



To: Members of the Law Society of Nunavut

From: Julie Bedford Law Society of Nunavut Representative on the Legal Services Board of Nunavut

Re: Report for the 2022-2023 Annual General Meeting

Date: June 1, 2023

Board Membership and Activity

There has been some change in LSB's Board composition over the course of the year. Tara Tootoo-Fotheringham was appointed as the Kivalliq representative, Alison Crowe was appointed as the Qikiqtani representative, Jonathan Ellsworth was appointed as the GN representative, and Tim Zehr was appointed as a Member-at-Large. There is currently one vacancy for a Member- at-Large position, and all other positions remain the same.

HR Update

In March of this year, LSB saw the departure of its CEO. Teena Hartman, who has a long history with LSB (having occupied the position of CEO in years past), stepped in to assist and has been acting as interim CEO. LSB is currently in the process of recruiting a new CEO to take over the reins.

There has been an adjustment to the organizational structure at LSB, and three management positions have been created: Chief Administrative Officer (CAO), Director of Human Resources, and Chief Client Services Officer. In January 2023, Robynn Pavia joined LSB as the new CAO. The other positions are not currently filled.

LSB has seen some transition with staff over the past year. There has been a significant push to fill vacancies, and all three regional clinics have seen the addition of new staff lawyers. There have also been several new additions to the private panel. Efforts continue to recruit more staff and expand the private panel.

Compensation and Benefit Review

A compensation and benefit review is currently underway to identify and assess the pay and benefit structure for LSB. Job descriptions are being developed, and all positions will be captured and evaluated against northern and industry comparatives. The intention is to identify and offer fair, current, and equitable compensation at all levels of the organization.

Civil Update

There are currently two civil lawyers at LSB. The team is comprised of the civil team lead, currently stationed in Iqaluit, as well as a staff lawyer resident in Cambridge Bay. The latter is a recent Nunavut Law Program (NLP) graduate.

Family Update

There are currently two family lawyers stationed in Iqaluit. The family team lead position is currently vacant.

Criminal Update

LSB has seen a number of lawyers join the criminal team over the past year, including two graduates from the NLP. The criminal lead remains stationed in Rankin Inlet. Recruitment is underway to fill the outstanding vacancies.

Clinic Status and Updates

In March 2022, LSB's headquarters in Gjoa Haven was lost to a fire. Staff have since settled into a new office space.

Kathy Martha Padluq has taken on the role of Director of Clinics, and will oversee the office managers at each of the three clinics.