



CONSULTATION with the INUIT PUBLIC for the PROPOSED SALARY AND BENEFITS of the ELECTED OFFICIALS of the NUNATSIAVUT ASSEMBLY

(Toronto, ON) February 20, 2025

As required under Inuit Law, the Member Services Committee (“MSC”) of the Nunatsiavut Assembly are expected to consult and seek feedback from the Inuit public before the Nunatsiavut Assembly can agree to changes in salary and benefits for Elected Officials.

The Member Services Committee would like to advise the Inuit public of the following:

Salaries for Assembly Members

The Constitution states that the salaries of elected officials are to be set for a five-year period and the Nunatsiavut Assembly Act gives the Member Services Committee the responsibility for recommending Assembly budgets, including salaries and benefits for Elected Officials. The proposed salary and indemnities are as follows, with a further explanation below:

	Base Salary*	Indemnity
President	160,000	
First Minister	95,000	40,000
Ministers / Speaker	95,000	25,000
Deputy Speaker	95,000	11,000
Ordinary Members	95,000	
AngajukKak	95,000	
Chairs of Inuit Community Corporation	95,000	

*Base Salary as identified for President is a misnomer because this role is not a base salary plus indemnity, unlike the others.

The Member Services Committee (MSC) has completed a review of the salary scales for Nunatsiavut Government Elected Officials. To support this process, the MSC engaged Political Science professors Dr. Graham White and Dr. Christopher Alcantara to compare Nunatsiavut salaries and benefits with those in Nunavut, Newfoundland and Labrador, and the Tłı̨chǫ Government. The report recommends salary increases based on fairness, competitiveness, workload, and the need to attract and retain qualified candidates.

Alcantara and White highlight the extensive responsibilities of Assembly members, including law-making, fostering accountability, and representing constituents. Ministers and the President have additional executive duties, but ordinary members also engage in policymaking, community engagement, and frequent travel. Despite this, salaries for Nunatsiavut officials are significantly lower than those in comparable jurisdictions. For

example, the President of Nunatsiavut earns \$140,580, whereas the Premier of Nunavut earns approximately \$247,610. Ministers in Nunatsiavut receive an additional indemnity of \$16,500, compared to \$48,664 in Newfoundland and Labrador.

A key concern is the difficulty in attracting qualified candidates to run for office. Many skilled individuals opt for higher-paying, stable jobs in the public sector or Voisey's Bay rather than seeking election, which involves job insecurity. Competitive salaries are necessary to ensure strong leadership.

While acknowledging financial constraints, the report stresses that failing to increase salaries could weaken governance by discouraging capable candidates from seeking office, ultimately impacting the effectiveness of the Nunatsiavut Government.

Bereavement Leave

After an internal review by the Member Services Committee, the proposed changes to the Bereavement Policy are largely for clarification and granting five days of leave for great-uncles and great-aunts, as well as children-in-law. The updated section of the Elected Officials Benefits Policy will now read:

D. Bereavement Leave

2 .1. An elected official is entitled to paid bereavement leave from work to attend to the funeral upon the death of a family member in accordance with the following:

- a) In the event of the death of an elected official's:
 - spouse or common-law partner;
 - mother or father;
 - the spouse or common-law partner of their mother or father;
 - legal guardian;
 - child, stepchild or foster child;
 - daughter-in-law or son-in-law;
 - grandchild;
 - sister or brother;
 - great uncle or aunt
 - grandfather or grandmother (including great-grandmother or great-grandfather); or
 - the spouse or common-law partner of the grandfather or grandmother;

five (5) paid working days;

- b) In the case of an elected official's:
 - aunt or uncle;
 - niece or nephew;
 - first cousin;
 - sister-in-law or brother-in-law; or
 - grandfather-in-law or grandmother-in-law (including great-grandmother-in-law and great grandfather-in-law);

three (3) paid working days;

- c) If the death of a relative referred to in (a) above occurs outside the Elected Official's home community, the Elected Official may be granted two (2) paid additional days for the purpose of attending the funeral; and

d) For the purpose of attending a funeral of a relative other than a relative referred to above, one paid day. If this occurs outside the Elected Official's home community, the Elected Official may be granted 2 additional paid days for attending the funeral.

e) Elected officials are excused from work to attend funerals in the community, but offices will remain open unless all staff are attending the funeral.

Constituency Allowance

The Member Services Committee has also completed their review of how constituency allowances can be used by elected officials. To aid in this process, the MSC contracted the services of MC Advisory, a consultancy the Nunatsiavut Government has worked with in the past. As a result of this report, the MSC has proposed the following changes to section 6 in order to allow elected officials to more effectively do their jobs and to better align with the practices of other legislatures:

2) Constituency Allowances are to be used to offset the costs for discharging the Ordinary Members' duties. Eligible expenditures are as follows:

- Public meetings -including room rental, advertising, interpretation/translation services and refreshments
- **Air Travel***
- Travel for all Ordinary Members (boat, skidoo, bus and taxies)
- Newsletter
- Website
- Mileage
- Advertising (public newspapers, magazines, television, and radio)
- Administrative support
- Telephone
- Postage
- Office supplies
- **Software* (with approval and assistance from the IT department)**
- **Event tickets***
- **Memberships* (to organizations in the official's constituency)**
- **Recognition items (cards, certificates, etc.)**
- **Professional Development* (fees for courses, materials)**

*Denotes prior approval from the Speaker's Office is required

Bold text denotes a change or addition

Please Submit comments* *in writing* to:

Bryan Winters
Speaker of the Nunatsiavut Assembly
Suite 203
145 Front Street East
Toronto ON M5A 1E3
Email: bryan.winters@nunatsiavut.com
Phone: (709) 725 8871

*Comments must be received by Monday, March 3, 2025 at 4:30 pm (AST) on in order to be accepted.