertain witnesses while the House is in session.

DOCUMENTATION

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

- A breakdown of the individuals who have been placed in the program, in terms of gender and the type of work they are doing and their salaries.
- The number of applications received overall.
- The number of jobs that have been created in the non-profit sector.
- Comparison data about the amount of people who were hired or stayed in the province using the Graduate Retention Rebate compared to the Graduate to Opportunity program in the first year.
- The geographical breakdown of the where the new jobs are located across the province, and the number of positions that have been created in the areas where the highest unemployment rate is in the province.

TRANSCRIPT

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

http://nslegislature.ca/index.php/committees/committee_hansard/C8/hr2016mar29

APPOINTMENTS TO AGENCIES, BOARDS AND COMMISSIONS

April 26, 2016

WITNESSES

There were no witnesses present at this meeting.

MATTERS OF DISCUSSION

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

COMMITTEE BUSINESS

The committee reviewed appointments to Agencies, Boards and Commissions. All appointments were approved.

DOCUMENTATION

No documents/information were requested.

TRANSCRIPT

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

http://nslegislature.ca/index.php/committees/committee_hansard/C8/hr2016apr26

WITNESSES

Department of Education and Early Childhood Development

Ms. Sandra McKenzie – Deputy Minister

Ms. Sue Taylor-Foley – Executive Director, Education, Innovation, Programs and Services

Ms. Kimberly Jackson – Coordinator PTGB Implementation

MATTERS OF DISCUSSION

In response to concerns voiced by parents and educators in relation to the provincial report card, a Report Card Review Committee was commissioned in 2014 to address the strengths and challenges of provincial report cards. The Department of Education and Early Childhood Development (EECD) appeared before the committee to discuss the review and the changes made as a result of the 2014 report card survey.

There are four related areas of a report card, which include; 1) learner profile and related comments, 2) attendance, 3) grading scale and descriptors and, 4) subject area grades and related comments. These are the four areas commented on by respondents of the Provincial Report Card Survey; parents, teachers, administrators and students. There were 5,811 individuals who responded to the survey. The key findings of the survey are summarized in the [Provincial Report Card Survey: Summary of Results](#).

A major feedback from parents and teachers was the desire for jargon-free, individualized comments. There was a need for teacher comments that would better help parents understand how a student is performing, the areas for improvement and what can be done to help support the student. This feedback resulted in the immediate implementation of a revised comment structure to address these areas for the final month of the 2014-2015 school year. Other changes made to report cards for the 2014-2015 school year include adding percentage grades for Grades 7 and 8, revisions to the Primary report card to add a learner profile, a comment section, and attendance, and the learner profile has been aligned into categories from Primary through to Grade 12. Other changes to the report cards reflect a greater focus on language, arts, mathematics, and the addition of performance indicators to each outcome to provide more consistency in how students are assessed. The Department of EECD continually monitors the changes made and is in communication with teachers and administrators to ensure changes are implemented accordingly.

Following the Report Card Survey, the department heard from 19,000 Nova Scotians resulting in an Action Plan for Education. The Action Plan was released in January 2015 and consists of further actions that will affect report cards. Further changes include new courses that will be introduced and included on report cards for the coming school year. The Action Plan has resulted in the public school program being fully revised for the first time in 20 years. A ministerial policy is in

development that will provide consistency across the province in assessment, evaluation and reporting.

COMMITTEE BUSINESS

The following correspondence was received and accepted by the committee:

- Correspondence from the Department of Labour and Advanced Education providing information requested at the March 29th, 2016, meeting.

The committee reviewed appointments to Agencies, Boards and Commissions. The Workers' Compensation Board was a board reviewed by the committee and there was discussion regarding the composition of the board. Concern was voiced that equal representation between employers and employees on the board is not being met. A motion was introduced:

- To defer the appointment for today until there is clarification from the Workers' Compensation Board that there is equal representation.
 - Moved by Ms. Karla MacFarlane, MLA
 - Motion defeated

All appointments to Agencies, Boards and Commissions were approved by the committee.

Following the approval of the Agencies, Boards and Commissions, a second motion concerning the Workers' Compensation Board was introduced:

- That the committee write a letter to the Workers' Compensation Board requesting a list of the current members, as well as the terms that they are serving, and to clarify if these members are representing employers or workers, with regard to the Act, Section 151, indicating that there should be equal balance between those two.
 - Moved by Ms. Karla MacFarlane, MLA
 - Motion carried

DOCUMENTATION

The following information was requested and has been received from the Department of Education and Early Childhood Development:

- The demographic profile of the people who completed the survey.
- The cost associated with conducting the survey.

TRANSCRIPT

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

http://nslegislature.ca/index.php/committees/committee_hansard/C8/hr2016may31

WITNESSES

Mr. Robert Fowler – Chairman of the School Review Committee

MATTERS OF DISCUSSION

As per the Department of Education and Early Childhood Development (EECD), a Hub School is defined as:

The reasonable and sustainable use of public school space for purposes other than delivering the public school program, is financially and operationally viable, and is supported through a strong business case from the community.

Mr. Robert Fowler, Chairman of the School Review Committee, appeared before the committee to discuss the Hub School Model. The Hub School Model was a recommendation made by the School Review Committee in 2013 to the Department of Education and Early Childhood Development.

The review committee was convened in June 2013 with the final discussion paper submitted in November 2013. The discussion paper did not make recommendations, however, it identified seven areas for improvement or reinvention in the school system. The seven areas identified were:

- Long-range planning
- Clear, consistent indicators to identify school review
- Better supporting information
- More flexibility
- Decision-making authority
- Innovative roles for school
- Responsibility for a former school site

Following the submission of the discussion paper a consultation committee was struck in November of 2013 and ran until February 2014. This consultation committee provided nineteen recommendations to the Minister of Education and Early Childhood Development. The nineteen recommendations were publicly accepted by the Minister in April 2014 with the understanding that some recommendations could only be accomplished through collaboration with other government departments and stakeholders.

Four of the nineteen recommendations from the consultation committee referenced innovation partnerships for schools and hub schools. From these recommendations the Department of EECD created the guidelines and criteria for a Hub School Model. The guidelines developed ensure that

any proposal for a hub school will align with the primary purpose of a school to provide a safe place for students and to offer a safe learning environment for students.

A Hub School model may not be the solution for every school, nor was the model intended to save a school from possible closure. Ideally the model would allow for an education program to stay in a community, where otherwise it wouldn't, due to creative partnerships established with the school. To date, there has not been a successful case of a Hub School in Nova Scotia.

COMMITTEE BUSINESS

The following correspondence was received and accepted by the committee:

- Correspondence from the Pictou County Injured Workers Association was received by the committee voicing the Association's concern of the make-up of the Workers' Compensation Board and the lack of non-unionized representatives on the board.
- Correspondence from the Workers Compensation Board of Nova Scotia in response to a letter sent on behalf of the committee as per the motion passed at the May 31st meeting.

The committee reviewed appointments to Agencies, Boards and Commissions. A motion was introduced:

- To accept all departments and all names on the list for ABCs in one motion.
 - Moved by Joachim Stroink, MLA
 - Motion carried

All appointments were approved.

Discussion was held surrounding the committee's ability to review the applications to Agencies, Boards and Commissions that are not brought forward for approval by the committee. Legislative Counsel was consulted and it was determined that the role of the committee is only to say yes or no to the names that are put forward; it is not to substitute the recommendations for somebody else. Therefore, the other applicants are not relevant and the committee has no authority to review them.

DOCUMENTATION

No documents/information were requested.

TRANSCRIPT

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

http://nslegislature.ca/index.php/committees/committee_hansard/C8/hr2016jun28

APPOINTMENTS TO AGENCIES, BOARDS AND COMMISSIONS

July 26, 2016

WITNESSES

There was no witness present at this meeting

MATTERS OF DISCUSSION

The purpose of this meeting was to review appointments to Agencies, Boards and Commissions.

COMMITTEE BUSINESS

The following correspondence was reviewed and accepted by the committee:

- Correspondence from the Department of Education and Early Childhood Development providing information requested at the May 31st meeting.

The committee reviewed appointments to Agencies, Boards and Commissions. All appointments were approved.

DOCUMENTATION

No documents/information were requested.

TRANSCRIPT

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

http://nslegislature.ca/index.php/committees/committee_hansard/C8/hr2016jul26

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

August 30, 2016

WITNESSES

There was no witness present at this meeting.

MATTERS OF DISCUSSION

The purpose of this meeting was to review appointments to Agencies, Boards and Commissions and to set the upcoming agenda of the committee.

COMMITTEE BUSINESS

The committee reviewed appointments to Agencies, Boards and Commissions. All appointments were approved.

An agenda setting session was held. Motions were introduced to invite:

- Duff Montgomerie, Deputy Minister, Labour and Advanced Education, and Sandra McKenzie, Deputy Minister, Education and Early Childhood Development on From School to Success: Clearing the Path – Report of the Transition Task Force; Duff Montgomerie, Deputy Minister, Labour and Advanced Education, on Student Employment Programs and; Sandra McKenzie, Deputy Minister, Education and Early Childhood Development on the Nova Scotia Provincial Literacy Strategy – May 2016.
 - Moved by Mr. Gordon Wilson, MLA
 - Motion carried
- Laura Lee Langley – Commissioner of the Public Service Commission / Clerk of the Executive Council on Hiring Practices and; Pictou County Injured Workers Association with Mary Lloyd, Director, as a witness.
 - Moved by Ms. Karla MacFarlane, MLA
 - Motion carried
- Mike Molloy, Planning and Development Officer, Finance and Treasury Board on NS Employment Trends 2008-2016.
 - Moved by Ms. Marian Mancini, MLA
 - Motion defeated

There was discussion surrounding the validity of Mr. Molloy appearing before the committee. A suggestion was put forward that in lieu of Mr. Molloy appearing as a witness that the Deputy Minister of Finance and Treasury Board be called as a witness. A motion was introduced:

- To invite the Deputy Minister, Byron Rafuse, to appear before the committee to speak on NS Employment trends 2008-2016, with the a request made to the Deputy Minister to invite Mr. Molloy if deemed appropriate.
 - Moved by Mr. Gordon Wilson, MLA
 - Motion carried

DOCUMENTATION

No documents/information were requested.

TRANSCRIPT

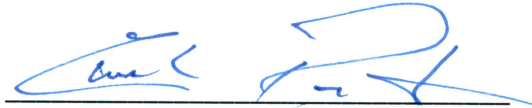
A transcript of this meeting can be found online at the following address:

http://nslegislature.ca/index.php/committees/committee_hansard/C8/hr2016aug30

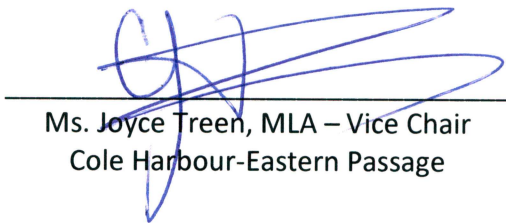
STATEMENT OF SUBMISSION

STATEMENT OF SUBMISSION

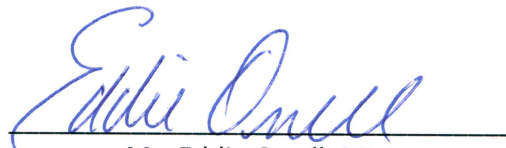
All of which is respectfully submitted to the House of Assembly
this 25th day of October, 2016



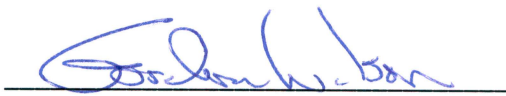
Mr. Chuck Porter, MLA – Chair
Hants West



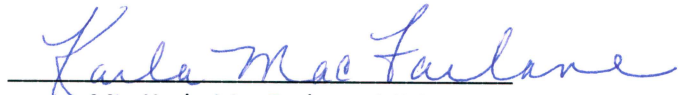
Ms. Joyce Treen, MLA – Vice Chair
Cole Harbour-Eastern Passage



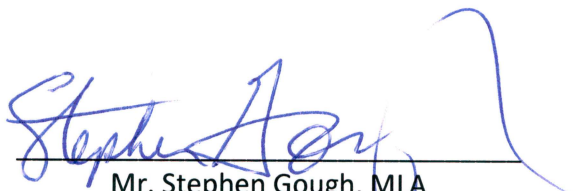
Mr. Eddie Orrell, MLA
Northside-Westmount



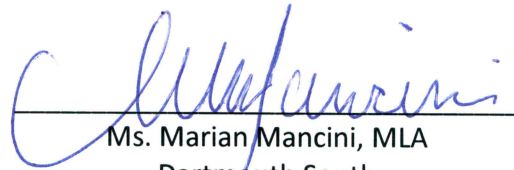
Mr. Gordon Wilson, MLA
Clare-Digby



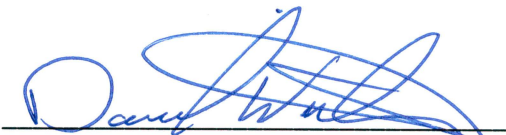
Ms. Karla MacFarlane, MLA
Pictou West



Mr. Stephen Gough, MLA
Sackville-Beaver Bank



Ms. Marian Mancini, MLA
Dartmouth South



Mr. David Wilton, MLA
Cape Breton Centre



Ms. Lisa Roberts, MLA
Halifax-Needham

APPENDICES

**APPENDIX A – AGENCY, BOARD AND COMMISSION APPOINTMENTS
SEPTEMBER 2015 – AUGUST 2016**

DEPARTMENT / AGENCY, BOARD OR COMMISSION	TITLE	APPROVAL DATE
DEPARTMENT OF AGRICULTURE		
<u>Weed Control Advisory Committee</u>		
Rick Hoeg	Member	28-Jun-16
Angela Hughes	Member and Secretary	28-Jun-16
DEPARTMENT OF BUSINESS		
<u>Peggy's Cove Commission</u>		
John Campbell	Member and Chair	26-Jul-16
Aonghus Garrison	Member	26-Jul-16
Gary Logan	Member and Vice Chair	26-Jul-16
Peter Richardson	Member	26-Jul-16
<u>Trade Centre Limited, Board of Directors</u>		
Jeff Forbes	Director	28-Jun-16
Gordon Gillis	Director	28-Jun-16
Mary Lee	Director	28-Jun-16
<u>Waterfront Development Corporation Limited, Board of Directors</u>		
Lydia S. Bugden	Director	26-Apr-16
Michael Roberts	Director	26-Apr-16
DEPARTMENT OF COMMUNITIES, CULTURE AND HERITAGE		
<u>Art Gallery of Nova Scotia Board of Governors</u>		
Irene d'Entremont	Governor	31-May-16
Malcolm Fraser	Governor	31-May-16
Claire Hodge	Governor	30-Aug-16
Bonita Kirby	Governor	31-May-16
Stan Kutcher	Governor	31-May-16
Barbara MacKinnon	Governor	31-May-16
<u>Library Board, Annapolis Valley</u>		
Sherry Brideau	Member	24-Nov-16
<u>Library Board, Colchester / East Hants Regional</u>		
Erin MacPherson	Member	28-Jun-16
<u>Library Board, Cumberland Regional</u>		
Dale Fawthrop	Member	24-Nov-16
Jane Wood	Member	24-Nov-16
<u>Museum Board of Governors, Nova Scotia</u>		
Chester Muise	Member	27-Oct-15

Standing Committee on Human Resources Annual Report 2016

Public Archives Board of Trustees

John N. Grant	Member	27-Oct-15
Sylvia Hamilton	Member	28-Jun-16

Resource Recovery Fund Board

Andrew J. Murphy	Member	27-Oct-15
------------------	--------	-----------

Sherbrooke Restoration Commission

Donald Armstrong	Member	24-Nov-16
Clarence Humber	Member	24-Nov-16

DEPARTMENT OF COMMUNITY SERVICES

Disabled Persons Commission, Nova Scotia

William (Bill) Crawford	Member	28-Jun-16
David MacLeod	Member	28-Jun-16
Amy L. Parsons	Member	28-Jun-16
Marcellina (Marcie) Shwery-Stanley	Member	28-Jun-16
Brian Tapper	Chairman and Member	28-Jun-16
H. Jane Warren	Member	28-Jun-16

DEPARTMENT OF EDUCATION AND EARLY CHILDHOOD DEVELOPMENT

African-Canadian Education, Council on

Irvine Carvery	Member-at-Large	28-Jan-16
Misty Morrison	Member-at-Large	28-Jan-16
Lindell Smith	Member-at-Large	28-Jan-16

Mi'kmaq Education, Council on

Kirk Arsenault	Member	24-Nov-16
----------------	--------	-----------

Special Education Authority, Board of Directors of the Atlantic Provinces

Judy Elliot	Member	28-Jun-16
Ross Lloyd	Member	28-Jun-16

DEPARTMENT OF ENERGY

Canada-Nova Scotia Offshore Petroleum Board

Harold Giddens	Alternate Provincial Member	23-Feb-16
Roger Percy	Provincial Board Member	23-Feb-16

DEPARTMENT OF FINANCE AND TREASURY BOARD

Credit Union Deposit Insurance Corporation, Nova Scotia

Jim Kavanaugh	Board Member	28-Jun-16
William Legge	Board Member	28-Jun-16

DEPARTMENT OF HEALTH AND WELLNESS

AIDS, Nova Scotia Advisory Committee on

Barbara Clow	Member	28-Jun-16
Mary Hart-Baker	Member	28-Jun-16
Cheryl A. Morris	Member	28-Jun-16

Health Research Foundation, Nova Scotia

Steven M. Smith Vice Chair 31-May-16

Nurses of Nova Scotia, College of Licensed Practical

Greg Fevens Member 28-Jun-16
 Susan Nasser Member 28-Jun-16
 Betty P. Thomas Member 28-Jun-16
 Aaron Windsor Member 28-Jun-16

Occupational Therapists of Nova Scotia, Board of the College of

Aaron Windsor Member 28-Jun-16

Provincial Health Authority Board

Colin L. Copp Voting Director 28-Jun-16
 Dianne E. Hamilton Voting Director 28-Jun-16
 Wayne MacDonald Voting Director 28-Jun-16
 John MacL. Rogers Voting Director 28-Jun-16
 Douglas B. Shatford Voting Director 28-Jun-16

DEPARTMENT OF JUSTICE

Legal Aid Commission, Nova Scotia

Fred Colaiacovo Part-Time Director 29-Mar-16
 Walter I. Yeadon Part-Time Director 29-Mar-16

Police (RCMP) Advisory Boards:

Municipalities of District of Argyle and District of Yarmouth

P. Earl Muise Member 26-Apr-16

Municipality of Cumberland County

Esther Boyd Member 26-Apr-16

Municipality of Pictou County

Charlene Thompson Member 26-Apr-16

Municipality of Richmond County

Madaline Libbus Member 26-Apr-16

Municipality of the County of Annapolis

David Brown Member 26-Apr-16

Municipality of the County of Kings

Garry Michaud Member 26-Apr-16

Municipality of the District of Barrington – Town of Clark’s Harbour

Richard Crowell Member 26-Apr-16

Municipality of the District of Lunenburg

Kenneth P. Zwicker Member 26-Apr-16

Town of Digby

Angela Thurber Member 26-Apr-16

Standing Committee on Human Resources Annual Report 2016

Town of Mahone Bay

Richard L. Nowe Member 26-Apr-16

Town of Oxford

Roderick MacDonald Member 26-Apr-16

Town of Parrsboro

Tracy Wise Member 26-Apr-16

Town of Pictou

Victor Smith Member 26-Apr-16

Town of Wolfville

Terry Hennigar Member 26-Apr-16

Police Commissioners, Municipal Boards of:

Town of Stellarton

Edward Cormier Member 30-Aug-16

Town of Annapolis Royal

Jane DeWolfe Member 30-Aug-16

DEPARTMENT OF LABOUR AND ADVANCED EDUCATION

Apprenticeship Agency, Nova Scotia

Heather Cruickshanks Employer Representative Member (Construction Sector) 28-Jun-16

Carol MacCulloch Employee Representative Member (Service Sector) and Chair Designate 28-Jun-16

Gordon MacLean Member-at-Large 28-Jun-16

Doreen Parsons Member-at-Large 28-Jun-16

Brad Smith Employee Representative Member (Construction Sector) and Vice Chair Designate 28-Jun-16

Trevor Weldon Employer Representative Member (Industrial Sector) 28-Jun-16

Art and Design Board of Governors, Nova Scotia College of

Faten Alshazly Member 30-Aug-16

Sean Kelly Member 29-Sep-15

David van de Wetering Member 29-Sep-15

Gordon Whittaker Member 29-Sep-15

Dr. P. Anthony Johnstone Memorial Scholarship Committee

Chris Musial Member 26-Apr-16

W. Dean Smith Member 26-Apr-16

Workers' Compensation Board

Rick Clarke Employee Member 31-May-16

OFFICE OF SERVICE NOVA SCOTIA

Embalmers and Funeral Directors, Board of Registration of

Lisa Smith	Board Member	28-Jun-16
------------	--------------	-----------

Public Accountants Board

Angus Bonnyman	Board Member	28-Jun-16
----------------	--------------	-----------

Arnold Fralick	Board Member	28-Jun-16
----------------	--------------	-----------

Richard E. Morris	Board Member	28-Jun-16
-------------------	--------------	-----------

Real Estate Commission, Nova Scotia

Dr. John Nause	Member	29-Mar-16
----------------	--------	-----------

DEPARTMENT OF TRANSPORTATION AND INFRASTRUCTURE RENEWAL

Halifax-Dartmouth Bridge Commission

Wayne F. Mason	Chair and Member	23-Feb-16
----------------	------------------	-----------

APPENDIX B - MOTIONS

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

September 29, 2015

The committee discussed the implications of the new agenda setting process set out in a letter tabled at the Assembly Matters Committee meeting. A motion was introduced:

- That the committee comply with the new process and set the agenda for the next six months of this committee, according to the new rules.
 - Moved by Mr. Eddie Orrell, MLA
 - Motion carried

October 27, 2015

The committee held an agenda setting session. Motions were introduced to invite:

- Department of Labour and Advanced Education on University Sandboxes; Department of Education and Early Childhood Development on Report Card Changes; and the Department of Labour and Advanced Education on the Graduate to Opportunity program.
 - Moved by Mr. Gordon Wilson, MLA
 - Motion carried
- The Mental Health Foundation with Starr Dobson as a witness; and the Department of Education and Early Childhood Development on the Hub School Model.
 - Moved by Ms. Karla Macfarlane, MLA
 - Motion carried

The PC caucus indicated that they would allow the NDP to have the Hub School Model as their topic and would put forth the Conflict of Interest Commissioner as a second topic. Discussion was held regarding whether or not the Conflict of Interest Commissioner fell within the mandate of the committee. After some discussion in favour of and against the topic falling within the mandate the Chair made a ruling:

- That the Conflict of Interest Commissioner would not fall within the mandate of the committee.

After further discussion surrounding the topic and the Chair's ruling, a question was put to the floor surrounding the Chair's ruling:

- Those in favour of the motion – sustaining the ruling of the chairman.
 - Moved by Keith Irving, MLA
 - Motion defeated

As the ruling made by the Chair was overruled, the committee deemed the Conflict of Interest Commissioner is within the mandate of the committee. A motion was introduced:

- Move that the Hub School Model be granted to the NDP as their witness and the PC caucus will put forward the Conflict of Interest Commissioner as a second witness to present to the Standing Committee on Human Resources.
 - Moved by Mr. Eddie Orrell, MLA
 - Motion carried

The committee reviewed the 2015 Annual Report, a motion was introduced:

- Move to accept the Annual Report as presented.
 - Moved by Honourable Maureen MacDonald, MLA
 - Motion carried

May 31, 2016

The committee reviewed appointments to Agencies, Boards and Commissions. The Workers' Compensation Board was a board reviewed by the committee and there was discussion surrounding the composition of the board. Concern was voiced that equal representation between employers and employees on the board is not being met. A motion was introduced:

- To defer the appointment for today until there is clarification from the Workers' Compensation Board that there is equal representation.
 - Moved by Ms. Karla MacFarlane, MLA
 - Motion defeated

Following the approval of the Agencies, Boards and Commissions, a second motion regarding the Workers' Compensation Board was introduced:

- That the committee write a letter to the Workers' Compensation Board requesting a list of the current members, as well as the terms that they are serving, and to clarify if these members are representing employers or workers, with regard to the Act, Section 151, indicating that there should be equal balance between those two.
 - Moved by Ms. Karla MacFarlane, MLA
 - Motion carried

June 28, 2016

The committee reviewed appointments to Agencies, Boards and Commissions. A motion was introduced:

- To accept all departments and all names on the list for ABCs in one motion.
 - Moved by Mr. Joachim Stroink, MLA
 - Motion carried

August 30, 2016

An agenda setting session was held. Motions were introduced to invite:

- Duff Montgomerie, Deputy Minister, Labour and Advanced Education, and Sandra McKenzie, Deputy Minister, Education and Early Childhood Development on From School to Success: Clearing the Path – Report of the Transition Task Force; Duff Montgomerie, Deputy Minister, Labour and Advanced Education, on Student Employment Programs and; Sandra McKenzie, Deputy Minister, Education and Early Childhood Development on the Nova Scotia Provincial Literacy Strategy – May 2016.
 - Moved by Mr. Gordon Wilson, MLA
 - Motion carried
- Laura Lee Langley – Commissioner of the Public Service Commission / Clerk of the Executive Council on Hiring Practices and; Pictou County Injured Workers Association with Mary Lloyd, Director, as a witness.
 - Moved by Ms. Karla MacFarlane, MLA
 - Motion carried
- Mike Molloy, Planning and Development Officer, Finance and Treasury Board on NS Employment Trends 2008-2016.
 - Moved by Ms. Marian Mancini, MLA
 - Motion defeated

There was discussion surrounding the validity of Mr. Molloy appearing before the committee. A suggestion was put forward that in lieu of Mr. Molloy appearing as a witness that the Deputy Minister of Finance and Treasury Board be called as a witness. A motion was introduced:

- To invite the Deputy Minister, Byron Rafuse, to appear before the committee to speak on NS Employment trends 2008-2016, with the a request made to the Deputy Minister to invite Mr. Molloy if deemed appropriate.
 - Moved by Mr. Gordon Wilson, MLA
 - Motion carried

APPENDIX C – DOCUMENTATION

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

October 27, 2015

Department of Labour and Advanced Education

- The number of orders that have been issued and the number that relate to JOSH Committee violations.
- A template of the 1-800 number ad campaign that is used by the Department.

January 28, 2016

Department of Labour and Advanced Education

- The four social enterprises that are supported by the Sandboxes.
- A breakdown of the number of students involved in the program that are from urban vs. rural areas.
- A breakdown of where the program funding is spent each year and where the \$150,000 per sandbox is spent.

February 23, 2016

Mental Health Foundation of Nova Scotia

- Contact information for the Healthy Minds Cooperative and the patient navigator for the program.
- A package of all the pamphlets and information available on mental health programs.

March 29, 2016

Department of Labour and Advanced Education

- A breakdown of the individuals who have been placed in the program, in terms of gender and the type of work they are doing and their salaries.
- The number of applications received overall.
- The number of jobs that have been created in the non-profit sector.
- Comparison data about the amount of people who were hired or stayed in the province using the Graduate Retention Rebate compared to the Graduate to Opportunity program in the first year.
- The geographical breakdown of where the new jobs are located across the province, and the number of positions that have been created in the areas where the highest unemployment rate is in the province.

May 31, 2016

Department of Education and Early Childhood Development

- The demographic profile of the people who completed the survey.
- The cost associated with conducting the survey.

June 28, 2016

Mr. Robert Fowler

- Correspondence from the Pictou County Injured Workers Association was received by the committee voicing the Association's concern of the make-up of the Workers' Compensation Board and the lack of non-unionized representatives on the board.
- A response from the Workers' Compensation Board of Nova Scotia to a letter sent on behalf of the committee as per the motion passed at the May 31st meeting.

**LEGISLATIVE COMMITTEES OFFICE
PO Box. 2630, Station M
Halifax, Nova Scotia
B3J 3P7**

**Telephone: 902-424-4432 or Toll Free 1-888-388-6489
Fax: 902-424-0513**

E-Mail: legcomm@novascotia.ca

Web site:

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