



NORTHWEST TERRITORIES
LEGISLATIVE ASSEMBLY
TERRITOIRES DU NORD-OUEST
ASSEMBLÉE LÉGISLATIVE

MEETING GO 69-20-25

STANDING COMMITTEE ON GOVERNMENT OPERATIONS

~

MONDAY, NOVEMBER 17, 2025
EAGLE ROOM, LEGISLATIVE ASSEMBLY
1:30 PM

AGENDA

1. Call to Order
2. Prayer/Reflection
3. Review and Adoption of Agenda
4. Declarations of Conflict of Interest
5. Public Matters
 - a) Briefing on Bill 32: An Act to Amend the *Public Service Act*, No. 2 with the Honourable Caroline Wawzonek, Minister of Finance
6. In Camera Matters
 - a) Debrief
 - b) Internal briefing on Bill 35: Miscellaneous Statute Law Amendment Act, 2026
7. Date and Time of Next Meeting: Wednesday, December 3, 2025 at 9 a.m.
8. Adjournment



Bill 32: An Act to Amend the Public Service Act

November 2025



Government of
Northwest Territories

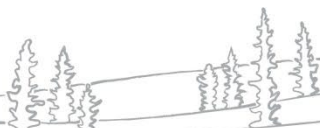
Bill 32: *An Act to Amend the Public Service Act*

- Purpose of Bill 32
 - Bill 32 modernizes and clarifies the GNWT public service framework for improved governance.
- Key Changes Introduced
 - Updates roles, recruitment, employee conduct, and safe wrongdoing disclosure mechanisms.
- Employee Engagement
 - Bill 32 enhances engagement with employee associations to support public service staff.
- Equal Pay Commissioner
 - The bill appoints an Equal Pay Commissioner to ensure pay equity within the public service.



Framework and Objectives of the Act

- Foundational Framework
 - The Act provides the foundational structure for GNWT public service management and practices.
- Modern Updates
 - Bill 32 introduces clarity and gender-neutral language to align with contemporary public service standards.
- Roles and Responsibilities
 - Defines roles, recruitment, and ethical standards to support effective public service delivery.
- Safe Disclosure Process
 - Establishes confidential processes protecting employees when reporting wrongdoing and reprisals.



Roles, Responsibilities & Recruitment: Governance and Staffing Procedures

- Minister Accountability
 - The Minister oversees overall public service administration under Bill 32.
- Deputy Minister Authority
 - Deputy Minister of Finance manages public service staffing and administration.
- Merit-Based Recruitment
 - Hiring decisions are based on merit ensuring fairness and transparency.
- Flexible Staffing Policies
 - Non-competitive appointments and transfers support adaptability and training.



Appeals & Conduct: Staffing Appeals and Employee Behavior

- Staffing Appeals Transparency
 - Bill 32 integrates staffing appeals criteria directly into the Act for clarity and accessibility.
- Code of Conduct Authority
 - The Minister can establish a Code of Conduct with disciplinary measures for non-compliance.
- Restrictions on Public Criticism
 - Public criticism, including social media posts, is restricted to maintain professionalism.
- Political Activity Standards
 - Political activity rules now apply to Indigenous Governments and Organizations for consistent standards.



Equal Pay & Employee Associations: Commissioner Appointment and Labour Relations

- Equal Pay Commissioner Appointment
 - The Equal Pay Commissioner is appointed by the Commissioner of the Executive Council to emphasize equity.
- Collective Bargaining Updates
 - Amendments clarify rights and responsibilities in collective bargaining including updating bargaining unit exclusions.
- Arbitration Power Alignment
 - The Act aligns arbitration powers with the 2024 *Arbitration Act* to ensure fair dispute resolution.
- Labour Relations Collaboration
 - Updates promote strong engagement, equitable treatment, and collaboration in the public service labour environment.



Safe Disclosure of Wrongdoing: Legislating Process and Protections

- Safe Disclosure Process
 - Bill 32 defines a secure process for reporting wrongdoing confidentially in public service.
- Protection from Reprisal
 - Individuals reporting misconduct are protected from retaliation under the legislated process.
- Independent Oversight
 - A Public Interest Disclosure Officer administers the process, ensuring impartiality and trust.
- Fostering Accountability
 - The process promotes accountability and ethical behavior, encouraging safe concern reporting.



Update on Phase II - PSA Modernization

- Focus on Section 41 – Collective Agreements
- Jurisdictional review of certification process – complete
- Engagement – underway
- Timeline to complete – on schedule



Questions?
Thank you

