



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 2023-2024 Annual General Meeting

Date: June 24, 2024

I. BOARD MEMBERSHIP AND ACTIVITY

The Board now has a full complement of directors. There has been some change in the composition over the course of the year: Rebecca Mike was appointed as the Qikiqtani representative, Bob Aknavigak was appointed as the Kitikmeot representative, Madeleine Redfern was appointed as a member-at-large (and is the current Chair), and Tilly Pillay was appointed as the GN representative. All other positions remain the same.

II. HR UPDATE

a. CEO

In March of 2023, LSB saw the departure of its CEO. LSB subsequently engaged a headhunting company to assist in recruiting a new CEO, while Teena Hartman stepped in as acting CEO. It was determined during this process that the best option for LSB was to stay the course with Teena at the helm given her long history with LSB. Teena has committed to staying on as CEO for two years - this time will be used to stabilize and develop a solid structure moving forward.

b. Staff

All practice areas have seen the addition of new staff lawyers over the last year, greatly assisting with the backlog in family and civil law.

There have also been a number of new recruits on the administrative front, as well as in finance. A new comptroller came onboard in May of 2023. LSB has also added an executive assistant and HR specialist to the team.

III. PUBLIC LEGAL EDUCATION

There have been a number of community events as well as information sessions at the regional clinics to promote public legal education. Staff continue to brainstorm and develop ways of expanding PLE.

Finances and Compensation review

Last year LSB engaged a third party to conduct a compensation and benefit review. The purpose was to identify and assess the organization's pay and benefit structure. The final report was received and raised a number of questions that warranted further research and consideration. The review included comparisons with other legal aid plans across the country, as well as other relevant comparators, including the PPSC and GN Justice. The review revealed that there are some areas requiring adjustment. Work is underway to determine costs and feasibility of the recommendations. Housing has been identified as a priority, with an acknowledgement that the housing allowance does little to address the housing crisis and lack of available units. Professional development has also been highlighted as an area warranting more resources.

Committee membership

There are a number of committees within the Board that meet regularly between meetings to ensure the timely review and discussion of urgent matters. Terms of reference have been developed and work is underway. The Board is expecting a busy year, particularly for the policy committee. Various areas requiring policy development have been identified, as well as a need to revisit and update current policies.