



# **Standing Committee on Human Resources**

---

*ANNUAL REPORT*

*2022*

© **2022** His Majesty the King in right of the Province of Nova Scotia  
Halifax

**ISSN: 0837-2551**

This document is available at:

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



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

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

Honourable Keith Bain  
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 2021 to August 2022 of the Sixty-Fourth General Assembly.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'Nolan Young'.

Nolan Young, MLA for Shelburne  
Chair  
Standing Committee on Human Resources

Halifax, Nova Scotia

## 2022 TABLE OF CONTENTS

Foreword & Mandate	6
Terms of Reference	6
Introduction	8
Membership	8
Membership Changes	9
Procedures and Operations	9
Agencies, Boards and Commissions Process	9
Departmental Screening Panels	10
Notices, Transcripts and Reports	11
Research Material	12
Acknowledgements	12
<b>PUBLIC HEARINGS</b>	
<b>December 14, 2021</b>	14
Organizational, Agenda-Setting	
Appointments to Agencies, Boards and Commissions	
<b>January 25, 2022</b>	18
Strategies to Attract and Retain People to Rural Areas	
Department of Labour, Skills and Immigration	
Appointments to Agencies, Boards and Commissions	
<b>February 22, 2022</b>	20
Addressing Affordability for Post-Secondary Students in Nova Scotia Post-COVID	
Department of Advanced Education; Students Nova Scotia	
Appointments to Agencies, Boards and Commissions	
<b>March 29, 2022</b>	23
Appointments to Agencies, Boards and Commissions	
<b>April 26, 2022</b>	25
Progress Reports on the Implementation of the Canada-Wide Child Care Agreement and the Excellence in ECE Strategy	
Department of Education and Early Childhood Development; Association of Early Childhood Educators Nova Scotia	
Appointments to Agencies, Boards and Commissions	
<b>May 31, 2022</b>	26
Promoting Healthy Living in Students	
Department of Education and Early Childhood Development	
Appointments to Agencies, Boards and Commissions	

<b>June 28, 2022</b>	27
Strategies to Prevent Workplace Injuries Department of Labour, Skills and Immigration; Workers' Compensation Board of Nova Scotia Appointments to Agencies, Boards and Commissions	
<b>July 26, 2022</b>	28
Appointments to Agencies, Boards and Commissions	
<b>August 30, 2022</b>	29
Appointments to Agencies, Boards and Commissions	
<b>APPENDICES</b>	
Appendix A – Agency, Board and Commission Appointments (September 2021 – August 2022)	31
Appendix B – Motions	38
Appendix C – Documentation	42

## 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 proposed appointee to the Executive Council for consideration. Where the Executive Council recommends the name, the Clerk of the Executive Council shall submit the name of the person to the Human Resources Committee.
3. Committee members shall review the name submitted for approval having regard to qualifications of the individual, affirmative action concerns and, where relevant, the regional representativeness of the Agency, Board or Commission.
4. The purpose of the committee review is not to replace the function of Government Departments and Ministers in making appointments. Its function is to approve or not approve the name before it, not to consider or recommend alternative names for appointments.
5. The following appointments shall not be submitted to the Human Resources Committee for review:
  - (a) appointments of provincial public or civil servants by virtue of their employment (i.e. the Deputy Minister of Finance is an unpaid member of the Lotteries Commission);
  - (b) candidates selected by an open competition and selection process or peer review (i.e. Provincial Judges selected by the Judicial Appointments Committee or employees of Agencies, Boards or Commissions);
  - (c) candidates recommended for appointment to self-regulatory bodies who are elected or recommended by the body (i.e. Nova Scotia Medical Society);
  - (d) candidates recommended for appointment to Hospitals and Universities where the candidate is recommended by the Board of Governors or 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-Fourth 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. On August 31, 2022 membership of the Human Resources Committee was as follows:

Nolan Young, MLA – Chair Shelburne	Hon. Tony Ince, MLA Cole Harbour
Larry Harrison, MLA – Vice-Chair Colchester-Musquodoboit Valley	Ali Duale, MLA Halifax Armdale
Dave Ritcey, MLA Truro-Bible Hill-Millbrook-Salmon River	Kendra Coombes, MLA Cape Breton Centre
John A. MacDonald, MLA Hants East	Suzy Hansen, MLA Halifax Needham
Melissa Sheehy-Richard, MLA Hants West	



## MEMBERSHIP CHANGES

- Hon. Tony Ince, MLA, replaced Braedon Clark, MLA as a member in August, 2022.

## PROCEDURES AND OPERATIONS

The Human Resources Committee normally meets on the last Tuesday of every month in the Legislative Committee Room at One Government Place.

Because of physical distancing protocols observed during the COVID-19 pandemic, the meetings of January 25 and February 22, 2022 were held by video conference.

## 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 184 active Agencies, Boards and Commissions. There are approximately 561 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 2021 to August 2022.

## **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:

<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**

## **COMMITTEE BUSINESS**

### **Review of Agency, Board and Commission approvals process**

#### **Executive Council Office:**

- Karen Stone, Director, Governance and Accountability Unit
- Mora Stevens, Governance Consultant
- Shawn Mosher, Governance Consultant

As is customary when a new Standing Committee on Human Resources is formed, staff from the Executive Council Office gave members a brief review of the process of appointments to agencies, boards and commissions, and the committee's role in providing one layer of approvals of these appointments. After the presentation, a motion was introduced:

- I would like to put forward a motion that the committee write a formal letter to the Executive Council office to request for strategy to be put in place for approaching underrepresented communities in Nova Scotia and ensuring more diverse applicants are brought forward for Agencies, Boards and Commissions appointments. We also request that the executive council report back in 6 months time for the next agenda setting meeting."
  - Moved by Ali Duale, MLA
  - Motion deferred

At the suggestion of John MacDonald, MLA this motion was deferred until the January meeting, so members could further discuss the wording.

#### **Remarks from Chief Legislative Counsel:**

Gordon Hebb, Chief Legislative Counsel, reviewed some basic committee procedures with members, with further details about their rights and obligations during the process of approving appointments to agencies, boards and commissions. He placed particular emphasis on the importance of confidentiality.

#### **Agencies, Boards and Commissions:**

The committee reviewed appointments to agencies, boards and commissions. All appointments were approved.

#### **Organizational:**

Regular meeting dates, times – Members agreed by consensus to continue meeting on the last Tuesday of the month, from 10 am to noon.

Meeting during summer months, House sittings – Members agreed by consensus to meet during those times to approve appointments to agencies, boards and commissions only, without witnesses.

Procedure for questioning witnesses – Members agreed by consensus to continue taking turns to ask a question and a follow-up, with the Chair keeping a list of speakers.

Agenda-setting procedures:

Members discussed the number of topics per caucus. A motion was introduced:

- I move the government caucus will get three regular or emergency topics per six-meeting rotation, the Official Opposition will get two regular or emergency topics per six-meeting rotation. The third party will get one regular or emergency topic per six-meeting rotation. The standing committee will rotate through topics using the following order: government, Official Opposition, government, third party, government, Official Opposition. Once the list of six topics is exhausted, the Chair of the committee will hold another agenda-setting meeting that will follow the above rotation.
  - Moved by Dave Ritcey, MLA
  - Motion carried

During discussion of this motion, members agreed to allow for flexibility in the order of topics, depending on witness availability.

Outside requests to appear – Members agreed by consensus to Kendra Coombes’s suggestion that the clerk pass requests to committee members, who would deal with each request at the following meeting and schedule those accepted on an ad hoc basis.

Committee documents – Members agreed to accept all documents electronically.

Agenda-setting:

An agenda-setting was held. Motions (paraphrased below) were carried in support of the following:

Progressive Conservative topics:

- To add *Strategies to Attract and Retain People to Rural Areas* to the agenda. Witness will be: Ava Czapalay, Deputy Minister, Department of Labour, Skills and Immigration.
  - Moved by Melissa Sheehy-Richard, MLA
- An amendment was proposed to add representatives from NOW Lunenburg County and the Cape Breton Local Immigration Partnership to the witness list.
  - Moved by Kendra Coombes, MLA
  - Amendment defeated
  - Original motion carried

- To add *Strategies to Prevent Workplace Injuries* to the agenda. Witnesses will be: Department of Labour, Skills and Immigration: Ava Czapalay, Deputy Minister, and Gary O'Toole, Senior Executive Director, Safety, Department of Labour, Skills and Immigration; and Saeed El-Darahali, Chair, Workers' Compensation Board of Nova Scotia.
  - Moved by Melissa Sheehy-Richard, MLA
- An amendment was proposed to add Jason MacLean, President, NSGEU to the witness list.
  - Moved by Kendra Coombes, MLA
  - Amendment defeated
  - Original motion carried
- To add *Promoting Healthy Living in Students* to the agenda. Witness will be Cathy Montreuil, Deputy Minister, Department of Education and Early Childhood Development.
  - Moved by Melissa Sheehy-Richard, MLA
- An amendment was proposed to add the Executive Director of Nourish Nova Scotia and the Community Food Coordinator of the Ecology Action Centre to the witness list.
  - Moved by Kendra Coombes, MLA
  - Amendment defeated
  - Original motion carried

Liberal topics:

- To add *Progress Reports on the Implementation of the Canada-Wide Child Care Agreement and the Excellence in ECE Strategy* to the agenda. Witnesses will be the Deputy Minister, Department of Education and Early Childhood Development, and (optional) representatives from the Association of Early Childhood Educators Nova Scotia.
  - Moved by Braedon Clark, MLA
- An amendment was proposed to add a representative from Child Care NOW Nova Scotia to the witness list.
  - Moved by Kendra Coombes, MLA
  - Amendment defeated
  - Original motion carried
- To add *Addressing Affordability for Post-Secondary Students in Nova Scotia Post-COVID* to the agenda. Witnesses will be the Deputy Minister, Department of Advanced Education; and representatives from Students Nova Scotia.
  - Moved by Braedon Clark, MLA
- An amendment was proposed to add representatives from the Canadian Federation of Students – Nova Scotia to the witness list.
  - Moved by Kendra Coombes, MLA



- Amendment defeated
- Original motion carried

New Democratic Party topic:

- To add *Teacher Workloads and Impact on Student Achievement, and Teacher Recruitment and Retention* to the agenda. Witnesses will be representatives from the Department of Education and Early Childhood Development, and Educators for Social Justice.
  - Moved by Suzy Hansen, MLA
  - Motion carried

**DOCUMENTATION**

No further information was requested.

**TRANSCRIPT:**

A link to a transcript of this meeting can be found at:

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

**STRATEGIES TO ATTRACT AND RETAIN PEOPLE  
TO RURAL AREAS**

**January 25, 2022**

**NOTE**

This meeting was held by video conference, in keeping with physical distancing protocols advised by the Office of Public Health.

**WITNESSES**

Department of Labour, Skills and Immigration

- Ms. Ava Czapalay Deputy Minister
- Ms. Jennifer L'Esperance, Acting Senior Executive Director, Immigration and Population Growth
- Ms. Nancy Hoddinott, Senior Executive Director, Skills and Learning

Nova Scotia Apprenticeship Agency

- Ms. Marjorie Davison, CEO

**COMMITTEE BUSINESS**

**Agencies, Boards and Commissions:**

The committee reviewed appointments to agencies, boards and commissions. All appointments were approved.

**Motion deferred from December 14, 2021 meeting:**

In the previous meeting, members had agreed to defer consideration of a motion introduced by Ali Duale, MLA regarding efforts to recruit underrepresented communities to Nova Scotia agencies, boards and commissions. Because Mr. Duale was not present at today's meeting, the committee agreed by consensus to defer this matter to a future meeting.

**Venue for February 22 meeting:**

Members discussed whether to hold the February 22 meeting in person, or by video conference. A motion was introduced:

- In order to do our part to slow the spread of the pandemic, I move that this committee be held virtually for our upcoming meeting in February.
  - Moved by Kendra Coombes, MLA
  - Motion carried

**DOCUMENTATION**

No further information was requested.

**TRANSCRIPT:**

A link to a transcript of this meeting can be found at:

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

**ADDRESSING AFFORDABILITY FOR POST-SECONDARY  
STUDENTS IN NOVA SCOTIA POST-COVID**

**February 22, 2022**

**NOTE**

This meeting was held by video conference, in keeping with physical distancing protocols advised by the Office of Public Health.

**WITNESSES**

Department of Advanced Education

- Ms. Nancy MacLellan, Deputy Minister
- Mr. Greg Ells, Senior Executive Director, Advanced Education
- Ms. Cheryl To, Executive Director, Universities and Colleges
- Mr. Ken Byron, Director of Programs

Students Nova Scotia

- Ms. Lydia Houck, Director
- Mr. Ben Fairhurst, Chair

**COMMITTEE BUSINESS**

**Agencies, Boards and Commissions:**

The committee reviewed appointments to agencies, boards and commissions. All appointments were approved.

**Correspondence:**

January 28, 2022 letter to Committee Chair Nolan Young, MLA from committee members Braedon Clark, MLA and Ali Duale, MLA, and the Chair's Feb. 1 email response, regarding the choice of topic for today's meeting. MLAs Clark and Duale had expressed concern that today's meeting was on the second Liberal topic, not the first. The Chair had replied that the order of topics often depended on witness availability, but that he would work with the clerk to ensure that the first Liberal topic was scheduled at the earliest opportunity. Correspondence accepted without comment.

**Motion deferred from December 14, 2021 meeting:**

The committee considered a motion that had been introduced at the organizational meeting, and deferred until members could discuss the wording further:

- [T]hat the committee write a formal letter to the Executive Council Office to request for a strategy to be put in place for approaching underrepresented communities in Nova Scotia and ensuring more diverse applicants are brought forward for agency, board, and commission appointments. The board and commission appointees will also request that the Executive Council report back in six months, in time for the next agenda-setting meeting.
  - Moved by Ali Duale, MLA

An amendment with new wording was proposed:

- I move that the Standing Committee on Human Resources write to the Executive Council Office asking them for the policies, plans and actions they take in order to diversify ABC appointments, and invite the Executive Council Office to appear before the Human Resources committee after calls for the ABC candidates spring campaign is completed.
  - Moved by John A. MacDonald, MLA
  - Amendment carried
  - Amended motion carried.

### **Venue for March 29 meeting:**

Members discussed whether to hold the March 29 meeting in person, or by video conference. John A. MacDonald introduced a motion, which he modified after discussion during which Kendra Coombes, MLA suggested that the clerk poll the committee closer to the meeting date. A motion was introduced:

- I move that the Human Resources Committee resumes in-person meetings beginning with the meeting scheduled for March 29, however the clerk will poll the committee members as we get closer to confirm we are able to by Public Health.
  - Moved by John A. MacDonald
  - Motion carried

### **DOCUMENTATION**

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

- Could the department provide the committee with a breakdown of line items and their assessed value in terms of the actual assessed value that the department, the government contributes to student assistance year over year, just so we have that itemized information?
  - ... What I'm looking for is an itemized assessment of what student assistance values each life expense or school expense for students that contribute to providing that value at the end of the day, or that amount at the end of the day.

As the result of a motion passed during the meeting (See above), the following information and action was requested from the Executive Council Office. As of August 31, 2022, it has not yet been received.

- I move that the standing committee on Human Resources write to the Executive Council Office asking them for the policies, plans and actions they take in order to diversify ABC appointments, and invite the Executive Council Office to appear before the Human Resources committee after calls for the ABC candidates spring campaign is completed.

**TRANSCRIPT:**

A link to a transcript of this meeting can be found at:

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

## **NOTES**

Because the House of Assembly was sitting, the committee met only to consider appointments to ABCs.

As required by a motion passed at the February 22 meeting, an email poll was held March 22 to ask members whether they wished to hold this meeting virtually. It did not receive unanimous consent, so the meeting was held in person in the Committee Room, as originally planned.

## **COMMITTEE BUSINESS**

### **Agencies, Boards and Commissions:**

The committee reviewed appointments to agencies, boards and commissions. All appointments were approved.

### **Correspondence:**

February 25, 2022 email from Students Nova Scotia, as a voluntary follow-up to its appearance at the February 22 meeting. It included “Human Resources Committee Follow-up: Factors Influencing Student Unmet Need” and Innovating Educational Materials, Ch. 7: “Investing in Atlantic OER.”

March 29, 2022 letter from the Department of Advanced Education, in response to a request for information made at the meeting of February 22, 2022.

## **DOCUMENTATION**

No further information was requested.

## **TRANSCRIPT:**

A link to a transcript of this meeting can be found at:

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

**PROGRESS REPORTS ON THE IMPLEMENTATION OF THE CANADA-WIDE  
CHILD CARE AGREEMENT AND THE EXCELLENCE IN ECE STRATEGY**

**April 26, 2022**

**WITNESSES**

**Department of Education and Early Childhood Development**

- Cathy Montreuil, Deputy Minister
- Tracy Crowell, Executive Director, Early Childhood Development and Pre-Primary
- Sarah Melanson, Acting Executive Director, Early Learning and Childcare

**Mount Saint Vincent University**

- Dr. Christine McLean, Associate Professor, Department of Child and Youth Study [Invited by DM Montreuil]

**Association of Early Childhood Educators of Nova Scotia**

- Catherine Cross, Executive Director

**COMMITTEE BUSINESS**

**Agencies, Boards and Commissions:**

The committee reviewed appointments to agencies, boards and commissions. All appointments were approved.

**Witnesses at May 31 meeting:**

The committee agreed by consensus to allow Sara Halliday, Acting Associate Deputy Minister of Education and Early Childhood Development, to substitute for Deputy Minister Cathy Montreuil at the May 31 meeting on Promoting Healthy Living in Students.

**Correspondence:**

April 9, 2022 email from Sarah Chamberland, Association des professeurs, professeures, et bibliothécaires de l'université Sainte-Anne (APPBUSA) to Committee Chair Nolan Young, MLA, and the Chair's response.

April 12, 2022 email from Judy Thomas re: the Atlantic Immigration Project. Members agreed by consensus to a suggestion from John A. MacDonald, MLA that the email be forwarded to the Minister of Labour, Skills and Immigration. Mr. MacDonald also noted for the record that the subject of Ms. Thomas's concern was addressed in the government's recently released health plan.



**DOCUMENTATION**

No further information was requested.

**TRANSCRIPT:**

A link to a transcript of this meeting can be found at:

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

**WITNESSES**

**Department of Education and Early Childhood Development**

- Sara Halliday, Acting Associate Deputy Minister
- Ann Power, Executive Director, Student Services and Equity
- Dr. Chris Boulter, Executive Director, Education Innovation, Programs and Services

**Cape Breton-Victoria Regional Centre for Education**

- Susan Kelley, Regional Executive Director

**COMMITTEE BUSINESS**

**Agencies, Boards and Commissions:**

The committee reviewed appointments to agencies, boards and commissions. All appointments were approved.

**Witnesses at June 28, 2022 meeting:**

The committee agreed by consensus to request from the Workers' Compensation Board of Nova Scotia for a change in witnesses: the board's Deputy Chair Robert Patzelt, and CEO Stuart MacLean, in place of the Chair, Saeed El-Darahali, who will be out of town on that date.

**DOCUMENTATION**

No further information was requested.

**TRANSCRIPT:**

A link to a transcript of this meeting can be found at:

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

**WITNESSES**

**Department of Labour, Skills and Immigration**

- Ava Czapalay, Deputy Minister
- Gary O’Toole, Senior Executive Director, Safety

**Workers’ Compensation Board of Nova Scotia**

- Robert Patzelt, Deputy Chair
- Stuart MacLean, Chief Executive Officer

**COMMITTEE BUSINESS**

**Agencies, Boards and Commissions:**

The committee reviewed appointments to agencies, boards and commissions. All appointments were approved.

**DOCUMENTATION**

The following information was requested and has been received from the Workers’ Compensation Board – Nova Scotia:

- “When you do make TV ads, do you use unionized workforces?”

**TRANSCRIPT:**

A link to a transcript of this meeting can be found at:

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

**COMMITTEE BUSINESS**

**Agencies, Boards and Commissions:**

The committee reviewed appointments to agencies, boards and commissions. All appointments were approved.

**Correspondence:**

July 18, 2022 letter from the Workers' Compensation Board of Nova Scotia, in response to a request for information made at the June 28, 2022 meeting. Accepted without comment.

July 25, 2022 email from Educators for Social Justice – Nova Scotia re: request to move the Nov. 29 meeting on Teacher Workloads to later in the day, and comments from the office of Cathy Montreuil, Deputy Minister of Education and Early Childhood Development. The committee agreed by consensus to hold the Nov. 29 meeting from 2:00 to 4:00 pm. If the House is sitting on Nov. 29, HR will reschedule the witnesses and meet at its regular time for ABCs only.

**DOCUMENTATION**

No further information was requested.

**TRANSCRIPT:**

A link to a transcript of this meeting can be found at:

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

**NOTE**

This meeting took place in the Legislative Chamber at Province House, to allow committee member Kendra Coombes, MLA to take part virtually.

**COMMITTEE BUSINESS**

**Agencies, Boards and Commissions:**

The committee reviewed appointments to agencies, boards and commissions. All appointments were approved.

The Chair reminded members there would be an agenda-setting at the September 27 meeting, and asked them to send their list of proposed topics to the committee clerk by Sept. 14.

**DOCUMENTATION**

No further information was requested.

**TRANSCRIPT:**

A link to a transcript of this meeting can be found at:

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

# APPENDICES

**APPENDIX A – AGENCY, BOARD AND COMMISSION APPOINTMENTS  
SEPTEMBER 2021 – AUGUST 2022**

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

**DEPARTMENT OF ADVANCED EDUCATION**

Acadia University Foundation

Nancy Handrigan	Member 5(1)(b) and Chair	2022-06-28
-----------------	--------------------------	------------

Art and Design Board of Governors, Nova Scotia College of

Jim Horwich	Member	2022-07-26
Maggie Marwah	Member	2022-07-26
Sarah McInnes	Member	2022-07-26
Sylvia Parris Drummond	Member	2022-07-26
Kathryn Toope	Member	2022-07-26
David van de Wetering	Member	2022-07-26

Research Nova Scotia Corporation Board of Directors

Nancy MacLellan	Director	2022-05-31
Karen Oldfield	Director	2022-05-31
Kathleen Trott	Director	2022-05-31

**DEPARTMENT OF COMMUNITIES, CULTURE, TOURISM AND HERITAGE**

Museum Board of Directors, Nova Scotia

Sara Greenblatt	Member	2022-05-31
Sean Meister	Member	2022-05-31
Katrina Swift	Member	2022-05-31
Sean Williams	Member	2022-05-31

Public Archives, Advisory Board of the

Anne Crossman	Member, Recommended and Chair	2022-03-29
Troy MacDonald	Member, Recommended	2022-03-29
Ruby Murphy	Member, Public at Large	2022-03-29

**DEPARTMENT OF COMMUNITY SERVICES**

Kings Regional Rehabilitation Centre, Board of Management of the

Phil Warren	Member	2022-08-30
Jennifer Collishaw	Member	2022-08-30

## **DEPARTMENT OF ECONOMIC DEVELOPMENT**

### Peggy's Cove Commission

Maria Bartholomew	Member	2022-05-31
Judy Dauphinee	Member	2022-07-26

## **DEPARTMENT OF EDUCATION AND EARLY CHILDHOOD DEVELOPMENT**

### African-Canadian Education, Council on

Randy Headley	Member at Large	2022-03-29
Sidney Idemudia	Member at Large	2022-03-29
Kimberly Sparks	Member, Dartmouth	2022-03-29

### Atlantic Provinces Special Education Authority Board of Directors

Kristin Hewlett	Member	2022-02-22
-----------------	--------	------------

### Teachers College Foundation Board of Governors, Nova Scotia

John Grant	Member	2022-04-26
Iain Harnish	Member	2022-04-26
Alexander (Sandy) MacDougall	Member	2022-04-26

## **DEPARTMENT OF ENVIRONMENT AND CLIMATE CHANGE**

### Resource Recovery Fund Board (Divert Nova Scotia Board)

Jeremy Scott	Member and Vice Chair	2022-02-22
Dwight Whynot	Member	2022-02-22

## **DEPARTMENT OF FINANCE AND TREASURY BOARD**

### Credit Union Deposit Insurance Corporation, Nova Scotia

James (Jim) Kavanaugh	Member	2022-08-30
Carol Barr	Member	2022-08-30

## **DEPARTMENT OF FISHERIES AND AQUACULTURE**

### Fisheries and Aquaculture Loan Board, Nova Scotia

Matthew Tapper	Member	2022-06-28
Donna Upham	Member	2022-06-28
Fanel Vasile	Member	2022-06-28
Robert Verge	Vice-Chair and Member	2022-06-28



## **DEPARTMENT OF HEALTH AND WELLNESS**

### Dental Hygienists of Nova Scotia, Council of the College of

David Acker	Member	
Gregory Glynn	Member	2022-01-25
Elizabeth Mann	Member	2022-01-25

### Dieticians and Nutritionists, Initial Board of the Nova Scotia College of

[To be proclaimed]

Judy Heffern	Public Representative	2022-04-26
Phillip Veinotte	Public Representative	2022-04-26
Jessica Fancy-Landry	Public Representative	2022-04-26

### Dispensing Opticians, Board of Directors of the Nova Scotia College of

[As of January 1, 2022, the remuneration for members of this board has been raised to \$175 per meeting]

Graham Sweett	Public Representative	2022-01-25
---------------	-----------------------	------------

### IWK Health Centre Board

Ashwin Kutty	Director	2022-01-25
--------------	----------	------------

### Midwifery Regulatory Council of Nova Scotia

Paulette Anderson	Public Representative	2022-06-28
-------------------	-----------------------	------------

### Nursing, Board of the Nova Scotia College of

Paulette Anderson	Public Representative	2022-06-28
Anne-Marie DeLorey	Public Representative	2022-06-28
Eric Poon	Public Representative	2022-06-28

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

Phillip Veinotte	Member	2022-01-25
------------------	--------	------------

### Optometrists, Board of the Nova Scotia College of

(Edgar) Lawrence "Larry" Clement	Member	2022-06-28
Beverley Patterson	Member	2022-06-28

### Paramedics of Nova Scotia, Council of the College of

Donna Denney	Public Representative	2022-06-28
--------------	-----------------------	------------

### Prescription Monitoring Board, Nova Scotia

Sharon Johnson-Legere	Director, Public Representative	2022-01-25
J. Ronald (Ron) Surette	Director, Public Representative	2022-01-25

Respiratory Therapists, Board of the Nova Scotia College of

David Lamb	Public Representative	2022-01-25
------------	-----------------------	------------

**DEPARTMENT OF JUSTICE**

Human Rights Commission, Nova Scotia

Cynthia Dorrington	Commissioner	2022-07-26
Cheryl Knockwood	Chair and Commissioner	2022-07-26

Police Commissioners (10), Municipal Boards of

Paul Calder	Member, Amherst	2022-05-31
Sarah Flemming	Member, Truro	2022-05-31
Noelle Gouthro	Member, Cape Breton Regional Municipality	2022-05-31
Dorothy Lane Hale	Member, Westville	2022-05-31
Darren Lipsett	Member, Bridgewater	2022-05-31
Patricia Lloyd	Member, Stellarton	2022-05-31
Anthony Thomas	Member, HRM	2022-05-31
Paul Walker	Member, Kentville	2022-05-31

Police (RCMP) Advisory Boards (30)

Gabriele Braun	Member, Municipality of the County of Victoria	2022-06-28
Jane Davis	Member, Municipality of West Hants	2022-06-28
Dale Kelly	Member, District of Lunenburg	2022-06-28
Katherine McCarron	Member, Town of Mahone Bay	2022-06-28
Anne Soucie	Member, District of Clare	2022-06-28
Jamie Stevens	Member, Cumberland County	2022-07-26

**DEPARTMENT OF LABOUR, SKILLS AND IMMIGRATION**

Apprenticeship Agency Board, Nova Scotia

William Cutler	Member (Motive Sector), Employee	2022-03-29
Jan Fullerton	Member at Large	2022-03-29
David Giles	Member (Motive Sector)	2022-07-26
Michael MacDonald	Member (Construction Sector), Employer	2022-03-29
Julie Marks	Member (Service Sector), Employer	2022-03-29
Todd Marsman	Member (Construction Sector), Employee	2022-03-29
Shawn McKillop	Member (Industrial/Manufacturing Sector), Employee	2022-03-29

Arbitration Advisory Committee

Akivah Starkman	Member, Employer Representative	2022-08-30
Allison McGrath	Member, Employer Representative	2022-08-30
Noella Martin	Member, Employer Representative	2022-08-30
Tracey Pinder	Member, Trade Union Representative	2022-08-30
Shawn Fuller	Member, Trade Union Representative	2022-08-30
David Wallbridge	Member, Trade Union Representative	2022-08-30
Barney Dobbin	Member and Designated Chair	2022-08-30

Minimum Wage Review Committee

Dylan Meisner	Member, Employer Representative	2022-08-30
---------------	---------------------------------	------------

Occupational Health and Safety Advisory Council

Leah Byrne	Member, Employee Rep	2022-02-22
David P. Campbell	Member, Employee Rep	2022-02-22
Danny Cavanagh	Member, Employee Rep	2022-02-22
Jacqueline Fahey	Member, Employer Rep	2022-02-22

Workers' Compensation Board of Nova Scotia

Steve Ashton	Member, Employer Rep	2022-03-29
--------------	----------------------	------------

**DEPARTMENT OF MUNICIPAL AFFAIRS AND HOUSING**

E911 Cost Recovery Committee

Heather Chappell	Member	2022-02-22
Dana Jasper	Member	2022-02-22
Paul Mason	Chair and Member	2022-02-22
Kyte Power	Member	2022-02-22
Wayne Thorburne	Member, NSFM Rep	2022-02-22

Municipal Finance Corporation, Nova Scotia

Eldon MacDonald	Member, NSFM Rep	2021-12-14
Geoff Gatien	Member, Civil Servant	2022-06-28
Kenzie McNeil	Member, AMA	2022-06-28

**DEPARTMENT OF NATURAL RESOURCES AND RENEWABLES**

Canada-Nova Scotia Offshore Petroleum Board

J. Robert MacQueen	Alternate Member	2022-03-29
Roger Percy	Member	2022-03-29

Shubenacadie Canal Commission

Sylvain Allaire	Member	2021-12-14
David Bligh	Member	2021-12-14
Brad Hodgins	Member, East Hants	2021-12-14
Carolyn Johnson	Member	2021-12-14
Katherine MacLellan	Member	2022-05-31
Donald McIver	Member	2021-12-14
Anne Patterson	Member	2022-05-31
Jan Raska	Member	2022-05-31

**DEPARTMENT OF PUBLIC WORKS**

Halifax-Dartmouth Bridge Commission

Victoria L. Harnish	Chair and Member	2022-03-29
Richard MacLean	Member	2022-02-22

**DEPARTMENT OF SERVICE NOVA SCOTIA AND INTERNAL SERVICES**

Embalmers and Funeral Directors, Board of Registration of

Louisa Horne	Member, Consumer Advocate	2022-07-26
Donald MacGillivray	Member, Consumer Advocate	2022-07-26
Adam Tipert	Member, Embalmer	2022-07-26

Film Classification Board

Sue Dirani	Member	2022-01-25
Joel Furoy	Member	2022-01-25
Janis Holmes	Member	2022-01-25
Randy Hume	Member	2022-07-26
Karen Laundon	Member	2022-01-25
Timothy McDermott	Member	2022-07-26
Patricia Moulaison	Member	2022-01-25
Adam Norton	Member	2022-01-25
Sherry Norton-Brunelle	Member	2022-07-26
Sharon Taylor-Schnare	Member	2022-07-26

Real Estate Commission, Nova Scotia

David Woo	Member	2022-07-26
-----------	--------	------------

**STATUS OF WOMEN**

**(Minister responsible for the *Advisory Council on the Status of Women Act*)**

Status of Women, Advisory Council on the

Seneca Classen-Pottie	Member	2022-07-26
Sarah MacDonald	Member	2022-07-26
Paula Minnikin	President and Member	2022-07-26

## APPENDIX B - MOTIONS

The following is a list of motions introduced by the Standing Committee on Human Resources. It does not include motions to recess, or to extend meeting times.

### December 14, 2021

As is customary when a new Standing Committee on Human Resources is formed, staff from the Executive Council Office gave members a brief review of the process of appointments to agencies, boards and commissions, and the committee's role in providing one layer of approvals of these appointments. After the presentation, a motion was introduced:

- I would like to put forward a motion that the committee write a formal letter to the Executive Council office to request for strategy to be put in place for approaching underrepresented communities in Nova Scotia and ensuring more diverse applicants are brought forward for Agencies, Boards and Commissions appointments. We also request that the executive council report back in 6 months time for the next agenda setting meeting.”
  - Moved by Ali Duale, MLA
  - Motion deferred

At the suggestion of John MacDonald, MLA this motion was deferred until the January meeting, so members could further discuss the wording.

Members discussed agenda-setting procedures, including the number of topics per caucus. A motion was introduced:

- I move the government caucus will get three regular or emergency topics per six-meeting rotation, the Official Opposition will get two regular or emergency topics per six-meeting rotation. The third party will get one regular or emergency topic per six-meeting rotation. The standing committee will rotate through topics using the following order: government, Official Opposition, government, third party, government, Official Opposition. Once the list of six topics is exhausted, the Chair of the committee will hold another agenda-setting meeting that will follow the above rotation.
  - Moved by Dave Ritcey, MLA
  - Motion carried

During discussion of this motion, members agreed to allow for flexibility in the order of topics, depending on witness availability.

An agenda-setting was held. Motions (paraphrased below) were carried in support of the following:

Progressive Conservative topics:

- To add *Strategies to Attract and Retain People to Rural Areas* to the agenda. Witness will be: Ava Czapalay, Deputy Minister, Department of Labour, Skills and Immigration
  - Moved by Melissa Sheehy-Richard, MLA
- An amendment was proposed to add representatives from NOW Lunenburg County and the Cape Breton Local Immigration Partnership to the witness list.
  - Moved by Kendra Coombes, MLA
  - Amendment defeated
  - Original motion carried
- To add *Strategies to Prevent Workplace Injuries* to the agenda. Witnesses will be: Department of Labour, Skills and Immigration: Ava Czapalay, Deputy Minister, and Gary O'Toole, Senior Executive Director, Safety, Department of Labour, Skills and Immigration; and Saeed El-Darahali, Chair, Workers' Compensation Board of Nova Scotia
  - Moved by Melissa Sheehy-Richard, MLA
- An amendment was proposed to add Jason MacLean, President, NSGEU to the witness list.
  - Moved by Kendra Coombes, MLA
  - Amendment defeated
  - Original motion carried
- To add *Promoting Healthy Living in Students* to the agenda. Witness will be: Cathy Montreuil, Deputy Minister, Department of Education and Early Childhood Development
  - Moved by Melissa Sheehy-Richard, MLA
- An amendment was proposed to add the Executive Director of Nourish Nova Scotia and the Community Food Coordinator of the Ecology Action Centre to the witness list.
  - Moved by Kendra Coombes, MLA
  - Amendment defeated
  - Original motion carried

Liberal topics:

- To add *Progress Reports on the Implementation of the Canada-Wide Child Care Agreement and the Excellence in ECE Strategy* to the agenda. Witnesses will be the Deputy Minister, Department of Education and Early Childhood Development, and (optional) representatives from the Association of Early Childhood Educators Nova Scotia.
  - Moved by Braedon Clark, MLA

- An amendment was proposed to add a representative from Child Care NOW Nova Scotia to the witness list.
  - Moved by Kendra Coombes, MLA
  - Amendment defeated
  - Original motion carried
- To add *Addressing Affordability for Post-Secondary Students in Nova Scotia Post-COVID* to the agenda. Witnesses will be the Deputy Minister, Department of Advanced Education; and representatives from Students Nova Scotia.
  - Moved by Braedon Clark, MLA
- An amendment was proposed to add representatives from the Canadian Federation of Students – Nova Scotia to the witness list.
  - Moved by Kendra Coombes, MLA
  - Amendment defeated
  - Original motion carried

New Democratic Party topic:

- To add *Teacher Workloads and Impact on Student Achievement, and Teacher Recruitment and Retention* to the agenda. Witnesses will be representatives from the Department of Education and Early Childhood Development, and Educators for Social Justice
  - Moved by Suzy Hansen, MLA
  - Motion carried.

**January 25, 2022**

Members discussed whether to hold the February 22 meeting in person, or by video conference. A motion was introduced:

- In order to do our part to slow the spread of the pandemic, I move that this committee be held virtually for our upcoming meeting in February.
  - Moved by Kendra Coombes, MLA
  - Motion carried

**February 22, 2022**

The committee considered a motion that had been introduced at the organizational meeting, and deferred until members could discuss the wording further:

- [T]hat the committee write a formal letter to the Executive Council Office to request for a strategy to be put in place for approaching underrepresented communities in Nova Scotia and ensuring more diverse applicants are brought forward for agency, board, and commission appointments. The board and commission appointees will also request that



the Executive Council report back in six months, in time for the next agenda-setting meeting.

- Moved by Ali Duale, MLA

An amendment with new wording was proposed:

- I move that the Standing Committee on Human Resources write to the Executive Council Office asking them for the policies, plans and actions they take in order to diversify ABC appointments, and invite the Executive Council Office to appear before the Human Resources committee after calls for the ABC candidates spring campaign is completed.
  - Moved by John A. MacDonald, MLA
  - Amendment carried
  - Amended motion carried.

Members discussed whether to hold the March 29 meeting in person, or by video conference. John A. MacDonald introduced a motion, which he modified after discussion during which Kendra Coombes, MLA suggested that the clerk poll the committee closer to the meeting date. A motion was introduced:

- I move that the Human Resources Committee resumes in-person meetings beginning with the meeting scheduled for March 29, however the clerk will poll the committee members as we get closer to confirm we are able to by Public Health.
  - Moved by John A. MacDonald
  - Motion carried

## APPENDIX C – DOCUMENTATION

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

### February 22, 2022

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

- Could the department provide the committee with a breakdown of line items and their assessed value in terms of the actual assessed value that the department, the government contributes to student assistance year over year, just so we have that itemized information?  
... What I'm looking for is an itemized assessment of what student assistance values each life expense or school expense for students that contribute to providing that value at the end of the day, or that amount at the end of the day.

As the result of an amended motion passed during the meeting, the following information and action was requested from the Executive Council Office. As of August 31, 2022, it had not yet been received.

- I move that the standing committee on Human Resources write to the Executive Council Office asking them for the policies, plans and actions they take in order to diversify ABC appointments, and invite the Executive Council Office to appear before the Human Resources committee after calls for the ABC candidates spring campaign is completed.

### June 28, 2022

The following information was requested and has been received from the Workers' Compensation Board – Nova Scotia:

- "When you do make TV ads, do you use unionized workforces?"

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

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

**Email:**  
[legcomm@novascotia.ca](mailto:legcomm@novascotia.ca)

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