



Standing Committee on Human Resources

ANNUAL REPORT

2019

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Halifax

ISSN: 0837-2551

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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 2018 to August 2019 of the Sixty-Third General Assembly.

Respectfully submitted,

A handwritten signature in blue ink, appearing to be 'B. Maguire'.

Brendan Maguire, MLA, Halifax Atlantic
Chair
Standing Committee on Human Resources

A handwritten signature in blue ink, appearing to be 'B. Maguire'.

Halifax, Nova Scotia
2019

TABLE OF CONTENTS

Foreword & 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 25, 2018	3
Organizational Meeting	
Appointments to Agencies, Boards and Commissions	
September 27, 2018	5
Appointments to Agencies, Boards and Commissions	
October 30, 2018	6
Agenda Setting	
Appointments to Agencies, Boards and Commissions	
November 27, 2018	8
Appointments to Agencies, Boards and Commissions	
December 11, 2018	9
Succession Planning in the Public Service	
Public Service Commission	
Appointments to Agencies, Boards and Commissions	
January 29, 2019	11
Atlantic Immigration Pilot	
Nova Scotia Office of Immigration	
Appointments to Agencies, Boards and Commissions	
February 26, 2019	12
Recruiting Childhood Educators in the 21 st Century	
Department of Education and Early Childhood Development	
Appointments to Agencies, Boards and Commissions	

March 26, 2019	14
Appointments to Agencies, Boards and Commissions	
April 30, 2019	15
New Opportunities for Work Program	
Department of Labour and Advanced Education	
May 28, 2019	17
Women’s Economic Security in Nova Scotia	
Department of Labour and Advanced Education, Nova Scotia Advisory Council on the Status of Women, Dalhousie University, Canadian Union of Public Employees	
Agenda Setting	
Appointments to Agencies, Boards and Commissions	
June 25, 2019	20
School Breakfast Program	
Nourish Nova Scotia	
Appointments to Agencies, Boards and Commissions	
July 30, 2019	22
Appointments to Agencies, Boards and Commissions	
August 27, 2019	23
Appointments to Agencies, Boards and Commissions	
APPENDICES	
Appendix A – Agency, Board and Commission Appointments (September 2018 – August 2019)	27
Appendix B – Motions	33
Appendix C – Documentation	37

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 relative to early childhood development, education, and 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 candidates and Form “A” will be provided to all members one week in advance.

INTRODUCTION

The Standing Committee on Human Resources, an all-party committee of the House of Assembly, was struck at the beginning of the First Session of the Sixty-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. As of August 31, 2019, the membership of the Human Resources Committee was as follows:

Brendan Maguire, MLA – Chair
Halifax Atlantic

Larry Harrison, MLA
Colchester-Musquodoboit Valley

Suzanne Lohnes-Croft, MLA – Vice-Chair
Lunenburg

Brad Johns, MLA
Sackville-Beaver Bank

Bill Horne, MLA
Waverley-Fall River-Beaver Bank

Claudia Chender, MLA
Dartmouth South

Hugh MacKay, MLA
Chester-St. Margaret's

Tammy Martin, MLA
Cape Breton Centre

Rafah DiCostanzo, MLA
Clayton Park West

MEMBERSHIP CHANGES

- Brendan Maguire, MLA, replaced Ben Jessome, MLA, as member and Chair of the committee in November 2018.
- Hugh MacKay, MLA, replaced the Hon. Chuck Porter, MLA, in November 2018.
- Lenore Zann, MLA, filled a vacant seat in December 2018. The seat had become vacant when the Hon. Dave Wilson resigned as MLA effective November 2018.
- Tammy Martin, MLA, replaced Claudia Chender, MLA, in December 2018.
- Tim Halman, MLA, filled a vacant seat in June 2019. The seat had become vacant when Alana Paon, MLA left the Progressive Conservative Caucus the previous day.
- Claudia Chender, MLA filled a vacant seat in July 2019. The seat had become vacant when Lenore Zann, MLA, left the NDP Caucus in June 2019.
- Larry Harrison, MLA, replaced Tim Halman, MLA, in July 2019.

PROCEDURES AND OPERATIONS

The Human Resources Committee meets on the last Tuesday of every month in the Committee Room, One Government Place, 1700 Granville Street, Halifax.

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 151 active Agencies, Boards and Commissions. There are approximately 736 people currently appointed to ABCs.

Remuneration

The remuneration for Agencies, Boards and Commissions' members varies among different boards. For example, members of the Nova Scotia Credit Union Deposit Insurance Corporation receive remuneration of \$400 per meeting day, plus expenses, and \$200 for additional committee work of less than three hours. The Shubenacadie Canal Commission, however, 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 2018 to August 2019.

NOTICES, TRANSCRIPTS AND REPORTS

NOTICES

Notices of committee meetings are sent to all members of the committee, caucus office staff, legislative staff and Communications Nova Scotia. The notices are also posted in Province House and are on the Nova Scotia Legislature 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:

<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

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 two sets of appointments to Agencies, Boards and Commissions:

- First set (sent to members Tuesday, Sept. 18, 2018).
 - All confirmed.
- Second set (sent to members Wednesday, Sept. 19, 2018).
 - Correspondence was received from the Minister of Education and Early Childhood Development on Sept. 19, requesting that the committee waive the usual notice period in order to approve an additional set of ABCs – i.e., appointments to the Provincial Advisory Council on Education (PACE). There was a second letter from the Minister, received and distributed to members on Sept. 24, outlining the compensation to PACE members.
 - A motion was made:
 - [that the committee] waive the notice period and move forward with accepting the recommendations.
 - Moved by Suzanne Lohnes-Croft, MLA
 - Motion defeated
- At the suggestion of Mr. Orrell, members discussed holding a second meeting to consider the PACE appointments, after the 7-day notice period was complete. After some discussion, the committee agreed to meet on Thursday, Sept. 27, 2018 at 11:00 am for this purpose.

Since the 1st Session of the Sixty-Third General Assembly of the House was prorogued on September 6, all existing committee business was dissolved, unless the committee agreed unanimously to proceed with it during the 2nd Session. Therefore, the committee revisited two decisions made during the previous session:

- The committee agreed to continue with the process of completing its 2018 Annual Report. The Chair reminded members they had received a first draft of the report, and asked them to submit their comments to the clerk by Friday, September 28.

- The committee agreed to continue with its plan to invite a representative of the Executive Council Office to its October 30 meeting, to provide an informal refresher on the ABCs appointments process and to answer members' questions.

The Chair noted the committee would hold an agenda-setting at its October 30 meeting, and asked members to submit their proposed topics to the clerk by Tuesday, October 16.

DOCUMENTATION

No documents were requested.

APPOINTMENTS TO AGENCIES, BOARDS AND COMMISSIONS

September 27, 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.

COMMITTEE BUSINESS

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

DOCUMENTATION

No documents were requested.

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. All appointments were approved.

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

Liberal topics:

- [Nova Scotia Office of] Immigration on the Atlantic Immigration Pilot; Department of Labour and Advanced Education and the Nova Scotia Apprenticeship Agency on the New Opportunities for Work Program; and the Department of Labour and Advanced Education on the Connector Program.
 - Moved by Suzanne Lohnes-Croft, MLA
 - Motion carried

Progressive Conservative topics:

- Carmelle d'Entremont, Vice-President of People and Organizational Development with the Nova Scotia Health Authority, on Recruitment Strategies Within the NSHA; Laura Lee Langley, Commissioner of the Public Service Commission, on Succession Planning in the Public Service; and the Department of Education and Early Childhood Development [on] Recruiting Childhood Educators in the 21st Century.
 - Moved by Alana Paon, MLA

Some discussion followed. Noting that the committee would normally accept only two topics from the Progressive Conservative caucus, some Liberal members recommended that the Nova Scotia Health Authority topic be dropped from this motion, and referred to the House of Assembly's Health Committee, which was expected to be formally struck in the near future. An amendment to the motion was introduced:

- To accept Succession Planning in the Public Service and Recruiting Childhood Educators in the 21st Century as the two Progressive Conservative caucus topics.
 - Paraphrased by the Chair from general discussion
 - Amendment accepted
 - Amended motion carried

New Democratic Party topics:

- The Department of Labour and Advanced Education, Dr. Karen Foster from Dalhousie University, and Angella MacEwan, an economist from CUPE, on Women's Economic Security in Nova Scotia.
 - Moved by Lisa Roberts, MLA

An amendment was proposed:

- To add Stephanie MacInnis-Langley, executive director at the Nova Scotia Advisory Council on the Status of Women.
 - Amendment moved by Hugh MacKay, MLA
 - Amendment accepted by consensus
 - Amended motion carried

Other Business:

Because the committee's regular meeting day would fall on Christmas Day in December 2018, the committee agreed by consensus to reschedule its December meeting to Tuesday, December 11, from 1:30 to 3:30 pm.

DOCUMENTATION

No documents were requested.

APPOINTMENTS TO AGENCIES, BOARDS AND COMMISSIONS

November 27, 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.

COMMITTEE BUSINESS

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

Members discussed an earlier plan to invite staff from the Executive Council Office to sit in on a meeting on an informal basis to discuss the process of appointments to Agencies, Boards and Commissions. The plan had been postponed while committee memberships were in a period of transition. Now that most of the new members were in place, it was proposed that the plan be renewed for the next meeting, on December 11. A witness was already scheduled to appear at that meeting – Laura Lee Langley, on behalf of the Public Service Commission – but it was suggested the committee could also hear from Executive Council staff at the same meeting. A motion was introduced:

- On our next meeting day, December 11th, we have the witness Laura Lee Langley as well as guests from the Executive Council [Office] to be able to answer any questions that we may have regarding the [ABCs appointment] process moving forward with the Standing Committee on Human Resources.
 - Moved by: Alana Paon, MLA
 - Motion carried.

DOCUMENTATION

No documents were requested.

WITNESSES

Public Service Commission

Laura Lee Langley, Commissioner

Rollie King, Associate Deputy Minister – Labour Relations

MATTERS OF DISCUSSION

Laura Lee Langley discussed data on employees retiring from the civil service, and efforts by the Public Service Commission (PSC) to attract and retain younger workers to take their place.

Of approximately 10,300 full-time provincial government employees, nearly 2,000 are currently eligible to retire, and another 1,000 will be eligible over the next three years. Most of them have said they plan to work past their retirement dates, however, mainly for financial reasons. The average retirement age is 61 years, with an average of 24 years of service. This falls in the mid-range of other Canadian jurisdictions. Over the past five years, the average number of employees retiring from the Nova Scotia civil service has been 375 per year; the trend has not grown over those years.

The PSC's Younger Worker Initiative is a concentrated effort to recruit and retain workers aged 35 and younger. Between April 1 and October 31, 2018, the province has hired 833 younger workers. About 30 per cent of those people were hired to permanent full-time jobs. A specialized recruitment and selection unit has networked with post-secondary institutions, held the province's first Annual Government Career Fair, and scrutinized the competitive process to ensure equity and fairness.

To retain workers, the PSC measures their level of engagement through its annual survey, How's Work Going? Ms. Langley noted the overall score in 2017 was only 57 per cent, and outlined some measures the PSC is taking to address that, such as creating an Associate Deputy Ministers' Framework on Innovation, and establishing an executive director lead within the system. In response to employees' concerns about communication, the PSC has established a Director of Internal Communication, developed a network of internal communications champions, and launched The HUB intranet site for employees. It has also launched a public campaign to recognize civil servants and their work. The PSC has enhanced its Learning and Development programs and has launched Be the Change, a year-long initiative focused on pride in the public service.

COMMITTEE BUSINESS

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

Janice Brown, Senior Corporate Policy Analyst in the Executive Council Office, gave a brief PowerPoint presentation on the ABCs appointments process and answered members' questions. She walked members through the steps in the process, including the roles of the ECO, individual Ministers and departments, screening panels, and the Human Resources Committee. She also discussed timelines, recruitment campaigns and the kinds of appointments that must be sent through the Human Resources Committee for approval.

DOCUMENTATION

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

- “Do you have a breakdown of where those younger employees are actually being placed on a full-time basis?”

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

- “There are an awful lot of municipalities that haven't brought forward representatives or appointments to [Police (RCMP) Advisory Boards]. Is there a reason why there are so many vacancies? Do we know?”
- “There are no members on [the] Youth Advisory Council. Can you shed some light on whether this council actually still exists and if it still reports to the Premier under the auspices of the Executive Council Office? If so, why are all the seats vacant?”

WITNESSES

Nova Scotia Office of Immigration

Tracey Taweel, Chief Executive Officer

Suzanne Ley, Executive Director

MATTERS OF DISCUSSION

The province shares responsibility for immigration with the federal government, which has the greater share of funding and control. While the federal government takes the lead on issues of residency and work permits, the province focuses on liaising with employers and endorsing qualified immigrants to fill their needs. Ms. Taweel outlined the roles of various federal and provincial immigration programs, with particular focus on the Atlantic Immigration Pilot (AIP). This three-year program was launched in March 2017, as part of the federal Atlantic Growth Strategy. Its aim is to fill persistent labour gaps by matching employers with skilled immigrants.

After a slow start in 2017, Nova Scotia's AIP saw much better results in 2018. In total, between March 2017 and November 2018, the AIP designated 737 employers (40% outside Halifax County), and endorsed 1,073 immigrant employees.

COMMITTEE BUSINESS

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

Correspondence was received from the Department of Labour and Advanced Education regarding appointments to Canada-Nova Scotia Offshore Area Occupational Health and Safety Advisory Council. Accepted without comment.

DOCUMENTATION

The following information was requested by the committee and received from the Nova Scotia Office of Immigration:

- "I just have a question about the map that was put up earlier. I have a tough time looking at maps that don't have an index, and I'm just wondering if you could give me some indication of what these multi-coloured dots and circles represent."
- "The number I was quoting was on this page here [of the PowerPoint presentation], and it says 1,073 people have been endorsed; 872 of them in 2018. I'm just curious – of those 1,073 people, do we know how many of them are health care professionals?"

WITNESSES

Department of Education and Early Childhood Development

Cathy Montreuil, Deputy Minister

Denise Stone, Acting Executive Director, Early Childhood Development

Suzanne Cirtwill, Manager, Workforce Development

MATTERS OF DISCUSSION

Background:

In 2017, the provincial government introduced the Nova Scotia Pre-primary Program. It gives families of four-year-olds the option to enroll their child in a free early learning program the year before they start school. It opened the second phase of pre-primary locations in September 2018, and as of February 2019 the program is available in 143 school communities, has supported more than 3,000 four-year-olds, and has created 411 early childhood education jobs across the province. The program is on schedule to be fully implemented province-wide by September 2020.

The Pre-primary Program is only one of the programs that support children and families in Nova Scotia. There is a strong regulated child care sector in the province that provides care, support, early learning and development each year to thousands of children from infancy up to 12 years of age, and to their families.

In 2018-19, the province invested \$103 million in Nova Scotia's early years system. This includes \$24 million to support the Pre-primary Program and about \$67 million annually that goes directly to the regulated child care sector to support wages, staffing, grants, the provision of high-quality inclusive programs and reducing the cost for families.

Recruitment and Retention:

The early childhood education sector across Canada has faced recruitment and retention challenges since the 1990s. In Nova Scotia, the Department of Education and Early Childhood Development has worked with the sector and other partners to increase the number and quality of early childhood educators, and to help employers address their labour force challenges. Recent efforts have included:

- Conducted a local marketing campaign to attract Nova Scotians with backgrounds in early childhood education who are not currently working in the field.
- Helped current and potential early childhood educators gain access to quality training, education and financial support.
- Worked on a process for recognition of prior learning.

- In partnership with the Department of Labour and Advanced Education and the Nova Scotia Community College, invested \$1.45 million in July 2018 to add 135 ECE training seats.
- Invested \$166,000 to create a temporary tuition support program for Nova Scotians who attend an ECE training program at one of the three approved private career colleges in the province.
- In Fall 2018, allocated almost \$348,000 for a bursary program promoting cultural representation in early childhood education for Nova Scotians from Indigenous, African Nova Scotian or immigrant communities.
- Invested \$172,000 in tuition reductions for students studying in a French-language early childhood education program at Université Sainte-Anne.
- Announced a new pilot program in partnership with Mi'kmaw Kina'matnewey and the NSCC to deliver an early childhood education training program that will incorporate Mi'kmaw language, culture and perspectives.

Focus for 2019:

- To modernize training by re-engaging with training institutions to build on the work already started.
- To strengthen the capacity of employers to support early childhood educators by reviewing and researching wages, working conditions and funding models
- To enhance the profession through life-long learning opportunities.

COMMITTEE BUSINESS

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

Members were reminded that the March 26 meeting will be for ABCs only, if the House is sitting.

DOCUMENTATION

No documents were requested.

APPOINTMENTS TO AGENCIES, BOARDS AND COMMISSIONS

March 26, 2019

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 were requested.

WITNESSES

Department of Labour and Advanced Education

Duff Montgomerie, Deputy Minister

Nancy Hoddinott, Senior Executive Director of Skills and Learning

St. Francis Xavier University

Jaime Smith, Executive Lead, Centre for Employment Innovation

MATTERS OF DISCUSSION

Witnesses discussed New Opportunities for Work (NOW), a provincially funded program conducted through the Centre for Employment Innovation at St. Francis Xavier University, in partnership with a number of community groups. Announced in March 2017, the program aims to bridge the gap between underrepresented workers and employers who need skilled workers.

The NOW program increases the labour force participation of groups including First Nations, African Nova Scotians, visible minorities, Nova Scotians on Employment Support and Income Assistance, people with disabilities, and workers older than 55.

NOW provides education and training to employees, and places them in full-time jobs for two years with a wage of at least \$15 an hour. The employers receive a 70% wage subsidy to a maximum of \$10.50 per hour. Additional supports are provided to workers and employers to strengthen a culture of diversity and inclusion.

The program's goal was to place 150 individuals in jobs. To date, it has placed 167.

COMMITTEE BUSINESS

The Chair noted there were no appointments to agencies, boards or commissions to approve at this meeting, but he had been assured by the Executive Council Office there would be a full slate ready for the May 28 meeting.

The committee discussed extending the length of its May 28 meeting to allow for agenda-setting, in addition to hearing from witnesses and approving ABCs. A motion was made:

- [T]hat the May meeting be scheduled for 10:00 am until 12:30 pm to allow for ABCs and agenda-setting.
 - Moved by Lisa Roberts
 - Motion carried.

DOCUMENTATION

No documents were requested at this meeting.

WITNESSES

Nova Scotia Advisory Council on the Status of Women

Stephanie MacInnis-Langley, Executive Director

Canadian Union of Public Employees

Angella MacEwen, Economist

Dalhousie University

Karen Foster, Associate Professor, Department of Sociology and Social Anthropology

Department of Labour and Advanced Education

Tracey Barbrick, Associate Deputy Minister

Cynthia Yazbek, Senior Executive Director, Labour Services

MATTERS OF DISCUSSION

All five witnesses covered the issue of Women's Economic Security in Nova Scotia in some depth. Much of the discussion was summarized by Tracey Barbrick, Associate Deputy Minister of the Department of Labour and Advanced Education, as follows:

- Women's labour force participation is steadily increasing.
- Women have achieved great progress in educational attainment and are more likely to complete post-secondary education than men.
- The unemployment rate for women is lower than it is for men.

Despite these positive trends, challenges remain:

- Women are more likely to have part-time and precarious jobs.
- Women are underrepresented in science, technology, engineering and math (STEM) jobs, and in management.
- Women on average spend more time on unpaid work than men.
- The wage gap between men and women has narrowed – but it persists.

Witnesses discussed various efforts, by government and others, to close those gaps: addressing campus and domestic violence, updating rules around parental leave and critical illness caregiving leave, helping women pursue careers in which they are under-represented through target programs and bursaries, and monitoring recent legislative changes in other jurisdictions on issues such as pay equity legislation and reducing workplace harassment.

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:

NDP topic:

- Executive Director of African Canadian Services, Executive Director of Mi'kmaq Services and Department of Education and Early Childhood Development on Achievement Gap in Education
 - Moved by Lisa Roberts, MLA
 - Motion carried

Liberal topics:

- Department of Education and Early Childhood Development, Deputy Minister and support, on Inclusive Education; Department of Education and Early Childhood Development, Deputy Minister and support, on Pre-Primary; and Nourish Nova Scotia on the School Breakfast Program.
 - Moved by Rafah DiCostanzo, MLA
 - Motion carried

Progressive Conservative topics:

- Tracey Taweel, Chief Executive Officer of Office of Immigration on Recruiting Continuing Care Assistants; Carmelle d'Entremont, Vice President of People and Organizational Development on Recruitment Strategies Within the NSHA.
 - Moved by Brad Johns, MLA
 - Motion defeated
- Tracey Taweel, Chief Executive Officer of Office of Immigration on Foreign Certified Professionals Finding Work in their Trained Fields; and Tracey Taweel, Chief Executive Officer of Office of Immigration on Recruiting Continuing Care Assistants.
 - Moved by Brad Johns, MLA
- Amendment: to include officials from the Department of Labour and Advanced Education in the meeting on Foreign Certified Professionals finding work in their trained fields.
 - Moved by Bill Horne, MLA
 - Amendment approved.
 - Amended motion approved.

After the amended motion passed, the committee agreed by consensus to add officials from the Department of Health and Wellness to the meeting on Recruiting Continuing Care Assistants.

DOCUMENTATION

No documents were requested.

WITNESSES

Nourish Nova Scotia

Margo Riebe-Butt, Executive Director

Aimee Gasparetto, Senior Food Coordinator at the Ecology Action Centre
& Nourish Board Member

Heather Morse, Former Principal, Annapolis Valley Regional Centre for Education
& Nourish Board Member

MATTERS OF DISCUSSION

Nourish Nova Scotia is a registered non-profit organization that partners with the Nova Scotia government to provide healthy eating programs in schools.

Formal breakfast programs have been in Nova Scotia schools since the mid-1990s, funded by a patchwork of contributors. In 2005, the province began investing \$750,000 per year in breakfast programs for grades Primary to 6. A few years later, funding opened up to include all grades. In 2018, funding for breakfast programs was increased to \$1.7 million. The funding comes through the Department of Health and Wellness, and is distributed via the Nova Scotia Health Authority. It accounts for about 25 per cent of funds required to sustain the programs; for the rest, school communities work with local businesses, service groups, charitable sectors and their own fundraising.

Nourish Nova Scotia was formed in 2012 because stakeholders wanted to create an entity independent of government, but aligned in purpose – one that could raise funds independently and issue charitable receipts.

In 2019, Nourish Nova Scotia reports that 94 per cent of public schools offer a universally accessible school breakfast program, most running five days a week. Almost 38,000 Nova Scotia students access their breakfast program on any given school day, served by more than 4,000 volunteers.

Programs are owned and operated in the school communities. They are volunteer driven, universally accessible and offered at no cost to students or their families. Programs are intentionally diverse and are designed to meet local needs and conditions: from hot sit-down breakfasts, to grab-and-go, to continental buffet and classroom baskets. Regardless of the delivery model, provincial best practice standards are in place to guide program operations.

A key best practice standard is universality, meaning all students are welcomed into the breakfast program. Research has shown that school food programs targeting specific groups of students – based on economic factors, for instance – experience lower participation rates, because students

and parents feel a stigma. But children come to school hungry for many reasons, ranging from long bus rides, early morning band or sport practices, busy family routines, household food insecurity or simply not being hungry when they first wake up.

Regardless of the reason, in order to learn and focus in the classroom, children need food to fuel their minds and bodies. Research demonstrates that students who eat breakfast at school perform better academically, behave better, attend class more regularly, participate more readily in class and show improved concentration.

Moreover, by taking part in the breakfast programs, often as volunteers themselves, all children can learn lessons about the value of eating together as a social act, and about growing, preparing and eating healthy food.

COMMITTEE BUSINESS

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

Clarification: The clerk noted that in the committee's May 28 meeting, members had asked about the titles of two people who were appointed to the Nova Scotia Municipal Finance Corporation as "Member, UNSM Rep." The clerk later spoke with staff at the Executive Council Office, who said that as of May 28, the Union of Nova Scotia Municipalities (UNSM) was in the process of changing its name to the Nova Scotia Federation of Municipalities, and had already started using the name, but the change had not yet legally taken effect. So the appointments approved in the May 28 meeting were correct.

The Chair noted that in keeping with its usual practice, the committee would not hear from witnesses in July or August. It would meet only to consider appointments to ABCs.

DOCUMENTATION

No documents were requested.

APPOINTMENTS TO AGENCIES, BOARDS AND COMMISSIONS

July 30, 2019

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.

In its May 28 agenda-setting, the committee had passed a motion to invite Tracey Taweel, CEO of the Nova Scotia Office of Immigration, to two meetings as a witness. Since Kelliann Dean was subsequently appointed to that position, the committee agreed by consensus to invite the current CEO to both meetings, instead.

DOCUMENTATION

No documents were requested.

APPOINTMENTS TO AGENCIES, BOARDS AND COMMISSIONS

August 24, 2019

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 were requested.

APPENDICES

**APPENDIX A – AGENCY, BOARD AND COMMISSION APPOINTMENTS
SEPTEMBER 2018 – AUGUST 2019**

DEPARTMENT / AGENCY, BOARD OR COMMISSION	TITLE	APPROVAL DATE
DEPARTMENT OF AGRICULTURE		
<u>Crop and Livestock Insurance Commission, Nova Scotia</u>		
Dr. Robert Prange	Member	2018-09-25
<u>Veterinary Medical Association Council, Nova Scotia</u>		
Heather Rix	Member	2018-09-25
<u>Weed Control Advisory Committee</u>		
L. James (Jim) Crooker	Member (NSFA)	2019-05-28
Keith Fuller	Member (AAFC)	2018-10-30
Angela Gourd	Member and Secretary (Department of Agriculture)	2019-05-28
Rick Hoeg	Member (Department of Agriculture)	2018-10-30
Dr. Scott White	Member (Dalhousie University Agricultural Campus)	2018-10-30
DEPARTMENT OF BUSINESS		
<u>Develop Nova Scotia Limited, Board of Directors</u>		
Lori Burke	Director	2019-01-29
Maurice Fares	Director	2019-01-29
Chrystal Fuller	Director	2019-01-29
Stephen Slauenwhite	Director	2019-01-29
Ronald Smith	Director	2019-01-29
DEPARTMENT OF COMMUNITIES, CULTURE AND HERITAGE		
<u>Arts Nova Scotia Board</u>		
Jack Chen	Member	2019-05-28
<u>Boxing Authority Board, Nova Scotia</u>		
Carmelita Cechetto-Shea	Member	2019-06-25
Aaron Kinch	Member	2019-06-25
Lori Peters	Member	2019-06-25
<u>Heritage Property, Advisory Council on</u>		
Miranda Romkey	Member	2019-02-26
<u>Library Board, Annapolis Valley Regional</u>		
Colin Bowers	Member	2019-03-26
<u>Library Board, Cumberland Regional</u>		
Dale Fawthrop	Member	2019-01-29
Amanda-Leigh MacLeod	Member	2019-01-29
<u>Museum Board of Governors, Nova Scotia</u>		

Standing Committee on Human Resources Annual Report 2019

Sharon Haley-Mancini	Member	2019-03-26
Reginald N. Johnston	Member	2019-03-26
Katherine MacLellan	Member	2019-03-26
Erin Murphy	Member	2019-03-26

Public Archives, Advisory Board of the

James Morrison	Member, Recommended	2019-08-27
Sandra Toze	Member, Recommended	2019-08-27

Sherbrooke Restoration Commission

Clarence Humber	Member	2019-02-26
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DEPARTMENT OF COMMUNITY SERVICES

Housing Authority, Cape Breton Island

Peter DeWolf	Provincial Rep	2019-05-28
Allan Farrell	Provincial Rep	2018-09-25

Housing Authority, Metropolitan

Mo'min Alzyoud	Provincial Rep	2018-09-25
Heather Rix	Provincial Rep	2018-09-25
Kathryn Toope	Provincial Rep	2019-05-28

Housing Authority, Western Region

William Carroll	Provincial Rep	2018-09-25
Wayne Hyson	Provincial Rep	2018-09-25

Kings Regional Rehabilitation Centre, Board of Management

Jennifer Collishaw	Member	2018-09-25
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Preston Area Housing Fund Board of Directors

Rhonda Johnson	Member	2018-09-25
Nayo Upshaw	Member	2019-05-28

DEPARTMENT OF EDUCATION AND EARLY CHILDHOOD DEVELOPMENT

African-Canadian Education, Council on

Catherine Hartling	Member, Antigonish-Guysborough	2019-07-30
Nayo Upshaw	Member at Large	2019-07-30

Atlantic Provinces Special Education Authority, Board of Directors of the

Judy Elliot	Member	2018-10-30
Ellen Venner-Hiltz	Member	2018-10-30

Provincial Advisory Council on Education

Archy Beals	Member	2018-09-27
Michael Drew	Member	2018-09-27
Christopher Gilham	Member	2018-09-27
Suzy Hansen	Member	2018-09-27
Nastasya Kennedy	Member	2018-09-27
Lynn Levatte	Member	2018-09-27
Margaret "Joan" MacDonnell	Member	2018-09-27

Standing Committee on Human Resources Annual Report 2019

Brent Noiles	Member	2018-09-27
Stephen Parsons	Member	2018-09-27
Maura Ryan	Member	2018-09-27
Hendrika "Hetty" van Gurp	Member	2018-09-27
Gin Yee	Member	2018-09-27

Teachers College Foundation, Nova Scotia

John Grant	Member	2018-10-30
Ian Harnish	Member	2018-10-30
Alexander MacDougall	Member	2018-10-30

DEPARTMENT OF ENVIRONMENT

Resource Recovery Fund Board (Divert Nova Scotia)

Marc Britney	Member and Vice Chair	2019-01-29
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DEPARTMENT OF FINANCE AND TREASURY BOARD

Credit Union Deposit Insurance Corporation, Nova Scotia

Carol Barr	Member	2019-06-25
Jim Kavanaugh	Member	2019-06-25

Liquor Corporation, Nova Scotia

Holly Bond	Director	2018-09-25
Richard (Rick) Emberley	Director	2018-09-25

Public Accounting Licensing Committee (To be proclaimed)

Rena Langley	Member – Public Accountant	2019-08-27
Angus Bonnyman	Member – Public Representative	2019-08-27

DEPARTMENT OF FISHERIES AND AQUACULTURE

Fisheries and Aquaculture Loan Board, Nova Scotia

Richard (Denny) Morrow	Chair and Member	2019-05-28
Michael Pothier	Member	2019-05-28
Donna Upham	Member	2018-11-27

DEPARTMENT OF HEALTH AND WELLNESS

Chiropractors, Nova Scotia College

Anne Wilcox	Member	2019-03-26
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Counselling Therapists, Nova Scotia College of

William (Billy) MacPherson	Member	2019-03-26
Lisa Matthews	Member	2019-03-26
Luke Pelot	Member	2019-03-26

Denturists Licensing Board

Loretta Beals	Non-Denturist Member	2019-03-26
Tasha Edwards	Denturist Member	2019-03-26
John Lilly	Denturist, Vice President of the Society	2019-03-26
William (Billy) C. MacPherson	Non-Denturist Member	2019-03-26

Standing Committee on Human Resources Annual Report 2019

Christopher Mason	Denturist Member	2019-03-26
Lori Peters	Non-Denturist Member	2019-03-26
Della Sangster	Denturist, President of the Society	2019-03-26

Dispensing Opticians, Nova Scotia College of

Marion Landers-Ripley	Member	2019-02-26
Graham Sweett	Member	2019-02-26
Anne Wilcox	Member	2019-02-26

Midwifery Regulatory Council of Nova Scotia

Paulette Anderson	Lay Member	2018-11-27
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Nova Scotia Health Authority, Board of

Paul Comeau	Director	2019-03-26
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Optometrists, Nova Scotia College of

Larry Clement	Member	2019-05-28
Beverley Patterson	Member	2019-05-28

Paramedics of Nova Scotia, Council of the College of

Sharon Johnson-Legere	Member – Public Representative	2019-03-26
Elizabeth Mann	Member – Public Representative	2019-03-26

Physiotherapists, Board of the Nova Scotia College of

Amanda Knight	Member	2019-03-26
Timothy McDermott	Member	2019-03-26

Respiratory Therapists, Nova Scotia College of

Jasmine Ghosn	Member	2019-02-26
Andrew Mott	Member	2019-02-26
Lauren Randall	Member	2019-02-26

DEPARTMENT OF JUSTICE

Human Rights Commission, Nova Scotia

Cheryl Knockwood	Commissioner	2019-01-29
Denise Mentis-Smith	Commissioner	2019-01-29
Raymond Tynes	Commissioner	2019-01-29

Police (RCMP) Advisory Boards

David Saxton	Member, Town of Yarmouth	2018-12-11
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DEPARTMENT OF LABOUR AND ADVANCED EDUCATION

Acadia University Board of Governors

Robert Ffrench	Member	2019-02-26
Bethany Moffatt	Member	2019-02-26

Apprenticeship Agency, Nova Scotia

Heather Cruickshanks	Member (Construction Sector)	2019-07-30
Carol Dayment	Member (Industrial/Manufacturing Sector)	2019-07-30
Gordon MacLean	Member at Large and Vice Chair	2019-07-30

Standing Committee on Human Resources Annual Report 2019

Michel Okoh	Member at Large	2019-07-30
Brad Smith	Member (Construction Sector) and Chair	2019-07-30
Trent Soholt	Member at Large	2019-07-30

Canada-Nova Scotia Offshore Area Occupational Health and Safety Council

Blair MacDougall	Member – Industry	2019-01-29
Jennifer Matthews	Member – Industry	2019-01-29

Cape Breton University Board of Governors

Denise Allen	Member	2019-05-28
William Burke	Member	2019-05-28
Donnie Holland	Member	2019-05-28
Angela Houston	Member	2019-05-28
Keith Maher	Member	2019-05-28
Amanda Mombourquette	Member	2019-05-28
Harman Singh	Member	2019-05-28
Stephen Wadden	Member	2019-05-28

Cape Breton University Foundation

Roger Kirk MacRae	Member 5(1)(b)	2019-03-26
Tara Milburn	Member 5(1)(b)	2019-03-26

Dalhousie University Foundation

Sheila Blair-Reid	Member, GIC Appointment	2019-07-30
Peter G. Fardy	Member, GIC Appointment	2019-07-30

Dr. P. Anthony Johnstone Memorial Scholarship Committee

Carmelita Cechetto-Shea	Member	2019-05-28
Wilfred Dean Smith	Member	2019-05-28

Mount Saint Vincent University Board of Governors

Heather Hanson	Governor	2018-11-27
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Research Nova Scotia

Nicholas Nickerson	Director, Small Business Rep	2018-11-27
Jeffrey Norrie	Director, Medium Business Rep	2018-11-27
David Woolnough	Director, Member at Large	2018-11-27

Workers' Compensation Board

Duncan Williams	Member, Employer Rep	2019-05-28
Jacque Bramwell	Member, Worker Rep	2019-05-28
Blair Richards	Member, Worker Rep	2019-05-28

DEPARTMENT OF LANDS AND FORESTRY

Scalers Act, Board of Examiners under the

Jody Hamper	Member, Sawmill Rep	2019-02-26
Greg Watson	Member, Small Private Land Tenure	2019-02-26

DEPARTMENT OF MUNICIPAL AFFAIRS AND HOUSING

(Department Name Change Effective June 3, 2019)

Municipal Finance Corporation, Nova Scotia

Kelliann Dean	Chairman and Member	2019-05-28
Nancy MacLellan	Chairman and Member	2019-08-27
Kenzie McNeil	Member, AMA	2019-05-28
Neil Morley	Member at Large	2019-05-28
Geoff Gatien	Member, Civil Servant	2019-05-28
George MacDonald	Member, UNSM Rep	2019-05-28
Sandra Snow	Member, UNSM Rep	2019-05-28

DEPARTMENT OF SERVICE NOVA SCOTIA AND INTERNAL SERVICES

Embalmers and Funeral Directors, Board of Registration of

Louisa Horne	Member, Consumer Advocate	2019-08-27
Donald MacGillivray	Member, Consumer Advocate	2019-08-27
Lisa Smith	Member, Embalmer	2019-08-27

Real Estate Commission, Nova Scotia

Carol Beal	Member	2019-08-27
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DEPARTMENT OF TRANSPORTATION AND INFRASTRUCTURE RENEWAL

Halifax-Dartmouth Bridge Commission

Victoria Harnish	Chair and Member	2019-03-26
Donna Smith Darrell	Member	2019-08-27

STATUS OF WOMEN, ADVISORY COUNCIL ON THE

Status of Women, Advisory Council on the

Abshiro Abdille	Member	2018-09-25
Nadine Bernard	Member	2018-09-25
Maura Ryan	Member	2018-09-25

APPENDIX B - MOTIONS

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

September 25, 2018

The committee had received a set of nominated appointments to Agencies, Boards and Commissions within less than the required seven days' notice. The Minister of Education and Early Childhood Development had written to the committee asking it to waive the required notice. A motion was introduced:

- [that the committee] waive the notice period and move forward with accepting the recommendations.
 - Moved by Ms. Suzanne Lohnes-Croft, MLA
 - Motion defeated.

October 30, 2018

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

Liberal topics:

- [Nova Scotia Office of] Immigration on the Atlantic Immigration Pilot; Department of Labour and Advanced Education and the Nova Scotia Apprenticeship Agency on the New Opportunities for Work program; and the Department of Labour and Advanced Education on the Connector Program.
 - Moved by Ms. Suzanne Lohnes-Croft, MLA
 - Motion carried

Progressive Conservative topics:

- Ms. Carmelle d'Entremont, Vice-President of People and Organizational Development with the Nova Scotia Health Authority, on recruitment strategies within the NSHA; Ms. Laura Lee Langley, Commissioner of the Public Service Commission, on succession planning in the Public Service; and the Department of Education and Early Childhood Development with the proposed topic being recruiting childhood educators in the 21st century.
 - Moved by Ms. Alana Paon, MLA

Some discussion followed. Noting that the committee would normally accept only two topics from the Progressive Conservative caucus, some Liberal members recommended that the Nova Scotia Health Authority topic be dropped from this motion, and referred to the House of Assembly's Health Committee, which was expected to be formally struck in the near future. An amendment to the motion was introduced:

- To accept succession planning in the Public Service and recruiting childhood educators in the 21st century as the two Progressive Conservative caucus topics.
 - Paraphrased from general discussion by the Chair
 - Amendment accepted by consensus
 - Amended motion carried

New Democratic Party topics:

- The Department of Labour and Advanced Education; Dr. Karen Foster from Dalhousie University; and Ms. Angella MacEwan, an economist from CUPE, on women's economic security in Nova Scotia.
 - Moved by Ms. Lisa Roberts, MLA

An amendment was proposed:

- Our caucus would like to add Stephanie MacInnis-Langley, executive director at the Nova Scotia Advisory Council on the Status of Women.
 - Amendment moved by Mr. Hugh MacKay, MLA
 - Amendment accepted by consensus
 - Amended motion carried

November 27, 2018

Members discussed an earlier plan to invite staff from the Executive Council Office to sit in on a meeting on an informal basis to discuss the process of appointments to Agencies, Boards and Commissions. The plan had been postponed while committee memberships were in a period of transition. Now that most of the new members were in place, it was proposed that the plan be renewed for the next meeting, on December 11. A witness was already scheduled to appear at that meeting – Ms. Laura Lee Langley, on behalf of the Public Service Commission – but it was suggested the committee could also hear from Executive Council staff at the same meeting. A motion was introduced:

- On our next meeting day, December 11th, we have the witness Ms. Laura Lee Langley as well as guests from the Executive Council [Office] to be able to answer any questions that we may have regarding the [ABCs appointment] process moving forward with the Standing Committee on Human Resources.
 - Moved by: Ms. Alana Paon, MLA
 - Motion carried.

April 30, 2019

The committee discussed extending the length of its May 28 meeting to allow for agenda-setting, in addition to hearing from witnesses and approving ABCs. A motion was made:

- [T]hat the May meeting be scheduled for 10:00 am until 12:30 pm to allow for ABCs and agenda-setting.
 - Moved by Lisa Roberts
 - Motion carried.

May 28, 2019

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

NDP topic:

- Executive Director of African Canadian Services, Executive Director of Mi'kmaq Services and Department of Education and Early Childhood Development on Achievement Gap in Education
 - Moved by Lisa Roberts, MLA
 - Motion carried

Liberal topics:

- Department of Education and Early Childhood Development – Deputy Minister and support on Inclusive Education; Department of Education and Early Childhood Development – Deputy Minister and support on Pre-Primary; and Nourish Nova Scotia on the School Breakfast Program.
 - Moved by Rafah DiCostanzo, MLA
 - Motion carried

Progressive Conservative topics:

- Tracey Taweel, Chief Executive Officer of Office of Immigration on Recruiting Continuing Care Assistants; Carmelle d'Entremont, Vice President of People and Organizational Development on Recruitment Strategies Within the NSHA.
 - Moved by Brad Johns, MLA
 - Motion defeated
- Tracey Taweel, Chief Executive Officer of Office of Immigration on Foreign Certified Professionals Finding Work in their Trained Fields; and Tracey Taweel, Chief Executive Officer of Office of Immigration on Recruiting Continuing Care Assistants.
 - Moved by Brad Johns, MLA
- Amendment: to include officials from the Department of Labour and Advanced Education in the meeting on Foreign Certified Professionals finding work in their trained fields.
 - Moved by Bill Horne, MLA
 - Amendment approved.
 - Amended motion approved.

After the amended motion passed, the committee agreed by consensus to add officials from the Department of Health and Wellness to the meeting on Recruiting Continuing Care Assistants.

APPENDIX C – DOCUMENTATION

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

December 11, 2018

From the Public Service Commission:

- “Do you have a breakdown of where those younger employees are actually being placed on a full-time basis?”

From the Executive Council Office:

- “There are an awful lot of municipalities that haven’t brought forward representatives or appointments to [Police (RCMP) Advisory Boards]. Is there a reason why there are so many vacancies? Do we know?”
- There are no members on [the] Youth Advisory Council. Can you shed some light on whether this council actually still exists and if it still reports to the Premier under the auspices of the Executive Council Office? If so, why are all the seats vacant?”

January 29, 2019

From the Nova Scotia Office of Immigration:

- “I just have a question about the map that was put up earlier. I have a tough time looking at maps that don’t have an index, and I’m just wondering if you could give me some indication of what these multi-coloured dots and circles represent.”
- “The number I was quoting was on this page here [of the PowerPoint presentation], and it says 1,073 people have been endorsed; 872 of them in 2018. I’m just curious – of those 1,073 people, do we know how many of them are health care professionals?”

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