



To: Members of the Law Society of Nunavut

From: Julie Bedford

Law Society of Nunavut Representative on the Legal Services Board of Nunavut

Subject: Report for the 2024-2025 Annual General Meeting

Date: June 2025

### **Board Membership**

- The Board remains at full strength, with no changes in director composition over the past year.
- The Law Society representative was re-appointed in May for an additional three-year term.
- Both the Kivalliq representative's term and a member-at-large appointment are set to expire in the coming months.

## **HR Update**

- **Executive Leadership:** Teena Hartman continues as CEO, collaborating closely with the executive team.
- Finance: Former comptroller, Tiffany Halstead, has returned as Chief Financial Officer.
- **Staffing:** Several departures across the three practice areas have left vacancies, despite some new additions to the criminal team. Recruitment efforts are ongoing, and the private panel continues to fill the gaps as needed.
- **Courtworkers:** There are a number of vacancies across the territory. LSB is exploring alternative staffing models to ensure community coverage.

# **Legal Aid Applications**

- The legal aid application process had unravelled during Covid, but through a concerted effort LSB has returned to strict compliance with the legislation.
- A more streamlined approach has been adopted for in-custody clients, recognizing some of the challenges and urgency involved.





These improvements are expected to enhance accuracy in reporting and statistical tracking.

#### Finances

- The **2022–23** audit and annual report have been completed and submitted to GN Justice for legislative tabling.
- The **2023–24** audit is progressing well and is on track for completion by end of June.

#### **Compensation Review**

A thorough compensation and benefits review in 2023 highlighted housing and professional development as key areas for adjustment.

- Housing
  - In light of the housing crisis in Nunavut, securing units remains challenging. LSB continues to actively search for available and upcoming units to sublet to staff.
  - In recognition of the rising cost of living, the housing allowance was significantly increased last year, and LSB staff (with 6+ months tenure) received a one-time retention bonus this year.
- Professional Development
  - The LSB website has been updated, and a learning management system with various learning tools and a cultural orientation program has been implemented for staff.
  - Staff have been encouraged to participate in CPD activities, including a mock trial earlier this year, while courtworker training continues to be prioritized.

#### **Strategic Planning & Future Initiatives**

- Recent years have presented both internal and external challenges. Now, with renewed stability on the ground and at the Board level, LSB is poised to advance key initiatives.
- The Board has identified multiple policies in need of development or revision, and work is already in progress.
- In May, the Board convened for a strategic planning session. This was the first such exercise since 2016, and resulted in the development of a five-year plan covering governance, administration, and service delivery.





The information above provides only a brief overview and does not reflect the full scope of the Board's activities over the past year. If you would like to learn more, please do not hesitate to reach out for additional details or clarification.