



# **Standing Committee on Human Resources**

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*ANNUAL REPORT*

*2018*

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Halifax

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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 2017 to August 2018 of the Sixty-Third General Assembly.

Respectfully submitted,

A handwritten signature in blue ink, appearing to be "Ben Jessome".

Mr. Ben Jessome, MLA, Hammonds Plains-Lucasville  
Chair  
Standing Committee on Human Resources

Halifax, Nova Scotia  
2018



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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 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-Third 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 membership of the Human Resources Committee as of August 31, 2018, is as follows:

Mr. Ben Jessome, MLA – Chair  
Hammonds Plains-Lucasville

Ms. Alana Paon, MLA  
Cape Breton-Richmond

Ms. Suzanne Lohnes-Croft, MLA – Vice Chair  
Lunenburg

Mr. Brad Johns, MLA  
Sackville – Beaver Bank

Hon. Chuck Porter, MLA  
Hants West

Hon. Dave Wilson, MLA  
Sackville-Cobequid

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

Ms. Claudia Chender, MLA  
Dartmouth South

Ms. Rafah DiCostanzo, MLA  
Clayton Park West

## MEMBERSHIP CHANGES

Mr. Brad Johns, MLA, replaced Ms. Elizabeth Smith-McCrossin, MLA, in April 2018.

Ms. Alana Paon, MLA, replaced Hon. Pat Dunn, MLA, in July 2018.

## 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 154 active Agencies, Boards and Commissions. There are approximately 757 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, and vacancies are posted on the Executive Council Office's website as they occur. Applicants can apply at any time.

## **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 2017 to August 2018.

## **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 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 web page at the following address:

<https://nslegislature.ca/legislative-business/committees/standing/human-resources/archive/human-resources>

## **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: <https://nslegislature.ca/legislative-business/committees/standing/human-resources/reports>

## **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**





**ORGANIZATIONAL MEETING**

**September 28, 2017**

**WITNESSES**

**Executive Council Office**

Ms. Janice Brown – Senior Corporate Policy Analyst

**Legislative Counsel Office**

Mr. Gordon Hebb – Chief Legislative Counsel

**MATTERS OF DISCUSSION**

The Executive Council Office is responsible for administering the process of appointments to non-adjudicative Agencies, Boards and Commissions (ABCs). As this was the first meeting of the newly constituted Committee, Ms. Janice Brown gave members an overview of the process, particularly of the committee's role in approving appointments.

Mr. Gordon Hebb gave members a brief introduction to the Legislative Counsel Office, which provides legal and procedural advice to the House of Assembly and to the chairs, members and staff of its committees. He spoke particularly about the confidentiality of the personal information members receive about appointees in their ABC packages.

**COMMITTEE BUSINESS**

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

The committee discussed its regular meeting days and times. A motion was introduced:

- [That the committee meet] the last Tuesday of the month at 10:00 am.
  - Moved by Mr. Chuck Porter, MLA
  - Motion carried.

The Chair noted the last Tuesday of December 2017 would fall on the Boxing Day holiday, and called for an alternative day that month, since the committee is required to meet monthly. A motion was introduced:

- [That the Chair] look at some time when we're not conflicting with another committee, perhaps the week before or the day before, to make an arrangement for that.
  - Moved by Mr. Chuck Porter, MLA
  - Motion carried.

The committee discussed whether to hear from witnesses at meetings held during those months while the House of Assembly is sitting. A recommendation was made:

- To simply move through appointments of ABCs rather than including witnesses as part of scheduled agendas [when the House is sitting].
  - Recommended by Mr. Ben Jessome, MLA – Chair
  - Recommendation accepted.

The Chair announced the October 31 meeting would be for agenda-setting, and asked all caucuses to submit their list of proposed witnesses to the Clerk by October 17, for discussion at the meeting. He noted common practice has been that submission for witnesses reflects the representation in the House: Specifically, three from the Liberal Caucus, two from the Official Opposition, and one from the New Democratic Party. A motion was made:

- [That the committee] continue to carry on that practice.
  - Moved by Ms. Lohnes-Croft, MLA
  - Motion carried.

## **DOCUMENTATION**

No documents or information were requested.

## **TRANSCRIPT**

A transcript of this meeting can be found online at the following address:  
<https://nslegislature.ca/legislative-business/committees/standing/human-resources/archive/human-resources/hr2017sep28>

**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, and to set the committee's agenda of witnesses for the coming year.

**COMMITTEE BUSINESS**

The committee reviewed appointments to Agencies, Boards and Commissions. The list included a late submission from the Department of Labour and Advanced Education for appointments to the Minimum Wage Review Committee. The committee agreed unanimously to waive the usual one-week notice allocated for consideration of possible appointments to Agencies, Boards and Commissions as outlined in Rule 60 of the Rules and Forms of Procedure of the House of Assembly. All appointments were approved.

An agenda-setting session was held.

On behalf of the Liberal members, a motion was introduced to invite:

- Mr. Duff Montgomerie, the Deputy Minister of the Department of Labour and Advanced Education [on Funding for Trades]; Ms. Laura Lee Langley, the Commissioner of the Public Service Commission [on Youth Retention in the Public Service]; and Ms. Tracey Taweel, from [the Department of] Communities, Culture and Heritage [on the Culture Action Plan].
  - Moved by Mr. Chuck Porter, MLA
  - Motion carried

On behalf of the Progressive Conservative members, a motion was introduced to invite:

- Nova Scotia Child Care Association [on Pre-Primary and Impacts on the Child Care Sector], and Mount Saint Vincent University or NSCC [on Early Childhood Education re: Pre-Primary and any Increase in Applications/Students].
  - Moved by the Hon. Pat Dunn, MLA

After some discussion, the committee voted to amend the original motion, to include the second topic only. A motion was introduced on the amendment:

- The amendment would be to accept [the second topic], which is Mount Saint Vincent to come in for early childhood education. The second part of that amendment would

be for us to take back the other request, and perhaps bring it forward at a future date for more discussion.

- Moved by Mr. Chuck Porter, MLA
- Motion carried

Once the committee agreed to amend the motion, the Hon. Pat Dunn's original motion was re-introduced, as amended:

- For Mount Saint Vincent University or Nova Scotia Community College to present to the committee on the topic of Early Childhood Education re: Pre-Primary and any Increase in students or applications.
  - Paraphrased by Mr. Ben Jessome, MLA, Chair
  - Motion carried

On behalf of the New Democratic Party members, motions were introduced to invite:

- Dr. Tammy Findlay from Mount Saint Vincent [University] on Changing Public Services.
  - Moved by the Hon. David Wilson, MLA
  - Motion defeated
- Mr. Byron Rafuse, Deputy Minister of Finance and Treasury Board – Nova Scotia Employment Trends of 2008-17.
  - Moved by the Hon. David Wilson, MLA
  - Motion carried

The committee agreed by unanimous consent to hold its December meeting two weeks earlier than usual, on December 12, so as not to conflict with the holidays.

## **DOCUMENTATION**

No documents or information were requested.

## **TRANSCRIPT**

A transcript of this meeting can be found online at the following address:  
<https://nslegislature.ca/legislative-business/committees/standing/human-resources/archive/human-resources/hr2017oct31>

**WITNESSES**

**Department of Labour and Advanced Education**

Mr. Duff Montgomerie -- Deputy Minister

Ms. Elizabeth Mills -- Senior Executive Director of Skills and Learning

**Nova Scotia Apprenticeship Agency**

Ms. Marjorie Davison -- Chief Executive Officer

**MATTERS OF DISCUSSION**

The Department of Labour and Advanced Education is responsible for skills training and development in all occupations and professions in Nova Scotia. Deputy Minister Montgomerie introduced Ms. Marjorie Davison as the first CEO of the Nova Scotia Apprenticeship Agency, a division of the department established in 2014 specifically to oversee training in the province's 69 designated trades. Programs designed to promote education and employment in trades are aimed at a variety of Nova Scotians including young people, immigrants and people changing careers for reasons such as layoffs. The Deputy stressed the importance of the department's partnerships with stakeholders such as the private sector, post-secondary education institutions and unions. Another key factor is labour market awareness, i.e. predicting future trends. Atlantic Canada has recently harmonized 80 per cent of its trades, and the Nova Scotia Apprenticeship Agency is working to improve mobility within Nova Scotia, and even across provincial borders. The Deputy noted that for the first time in 30 years, Nova Scotia has seen in-migration of young people for two years in a row – that is, more young people are arriving than leaving.

**COMMITTEE BUSINESS**

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

Members discussed a witness and topic the Progressive Conservative members had proposed during the October 31 agenda-setting meeting: The Nova Scotia Child Care Association, on Pre-Primary and Impacts on the Child Care Sector. At the time, members had voted to defer this topic.

A motion was introduced:

- That we would support that topic and we would like to bring in with them the Department of Education and Early Childhood Development at the same time, now that the consultation is done, to have a full discussion on that and hear from all sides of the sector.
  - Moved by: Mr. Chuck Porter, MLA
  - Motion carried.

The Chair announced that Public Service Commissioner Ms. Laura Lee Langley, the approved witness for the December 12 meeting topic, would not be available on that date. The committee agreed to Ms. Langley's request that Mr. Steven Feindel, the PSC's Executive Director of Client Service Delivery, be allowed to speak in her place.

The committee agreed by consensus to the Chair's request that Mr. Chuck Porter, MLA, chair the December 12 meeting, since Mr. Jessome wished to sit among the other members and question the witness, and the Vice-Chair would be out of the country on Speaker's business.

## **DOCUMENTATION**

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

- Nova Scotia universities besides Acadia currently in labour negotiations.
- The locations of skilled trades centres.

## **TRANSCRIPT**

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

[https://nslegislature.ca/sites/default/files/pdfs/committees/hr/hr\\_20171128.pdf](https://nslegislature.ca/sites/default/files/pdfs/committees/hr/hr_20171128.pdf)

**WITNESSES**

**Public Service Commission**

Mr. Steven Feindel -- Executive Director of Client Service Delivery

Ms. Kim Aselstine, Managing Director, Client Service Delivery

Ms. Anne Bedard, Director, Employee Engagement

**MATTERS OF DISCUSSION**

The Public Service Commission (PSC) is part of an interdepartmental committee, led by the Department of Labour and Advanced Education, on youth employment in general. The provincial government is one of the largest employers in Nova Scotia, and the PSC's efforts in this area have focused on:

- Hiring and retaining younger workers in full-time permanent jobs with the province;
- Helping younger workers gain experience through part-time and temporary jobs including summer programs, co-ops and internships.

Over the past two years, Nova Scotia has seen more young people move into the province than leave it. This is reflected in a shift toward more younger workers in the provincial government. As of December 2017, about 18 per cent of government's total workforce was age 35 or under. Between April and December of that year, 616 people hired in the public service were 35 or younger. That represents about 47 per cent of hires during that period. As of December, 63 per cent of them still worked in government, 13 per cent on a full-time basis. The rest had casual, seasonal and relief positions. These numbers surpassed the PSC's initial targets.

**COMMITTEE BUSINESS**

1. As agreed upon in the November 28 meeting, Mr. Chuck Porter, MLA chaired this meeting.
2. The committee reviewed appointments to Agencies, Boards and Commissions. All appointments were approved.
3. Members discussed the agenda-setting motion that was passed on November 28. The committee had agreed to accept the PC topic Pre-Primary and Impacts on the Child Care Sector, as long as representatives from the Department of Education and Early Childhood Development were included as witnesses, as well as the proposed witnesses from the Nova Scotia Child Care Association. A motion was introduced:
  - That Janet Lynn Huntington, executive director of the Early Years branch and Vicki Elliott-Lopez, executive director of Child Care and Licensing, from the department, be included in that meeting.

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

## **DOCUMENTATION**

No documents or information were requested.

## **TRANSCRIPT**

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

[https://nslegislature.ca/sites/default/files/pdfs/committees/hr/hr\\_20171212.pdf](https://nslegislature.ca/sites/default/files/pdfs/committees/hr/hr_20171212.pdf)



**APPOINTMENTS TO AGENCIES, BOARDS AND COMMISSIONS**

**January 31, 2018**

**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 only.

**COMMITTEE BUSINESS**

Because of bad weather, the January 30 meeting was postponed to the next day, and the planned witness was rescheduled to appear on a later date.

The committee met January 31, only to review appointments to Agencies, Boards and Commissions. All appointments were approved.

The committee agreed that because the House would be sitting on the date of its February 27 meeting, the committee would meet that day only to review appointments to Agencies, Boards and Commissions, in keeping with its usual practice.

**DOCUMENTATION**

No documents or information were requested.

**TRANSCRIPT**

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

[https://nslegislature.ca/sites/default/files/pdfs/committees/hr/hr\\_20180131.pdf](https://nslegislature.ca/sites/default/files/pdfs/committees/hr/hr_20180131.pdf)

**APPOINTMENTS TO AGENCIES, BOARDS AND COMMISSIONS**

**February 27, 2018**

**WITNESSES**

Because the House of Assembly was sitting, 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 only.

**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 November 28 meeting.

The Hon. Pat Dunn, MLA asked about the procedure for submitting ABC appointments to the committee, noting there were still vacancies on the first three boards named on the current list of appointments. Mr. Chuck Porter, MLA suggested that the clerk provide general information about the ABCs appointment process. After the meeting, the clerk emailed members a copy of the presentation Ms. Janice Brown of the Executive Council Office had given the committee in its meeting of September 28, 2017. Members were given hard copies at the March 27 meeting.

**DOCUMENTATION**

No documents or information were requested.

**TRANSCRIPT**

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

[https://nslegislature.ca/sites/default/files/pdfs/committees/hr/hr\\_20180227.pdf](https://nslegislature.ca/sites/default/files/pdfs/committees/hr/hr_20180227.pdf)

**APPOINTMENTS TO AGENCIES, BOARDS AND COMMISSIONS**

**March 27, 2018**

**WITNESSES**

Because the House of Assembly was sitting, 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 only.

**COMMITTEE BUSINESS**

The committee reviewed appointments to Agencies, Boards and Commissions. One appointment was deferred; the rest were approved. A motion was made:

- To defer Mr. Newton's appointment and proceed with Mr. Mooney's appointment.
  - Moved by Mr. Chuck Porter, MLA
  - Motion carried.

The clerk distributed copies of the Executive Council Office's September 28, 2017 presentation on the ABCs appointment process, in response to the request at the February 27 meeting for a refresher.

**DOCUMENTATION**

No documents or information were requested.

**TRANSCRIPT**

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

[https://nslegislature.ca/sites/default/files/pdfs/committees/hr/hr\\_20180327.pdf](https://nslegislature.ca/sites/default/files/pdfs/committees/hr/hr_20180327.pdf)

**WITNESSES**

**Nova Scotia Child Care Association**

Ms. Pam Streeter, Private Licensed Administrators' Association

Ms. Lisa Davies, Non-Profit Directors Association

**Department of Education and Early Childhood Development**

Ms. Cathy Montreuil, Deputy Minister

Ms. Janet Lynn Huntington, Executive Director, Early Years Branch

Ms. Vicki Elliott-Lopez, Executive Director, Regulated Child Care and Licensing

**MATTERS OF DISCUSSION**

Ms. Pam Streeter represented owners of private child care centres. She provided data to support her assertion that the province's Pre-Primary program is drawing the best-qualified staff away from the private child care sector. The province can pay early childhood educators (ECEs) more than the private sector can afford to, and although the province is giving funds to private child care centres to help them boost their salaries, more is needed. Moreover, caring for preschool students is more cost-effective than for infants and toddlers, who require a higher ratio of staff to children. When they lose their four-year-olds, private child care centres essentially lose their biggest source of income. Filling the empty spaces with more infants and toddlers may seem like a solution, but it won't make up the financial shortfall.

Ms. Lisa Davies spoke on behalf of operators of non-profit child care centres. They face issues similar to the those of private centres, especially losing qualified workers to the school programs. They were also concerned about losing their four-year-olds: "Preschool spaces are the money-makers of a multi-age centre." She said non-profit centres might have to raise fees for infants and toddlers, in spite of government grants, which would be hard on the communities they serve.

Ms. Davies and Ms. Streeter both said they appreciated the province's efforts toward a smooth integration, and they would continue to work with the Department of Education and Early Childhood Development on this goal. But they noted concerns about how quickly the program was introduced and implemented.

Deputy Minister Cathy Montreuil gave some background on the Pre-Primary program, with participation figures from the current academic year (2017-18) and the coming year (2018-19). She spoke about providing the service to people who can't afford child care, and in all parts of Nova Scotia, including rural areas where daycare centres are not always available. She also discussed other early childhood services the province provides through various government departments for children even younger than four, such as 18-month well baby visits, family resource supports and immunization clinics. She acknowledged Pre-Primary's impact on existing

child care centres, and said her department would continue to work with operators to ease the transition.

### **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 Executive Council Office cancelling a proposed ABC appointment, which the committee had deferred at its March 27 meeting.

### **DOCUMENTATION**

No documents or information were requested.

### **TRANSCRIPT**

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

[https://nslegislature.ca/sites/default/files/pdfs/committees/hr/hr\\_20180424.pdf](https://nslegislature.ca/sites/default/files/pdfs/committees/hr/hr_20180424.pdf)

## **WITNESSES**

### **Department of Finance and Treasury Board**

Mr. Byron Rafuse, Deputy Minister

Mr. Thomas Storrington, Director, Economics and Statistics Division

Mr. Alexander Chute, Economist, Economics and Statistics Division

## **MATTERS OF DISCUSSION**

The witnesses provided figures on Canada's and Nova Scotia's labour markets from 2000 to the present. They chose to broaden the approved topic's range of dates, to put the global financial crisis of 2008-09 in context. The presentation examined the relationship between demographics, labour markets, productivity and economic growth.

The Canadian workforce has undergone profound changes over the past 20 years as the dominant Baby Boomers (born between 1946 and 1965) have begun to retire. Our economy is rapidly losing older, experienced workers, and there are smaller numbers of inexperienced workers to fill the gaps. This is especially notable in Atlantic Canada, which has seen several decades of young people leaving the region to find jobs elsewhere. This trend of out-migration has reversed, as of this year, but the effects are still there.

Despite the shrinking labour force, Nova Scotia's gross domestic product (GDP) has grown during this period -- particularly over the past four years, after a dip in 2012-13. The smaller workforce poses a challenge to the province's economy, but it is a manageable one over the long term because there are other factors to offset it:

- Our economy relies more heavily on knowledge now, and less on the production of goods.
- Even within goods industries, companies are changing their business practices – for example, investing in technology, which means they can maintain or grow production with fewer workers, provided those workers are skilled.
- With its many universities and community colleges, Nova Scotia has a particularly skilled younger workforce.

## **COMMITTEE BUSINESS**

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

## **DOCUMENTATION**

The following information was requested by the committee at Mr. Storrington's suggestion and has been received from the Department of Finance and Treasury Board:

- Information about subscribing to the department's DailyStats email service

**TRANSCRIPT**

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

[https://nslegislature.ca/sites/default/files/pdfs/committees/hr/hr\\_20180529.pdf](https://nslegislature.ca/sites/default/files/pdfs/committees/hr/hr_20180529.pdf)

**EARLY CHILDHOOD EDUCATION REGARDING  
PRE-PRIMARY AND ANY INCREASE  
IN APPLICATIONS/STUDENTS**

**June 26, 2018**

**WITNESSES**

**Mount Saint Vincent University, Department of Child and Youth Study**

Dr. Fernando Nunes – Chair & Associate Professor

Dr. Christine McLean – Assistant Professor

Dr. Jessie-Lee McIsaac – Tier II Canada Research Chair & Assistant Professor (cross-appointed with Faculty of Education)

**MATTERS OF DISCUSSION**

Dr. Nunes presented a profile of Mount Saint Vincent University and its Department of Child and Youth Study. The Department has about 310 students a year in total (not all in early childhood education), with about 98 new students per year. Those numbers show a 46 per cent increase over the past decade, but they have been stable for the past five years.

The province's new Pre-Primary program will require more qualified Early Childhood Educators (ECEs) in Nova Scotia, but so far that has not resulted in more students at the MSVU program. Dr. Nunes noted students often complete the early stages of their qualification elsewhere, such as the Nova Scotia Community College's diploma program (Level 2 ECE), and then transfer those credits to MSVU to use toward their degree program (Bachelor of Arts in Child and Youth Study), which would give them higher qualifications (Level 3 ECE). The department expects numbers in its bachelor's program to increase in the future, and it is ready to accommodate them.

At present there are 2,700 qualified ECEs in Nova Scotia, and 1,700 are working in the field. The rest have gone to other locations, other degree programs, other jobs in related sectors, or other fields completely. The province has said it will need to hire 700 new ECEs by 2020. There are qualified people out there, but to recruit and retain them, the province will have to address three factors: low wages, stressful working conditions, and a general lack of recognition of ECEs as highly trained professionals. These factors are common across Canada.

**COMMITTEE BUSINESS**

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

**DOCUMENTATION**

No documents or information were requested.



**TRANSCRIPT**

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

[https://nslegislature.ca/sites/default/files/pdfs/committees/hr/hr\\_20180626.pdf](https://nslegislature.ca/sites/default/files/pdfs/committees/hr/hr_20180626.pdf)

**APPOINTMENTS TO AGENCIES, BOARDS AND COMMISSIONS**

**July 31, 2018**

**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 only.

**COMMITTEE BUSINESS**

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

Members discussed the information package the Executive Council Office gives the committee each month about appointees to Agencies, Boards and Commissions (ABCs). The Chair suggested members consult with their caucuses and prepare a list of characteristics they would like to see highlighted in the ABCs package. At a future meeting, he said, the committee could compile one list to present to the Executive Council Office.

**DOCUMENTATION**

No documents or information were requested.

**TRANSCRIPT**

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

[https://nslegislature.ca/sites/default/files/pdfs/committees/hr/hr\\_20180731.pdf](https://nslegislature.ca/sites/default/files/pdfs/committees/hr/hr_20180731.pdf)

**APPOINTMENTS TO AGENCIES, BOARDS AND COMMISSIONS**

**August 28, 2018**

**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 only.

**COMMITTEE BUSINESS**

The committee reviewed appointments to Agencies, Boards and Commissions. They included late submissions from the Department of Communities, Culture and Heritage (Nova Scotia Boxing Authority Board), the Department of Labour and Advanced Education (Boards of Governors for Acadia University, Nova Scotia College of Art and Design and Cape Breton University) and the Department of Lands and Forestry (Shubenacadie Canal Commission). The committee agreed unanimously to waive the usual one-week notice allocated for consideration of possible appointments to Agencies, Boards and Commissions as outlined in Rule 60 of the Rules and Forms of Procedure of the House of Assembly. All appointments were approved.

The Chair reminded members of his July 31 suggestion that each caucus review the kinds of information provided in the ABCs package and compile a list of any additional information they would like to see included. He noted the Liberal Caucus is satisfied with the format of the package as it is. Mr. Brad Johns, MLA, said the Progressive Conservative Caucus would discuss the matter and forward any suggestions to the clerk.

The Chair announced the clerk would soon circulate the committee's 2017-18 annual report to members for their approval.

**DOCUMENTATION**

No documents or information were requested.

**TRANSCRIPT**

A transcript of this meeting can be found online at the following address:  
<https://nslegislature.ca/legislative-business/committees/standing/human-resources/archive/human-resources/hr2018aug28>



# **STATEMENT OF SUBMISSION**



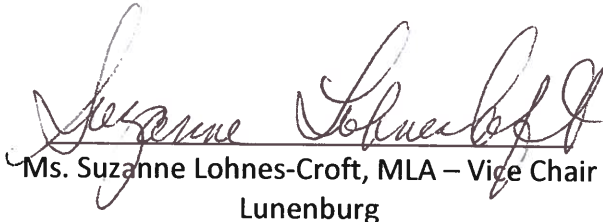
**STATEMENT OF SUBMISSION**

All of which is respectfully submitted to the House of Assembly

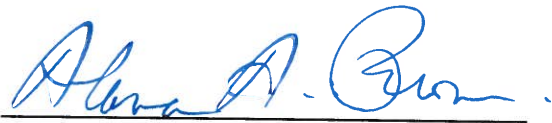
this 30<sup>th</sup> day of OCTOBER, 2018



Mr. Ben Jessome, MLA – Chair  
Hammonds Plains-Lucasville

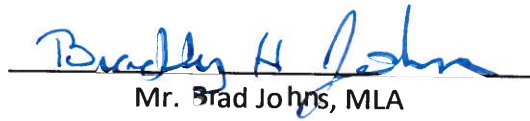


Ms. Suzanne Lohnes-Croft, MLA – Vice Chair  
Lunenburg



Ms. Alana Paon, MLA  
Cape Breton-Richmond

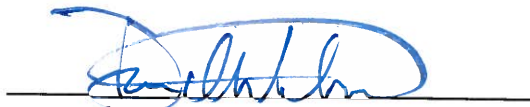
Hon. Chuck Porter, MLA  
Hants West



Mr. Brad Johns, MLA  
Sackville-Beaver Bank



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



Hon. Dave Wilson, MLA  
Sackville-Cobequid



Ms. Rafah DiCostanzo, MLA  
Clayton Park West



Ms. Claudia Chender, MLA  
Dartmouth South





# **APPENDICES**



**APPENDIX A – AGENCY, BOARD AND COMMISSION APPOINTMENTS  
SEPTEMBER 2017 – AUGUST 2018**

DEPARTMENT / AGENCY, BOARD OR COMMISSION	TITLE	APPROVAL DATE
<b>DEPARTMENT OF AGRICULTURE</b>		
<b><u>Crop and Livestock Insurance Commission, Nova Scotia</u></b>		
Avard Bentley	Chair and Member	2018-04-24
Ruth Grant	Vice Chair and Member	2018-04-24
Danny Davison	Member	2018-04-24
John C. Vissers	Member	2018-04-24
R. Michael Walsh	Member	2018-04-24
<b><u>Farm Loan Board, Nova Scotia</u></b>		
Dianne Kelderman	Director	2018-06-26
Caleb Wood	Director	2018-06-26
<b><u>Weed Control Advisory Committee</u></b>		
James (Jim) Baillie	Member (NSFA)	2017-09-28
Peter Burgess	Member (Perennia)	2017-09-28
L. Dawn Miller	Member (Department of Agriculture)	2017-09-28
<b>DEPARTMENT OF BUSINESS</b>		
<b><u>Develop Nova Scotia, Board of Directors</u></b>		
Dale Godsoe	Chair	2018-08-28
<b><u>InNOVAcorp Board of Directors</u></b>		
Chris Huskilson	Member	2018-07-31
<b>DEPARTMENT OF COMMUNITIES, CULTURE AND HERITAGE</b>		
<b><u>Art Gallery of Nova Scotia Board of Governors</u></b>		
Francene Cosman	Governor 5(2)(a)	2018-05-29
Sadira Jan	Governor 5(2)(b)	2018-01-31
Rod McColloch	Governor 5(2)(a)	2018-05-29
Patricia Pace	Governor 5(2)(a)	2018-05-29
Erik Sande	Governor 5(2)(b)	2018-05-29
<b><u>Arts Nova Scotia Board</u></b>		
Peter Dykhuis	Member	2017-10-31
Mhiran Faraday	Member	2017-10-31
Shalan Joudry	Member (OIC)	2018-03-27

**Boxing Authority Board, Nova Scotia**

Michael (Mickey) MacDonald	Chair and Member	2017-09-28 and 2018-08-28
Rick (Ricky) Anderson	Member	2018-05-29
Barry Bernard	Member	2017-09-28 and 2018-08-28
Paul Douglas Carrigan	Member	2017-09-28 and 2018-08-28
Tom Davis	Member	2017-09-28
Jason Kassouf	Member	2018-05-29
Daniel McMillan	Member	2017-09-28
	Secretary Treasurer	2018-08-28
Angela Sanford	Member	2017-09-28 and 2018-08-28
Darrell W. Smith	Member	2017-09-28

**Gaelic College Foundation Board of Governors**

Tonya Lundrigan Fry	Governor	2017-09-28
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**Heritage Property, Advisory Council on**

Peter Davies	Member	2018-07-31
Stephen Mills	Member	2018-07-31
Peter Newbould	Member	2017-09-28
Sandra Nowlan	Member	2017-09-28
James Gordon Wood	Member	2018-07-31

**Library Board, Annapolis Valley Regional**

Lesley D. MacDonald	Member	2017-10-31
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**Library Board, Cape Breton Regional**

Kenneth MacDonald	Member	2017-09-28
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**Library Board, Colchester/East Hants Regional**

Ruby McDorman	Member	2018-01-31
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**Library Board, Eastern Counties Regional**

Joseph Walsh	Member	2018-02-27
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**Library Board, Pictou/Antigonish Regional**

John D. Blackwell	Member	2017-09-28
Tammy MacLaren	Member	2017-09-28

**Library Board, South Shore Regional**

David T. Brattston	Member	2018-03-27
David Luther	Member	2018-03-27

**Library Board, Western Counties Regional**

Pamela Maher	Member	2017-09-28
Richard Darryl Wiseman	Member	2018-07-31

**Museum Board of Governors, Nova Scotia**

Allan Armsworthy	Member	2017-10-31
James Boxall	Member	2017-10-31
Elizabeth Crook	Member	2018-03-27
R. Bruce Dodge	Member	2018-07-31
Alexander (Sandy) Graham	Member	2017-10-31
Sandra Nowlan	Member	2017-10-31
Annie Saint-Jacques	Member	2017-10-31
Sean Williams	Member	2017-10-31

**Public Archives, Advisory Board of the**

Ronald Caplan	Member, Public at Large	2017-12-12
Marcelle Comeau	Member, Public at Large	2018-08-28
Hansel Cook	Member, Recommended	2017-12-12
Anne M. Crossman	Member, Public at Large	2017-12-12

**Sherbrooke Restoration Commission**

John Grant	Member	2018-01-31
Marlis Lade	Member	2018-01-31
Ruth Legge	Member	2018-07-31
Michael Wilson	Member	2017-11-28

**DEPARTMENT OF COMMUNITY SERVICES**

**Housing Authority, Eastern Mainland**

Tammy MacLaren	Provincial Rep	2018-08-28
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**Housing Authority, Metropolitan**

Michael Totten	Provincial Rep	2018-08-28
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**Housing Authority, Western Region**

Wendy McLean	Provincial Rep	2018-08-28
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**Kings Regional Rehabilitation Centre, Board of Management**

Cathy Cantwell	Member	2017-10-31
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**Social Workers, Board of Examiners of the Nova Scotia Association of**

Justin Adams	Member	2017-11-28
Lisandra Naranjo Hernandez	Member	2017-11-28
Funke Salami	Member	2017-11-28

**DEPARTMENT OF EDUCATION AND EARLY CHILDHOOD DEVELOPMENT**

**African-Canadian Education, Council on**

Jocelyn Dorrington	Member-at-Large	2017-10-31
Sidney Idemudia	Member-at-Large	2018-02-27

**DEPARTMENT OF ENVIRONMENT**

**Resource Recovery Fund Board**

Ken Meech	Chair and Member	2018-04-24
Phil Mooney	Member	2018-03-27

**Environment and Sustainable Prosperity, Round Table on**

Martin (Marty) Janowitz	Chair and Member	2018-05-29
Jeffrey Bishop	Member	2018-05-29
Sheila Cole	Member	2018-05-29
Dayle Eshelby	Member	2018-05-29
Robert Grant	Member	2018-05-29
William (Bill) Simpkins	Member	2018-05-29

**DEPARTMENT OF FINANCE AND TREASURY BOARD**

**Credit Union Deposit Insurance Corporation, Nova Scotia**

John Armstrong	Member, Credit Union Rep	2017-11-28
Beverley Cooke	Member, Credit Union Rep	2017-11-28
Rick Parker	Member	2018-04-24

**Liquor Corporation, Nova Scotia**

George M. McLellan	Chair and Director	2017-09-28
John M. MacKinnon	Director	2017-09-28
David L. Pace	Director	2017-11-28

**Lotteries and Casino Corporation Board of Directors, Nova Scotia Provincial**

Les Barker	Member	2018-01-31
Ian Cavanagh	Member	2018-03-27
Sara Greenblatt	Member	2018-03-27

**DEPARTMENT OF FISHERIES AND AQUACULTURE**

**Fisheries and Aquaculture Loan Board, Nova Scotia**

Wayne Gaudet	Vice Chair and Member	2018-07-31
Sean Borden	Member	2018-02-27
Claude Poirier	Member	2018-07-31

**DEPARTMENT OF HEALTH AND WELLNESS**

**Dental Board of Nova Scotia, Provincial**

Dr. Christopher A. Baker	Member, Dental Association	2017-10-31
Marina E. Crawford	Member, Assistants Association	2017-10-31
Dr. David P. Dignan	Member, Dental Association	2017-10-31
Dr. Sunita Sharma	Member, Dental Association	2017-10-31

**IWK Health Centre, Board of**

Robbie Shaw	Member	2018-03-27
Cheryl Stewart-Walsh	Member	2018-03-27

**Medical Laboratory Technologists, Nova Scotia College of**

Benjamin J. Clarke	Member	2018-03-27
David Lamb	Member	2018-03-27
Morris MacLeod	Member	2018-03-27

**Nova Scotia Health Authority, Board of**

Frank B. van Schaayk	Chair and Director	2018-03-27
Louise A. Cloutier	Director	2018-03-27
Dr. Cynthia A. Forbes	Director (Non-Voting)	2018-03-27
David Graham	Director	2018-03-27
Patricia (Patti) Anne Hansen-Ketchum	Director	2018-03-27
Victoria (Vicki) L. Harnish	Director	2018-03-27
Marie McCully Collier	Director	2018-03-27
John MacL. Rogers	Director	2018-08-28
Jaime L. Smith	Director	2018-03-27
George A. Unsworth	Director	2018-03-27

**Occupational Therapists of Nova Scotia, Board of the College of**

Gerry Johnston	Member	2018-03-27
Sean Ponnambalam	Member	2018-03-27
Phoebe Rai	Member	2018-03-27

**Psychology, Nova Scotia Board of Examiners in**

Francesca Carone	Member	2018-08-28
David Merrigan	Member	2018-08-28
Sean Ponnambalam	Member	2018-08-28

**DEPARTMENT OF JUSTICE**

**Accessibility Advisory Board**

Douglas Foster	Chair and Member	2018-01-31
Rosalind Penfound	Vice Chair and Member	2018-01-31
Barry Abbott	Member	2018-01-31
Cynthia Bruce	Member	2018-01-31
Irene Campbell-Taylor	Member	2018-01-31
David Caswell	Member	2018-01-31
Amy Parsons	Member	2018-01-31
Alexander Peeler	Member	2018-01-31
Warren Reed	Member	2018-01-31
Kevin Russell	Member	2018-01-31
Marcellina Shwery-Stanley	Member	2018-01-31
Anne Sinclair	Member	2018-01-31

**Human Rights Commission, Nova Scotia**

Eunice Harker	Chair and Commissioner	2018-04-24
Karen Armour	Commissioner	2017-11-28
Vishal Bhardwaj	Commissioner	2017-11-28
Norbert Comeau	Commissioner	2017-11-28
Cynthia Dorrington	Commissioner	2018-03-27
Deepak Prasad	Commissioner	2017-11-28

**Law Foundation of Nova Scotia Board of Governors**

Paulette Anderson	Member	2018-08-28
Meg Green	Member	2018-08-28
Kent Noseworthy	Member	2018-08-28
Tokunbo Omisade	Member	2018-08-28
Estelle Theriault	Member	2017-11-28

**Legal Aid Commission, Nova Scotia**

Donald G. Harding	Chairman and Part-Time Director	2018-01-31
Barry Bernard	Part-Time Director	2018-01-31
Lana Birch-Rideout	Part-Time Director	2018-01-31
Kathryn Dumke	Part-Time Director	2018-01-31
Rosalie Francis	Part-Time Director	2017-11-28
Brian MacLellan	Part-Time Director	2018-01-31

**Police Commissioners, Municipal Boards of**

Joseph Gillis	Member, Cape Breton	2017-09-28
Dorothylane Hale	Member, Westville	2018-08-28
Darren Lipsett	Member, Bridgewater	2018-03-27
Blake Orman	Member, Kentville	2018-03-27
Anthony Thomas	Member, HRM	2018-05-29
Paul Walker	Member, Kentville	2018-07-31

**DEPARTMENT OF LABOUR AND ADVANCED EDUCATION**

**Acadia University Board of Governors**

Susan Hayes	Member	2018-02-27
Sundeeep Oad	Member	2018-02-27
Bruce Phinney	Member	2018-08-28
Christine Pound	Member	2018-02-27

**Apprenticeship Agency, Nova Scotia**

Scott Blakeney	Member (Motive, Employer)	2018-05-29
Luis Clavel	Member (Service, Employer)	2018-05-29
T.A. "Chip" Dickison	Member (Industrial/Manufacturing, Employer)	2018-05-29
Tim Manuel	Member (Motive, Employer)	2018-05-29
Joel Marsman	Member-at-Large	2018-05-29
Karen Pictou	Member-at-Large	2018-05-29
Jameal (Jack) Wall	Member (Construction, Employee)	2018-05-29
Paula Webber	Member (Construction, Employer)	2018-05-29



**Art and Design Board of Governors, Nova Scotia College of**

Joanne Hames	Member	2018-05-29
Jim Horwich	Member	2018-08-28
Sean Kelly	Member	2018-08-28
Maggie Marwah	Member	2018-05-29
Dave van de Wetering	Member	2018-08-28

**Cape Breton University Board of Governors**

Dannie Hanson	Member, Cape Breton	2017-09-28
Terry D. Kelly	Member, Cape Breton	2017-09-28
Jim Mustard	Member, Cape Breton	2018-08-28
Stephen Parsons	Member, Cape Breton	2017-09-28
Darryl Poirier	Member, Cape Breton	2018-08-28

**Cape Breton University Foundation**

Cindy Turner	Member 5(1)(a)	2018-03-27
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**Minimum Wage Review Committee**

Danny Cavanagh	Member, Employee Rep	2017-10-31
Joe MacDonald	Member, Employer Rep	2017-10-31
Andrew Rash	Member, Employer Rep	2017-10-31
Collette Robert	Member, Employee Rep	2017-10-31

**Mount Saint Vincent University Board of Governors**

Judith Sullivan-Corney	Governor	2017-09-28
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**Occupational Health and Safety Advisory Council**

Jerry Aguinaga	Member, Employer Rep	2017-12-12
David P. Campbell	Member, Employee Rep	2017-12-12
Danny Cavanagh	Member, Employee Rep	2018-05-29
Ernie Dalton	Member, Employee Rep	2017-12-12
Jacqueline Fahey	Member, Employer Rep	2017-12-12
Lisa Fitzgerald	Member, Employer Rep	2017-12-12
Lissa Gaudet	Member, Employee Rep	2017-12-12
Marc-Andre Lavoie	Member, Employer Rep	2017-12-12
Trisha MacIsaac	Member, Employee Rep	2017-12-12

**Sainte-Anne Board of Governors, Universite**

Lisa Doucet	Member	2017-09-28
Joël LeFort	Member	2018-03-27

**Saint Mary's University Board of Governors**

Jamie MacNeil	Member	2018-02-27
Jane Roy	Member	2018-02-27

**Women in Engineering Scholarship Selection Committee**

Christine Bonnell-Eisnor	Member	2018-03-27
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**Workers' Compensation Board**

Angus J. Bonnyman	Member, Employer Rep	2018-05-29
Luc M. Erjavec	Member, Employer Rep	2018-05-29
Janet Hazelton	Member, Worker Rep	2018-05-29

**DEPARTMENT OF LANDS AND FORESTRY**

**(Formerly Department of Natural Resources as at July 5, 2018)**

**Shubenacadie Canal Commission**

William McIntyre	Chair and Member	2018-08-28
Sylvain Allaire	Member	2018-08-28
Vishal Bhardwaj	Member	2018-08-28
Brad Hodgins	Member, East Hants	2018-05-29
Barry Hurndall	Member	2018-08-28
Carolyn Johnson	Member	2018-08-28
Katie MacLellan	Member, Colchester	2018-08-28
Judith Richardson	Member	2018-08-28
Susan Sliming	Member	2018-05-29

**SERVICE NOVA SCOTIA**

**Embalmers and Funeral Directors, Board of Registration of**

Adam Tipert	Member	2017-11-28
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**Film Classification Board**

Sharon Blais	Member	2017-09-28
Robert William Cullen	Member	2017-09-28
Robert D. Curley	Member	2017-09-28
Judy Hiltz	Member	2017-09-28
Randy Hume	Member	2017-09-28
Patricia Moulaison	Member	2017-09-28
Sherry Norton-Brunelle	Member	2017-09-28
Colleen Prentice	Member	2017-09-28
Arthur J. Surette	Member	2017-09-28
Sharon Neda Taylor-Schnare	Member	2017-09-28

**Real Estate Commission, Nova Scotia**

Clinton Wilkins	Member	2017-11-28
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**DEPARTMENT OF TRANSPORTATION AND INFRASTRUCTURE RENEWAL**

**Halifax-Dartmouth Bridge Commission**

Victoria (Vicki) Harnish	Vice Chair and Member	2017-12-12
William Book	Member	2018-05-29
Janet MacMillan	Member	2018-05-29

## APPENDIX B - MOTIONS

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

### September 28, 2017

The committee discussed its regular meeting days and times. A motion was introduced:

- [That the committee meet] the last Tuesday of the month at 10:00 am.
  - Moved by Mr. Chuck Porter, MLA
  - Motion carried.

The Chair noted the last Tuesday of December 2017 would fall on the Boxing Day holiday, and called for an alternative day that month, since the committee is required to meet monthly. A motion was introduced:

- [That the Chair] look at some time when we're not conflicting with another committee, perhaps the week before or the day before, to make an arrangement for that.
  - Moved by Mr. Chuck Porter, MLA
  - Motion carried.

The committee discussed whether to hear from witnesses at meetings held during those months while the House of Assembly is sitting. A recommendation was made:

- To simply move through appointments of ABCs rather than including witnesses as part of scheduled agendas [when the House is sitting].
  - Recommended by Mr. Ben Jessome, MLA – Chair
  - Recommendation accepted.

The Chair announced the October 31 meeting would be for agenda-setting, and asked all caucuses to submit their list of proposed witnesses to the Clerk by October 17, for discussion at the meeting. He noted common practice has been that submission for witnesses reflects the representation in the House: Specifically, three from the Liberal Caucus, two from the Official Opposition, and one from the New Democratic Party. A motion was made:

- [That the committee] continue to carry on that practice.
  - Moved by Ms. Lohnes-Croft, MLA
  - Motion carried.

## October 31, 2017

An agenda-setting session was held.

On behalf of the Liberal members, a motion was introduced to invite:

- Mr. Duff Montgomerie, the Deputy Minister of the Department of Labour and Advanced Education [on Funding for Trades]; Ms. Laura Lee Langley, the Commissioner of the Public Service Commission [on Youth Retention in the Public Service]; and Ms. Tracey Taweel, from [the Department of] Communities, Culture and Heritage [on the Culture Action Plan].
  - Moved by Mr. Chuck Porter, MLA
  - Motion carried

On behalf of the Progressive Conservative members, a motion was introduced to invite:

- Nova Scotia Child Care Association [on Pre-Primary and Impacts on the Child Care Sector], and Mount Saint Vincent University or NSCC [on Early Childhood Education re: Pre-Primary and any Increase in Applications/Students].
  - Moved by the Hon. Pat Dunn, MLA

After some discussion, the committee voted to amend the original motion, to include the second topic only. A motion was introduced on the amendment:

- The amendment would be to accept [the second topic], which is Mount Saint Vincent to come in for early childhood education. The second part of that amendment would be for us to take back the other request, and perhaps bring it forward at a future date for more discussion.
  - Moved by Mr. Chuck Porter, MLA
  - Motion carried

Once the committee agreed to amend the motion, the Hon. Pat Dunn's original motion was re-introduced, as amended:

- For Mount Saint Vincent University or Nova Scotia Community College to present to the committee on the topic of Early Childhood Education re: Pre-Primary and any Increase in students or applications.
  - Paraphrased by Mr. Ben Jessome, MLA, Chair
  - Motion carried

On behalf of the New Democratic Party members, motions were introduced to invite:

- Dr. Tammy Findlay from Mount Saint Vincent [University] on Changing Public Services.
  - Moved by the Hon. David Wilson, MLA
  - Motion defeated

- Mr. Byron Rafuse, Deputy Minister of Finance and Treasury Board – Nova Scotia Employment Trends of 2008-17.
  - Moved by the Hon. David Wilson, MLA
  - Motion carried

### **November 28, 2017**

Members discussed a witness and topic the Progressive Conservative members had proposed during the October 31 agenda-setting meeting: The Nova Scotia Child Care Association, on Pre-Primary and Impacts on the Child Care Sector. At the time, members had voted to defer this topic. A motion was introduced:

- That we would support that topic and we would like to bring in with them the Department of Education and Early Childhood Development at the same time, now that the consultation is done, to have a full discussion on that and hear from all sides of the sector.
  - Moved by: Mr. Chuck Porter, MLA
  - Motion carried.

### **December 12, 2017**

Members discussed the agenda-setting motion that was passed on November 28. The committee had agreed to accept the PC topic Pre-Primary and Impacts on the Child Care Sector, as long as representatives from the Department of Education and Early Childhood Development were included as witnesses, as well as the proposed witnesses from the Nova Scotia Child Care Association. A motion was introduced:

- That Janet Lynn Huntington, executive director of the Early Years branch and Vicki Elliott-Lopez, executive director of Child Care and Licensing, from the department, be included in that meeting.
  - Moved by Mr. Ben Jessome, MLA
  - Motion carried.

### **March 27, 2018**

The committee reviewed appointments to Agencies, Boards and Commissions. One appointment was deferred; the rest were approved. A motion was made:

- To defer Mr. Newton's appointment and proceed with Mr. Mooney's appointment.
  - Moved by Mr. Chuck Porter, 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:

### **November 28, 2017**

#### **Department of Labour and Advanced Education:**

- Nova Scotia universities besides Acadia currently in labour negotiations.
- The locations of skilled trades centres.

### **May 29, 2018**

#### **Department of Finance and Treasury Board**

- Information about subscribing to the department's DailyStats email service.



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