

## TO THE HONOURABLE THE LEGISLATIVE ASSEMBLY OF MANITOBA

Your Standing Committee on Legislative Affairs presents the following as its Second Report.

### Meetings

Your Committee met on the following occasions in the Legislative Building

- November 19, 2021 (4<sup>th</sup> Session – 42<sup>nd</sup> Legislature)
- June 22, 2022 (4<sup>th</sup> Session – 42<sup>nd</sup> Legislature)

### Matters under Consideration

- Recommendation for the appointment of the Manitoba Advocate for Children and Youth

### Committee Membership

As per the Sessional Order passed by the House on October 7, 2020 and subsequently amended, Rule 82(2) was waived for the November 19, 2021 meeting, reducing the membership to six Members (4 Government and 2 Official Opposition).

Committee Membership for the November 19, 2021 meeting:

- Ms. FONTAINE
- Hon. Mr. GOERTZEN
- Mr. MICKLEFIELD
- Mr. SMITH (*Lagimodière*)
- Mrs. SMITH (*Point Douglas*)
- Mr. TEITSMA

Your Committee elected Mr. SMITH (*Lagimodière*) as the Chairperson.

Your Committee elected Mr. TEITSMA as the Vice-Chairperson.

As per the Sessional Order passed by the House on October 7, 2020 and subsequently amended, Rule 82(2) was waived for the June 22, 2022 meeting, reducing the membership to six Members (4 Government and 2 Official Opposition).

Committee Membership for the June 22, 2022 meeting:

- Mr. BRAR
- Mr. GUENTER
- Mr. MICHALESKI
- Mrs. SMITH (*Point Douglas*)
- Mr. SMOOK (*Chairperson*)
- Mr. WISHART

Your Committee elected Mr. MICHALESKI as the Vice-Chairperson.

### Motions

Your Committee agreed to the following motion at the November 19, 2021 meeting:

- *THAT a sub-committee of the Standing Committee on Legislative Affairs be struck to manage the process of hiring a Manitoba Advocate for Children and Youth, under the terms and conditions as follows:*

*(a) the subcommittee consist of four Government Members, two Official Opposition Members and one Independent Member;*

*(b) the subcommittee have the authority to call their own meetings, the ability to meet in camera, and be able to undertake duties it deems necessary in order to fulfil its responsibilities in the hiring process;*

*(c) the subcommittee may only report back to the Standing Committee on Legislative Affairs with a recommendation that has been agreed to by all members; and*

*(d) the Committees Branch staff as well as the Legislative Assembly Human Resource Services staff be authorize to attend all meetings of the subcommittee.*

Your Committee agreed to the following motions at the June 22, 2022 meeting:

- *THAT the report and recommendations of the Sub-Committee be received.*
- *THAT the Standing Committee on Legislative Affairs recommends to the Legislative Assembly of Manitoba that Sherry Gott be appointed as the Manitoba Advocate for Children and Youth.*

## **REPORT FROM THE SUB-COMMITTEE**

Your Sub-Committee presents the following as its First Report.

### **Meetings:**

Your Sub-Committee met on the following occasions:

- February 28, 2022 at 1:00 p.m.
- April 22, 2022 at 3:00 p.m.
- May 27, 2022 at 12:45 p.m.

The February 28, 2022 meeting was held *in camera* in Room 255 of the Legislative Building.  
The April 22, 2022 meeting was held *in camera* in Room 254 of the Legislative Building.  
The May 27, 2022 meeting was held *in camera* in Room 255 of the Legislative Building.

### **Matters under Consideration:**

- Hiring process for the Manitoba Advocate for Children and Youth

### **Sub-Committee Membership:**

Sub-Committee Membership for the February 28, 2022 meeting:

- Hon. Ms. CLARKE
- Mr. LAGASSÉ
- Ms. LAMOUREUX
- Ms. LATHLIN
- Mrs. SMITH (Point Douglas)
- Mr. TEITSMA
- Mr. WISHART

Your Sub-Committee elected Mr. WISHART as the Chairperson and Mr. TEITSMA as the Vice-Chairperson during the meeting on February 28, 2022.

Sub-Committee Membership for the April 22, 2022 meeting:

- Hon. Ms. CLARKE
- Mr. LAGASSÉ
- Ms. LAMOUREUX
- Ms. LATHLIN
- Mrs. SMITH (Point Douglas)
- Mr. TEITSMA
- Mr. WISHART

Sub-Committee Membership for the May 27, 2022 meeting:

- Hon. Ms. CLARKE
- Ms. LAMOUREUX
- Ms. LATHLIN
- Ms. MORLEY-LECOMTE
- Mrs. SMITH (Point Douglas)
- Mr. TEITSMA
- Mr. WISHART

### **Staff present for all Sub-Committee meetings:**

- Carrie Perumal, Director of Legislative Assembly Human Resources Services
- Deanna Wilson, Executive Director of Legislative Assembly Administration and Finance
- Katerina Tefft, Clerk Assistant/Clerk of Committees

**Agreements by the Sub-Committee:**

Your Sub-Committee reached the following agreements during the meeting on February 28, 2022:

- The Legislative Assembly Human Resource Services will deal with all the logistics and paperwork involved with the hiring process of the Manitoba Advocate for Children and Youth, which includes the Advertising Plan, Selection Criteria, Paper Screening Criteria, and Advertisement.
- The Legislative Assembly Human Resource Services will conduct the paper screening of applications received and report to the Sub-Committee with all qualified candidates for review.
- The Sub-Committee will then review the list of qualified candidates and determine which applicant(s) will be interviewed by the Legislative Assembly Human Resource Services.

Your Sub-Committee reached the following agreements during the meeting on April 22, 2022:

- To interview the three candidates that met the essential qualifying criteria.
- That each Member of the Sub-Committee shall be entitled to observe the interviews while having participation in the scoring process.
- The Sub-Committee will review the interview rating results and, pending successful reference checks, determine the candidate to be recommended for the position of Manitoba Advocate for Children and Youth.
- To adopt the following Terms of Reference:

***Legislative Assembly of Manitoba  
Terms of Reference for Hiring of Independent Officers of the Assembly  
April 22, 2022***

***Purpose:***

*On November 19, 2021, the Standing Committee on Legislative Affairs passed a motion to strike a Sub-Committee to manage the process of hiring a new Manitoba Advocate for Children and Youth. The Sub-Committee, consisting of four Government Members, two Official Opposition Members and one Independent Liberal Member, has the authority to call its own meetings, the ability to meet in camera, and be able to undertake duties it deems necessary in order to fulfil its responsibilities in the hiring process. The Sub-Committee must report back to the Standing Committee on Legislative Affairs with a recommendation that has been agreed to by all members.*

*The Sub-Committee will be assisted in their duties by the staff from the Committees Branch and the Legislative Assembly Human Resource Services who are authorized to attend all meetings of the Sub-Committee.*

***Roles and Responsibilities:***

- 1. The Sub-Committee assigns the Legislative Assembly Human Resource Services to deal with all the logistics and paperwork involved with the hiring process of the Manitoba Advocate for Children and Youth.*
- 2. The Legislative Assembly Human Resource Services will:*
  - (a) devise a hiring process which includes an advertising plan, a paper screening process, an interview process and a selection process;*
  - (b) draft an advertisement, paper screening criteria and selection criteria;*
  - (c) print the advertisement as set out in the advertising plan;*
  - (d) conduct the paper screening of applications received;*
  - (e) report to the Sub-Committee all qualified candidates for review and selection to interview;*
  - (f) conduct interviews on candidates selected by the Sub-Committee;*
  - (g) report to the Sub-Committee, the interview rating results on the candidates selected by the Sub-Committee; and*

- (h) conduct reference checks on candidate(s) and report to the Sub-Committee any issues or concerns identified.*
- 3. The Sub-Committee Members will individually have the ability to view the list of qualified candidates along with their background paperwork confidentially at the Legislative Assembly Human Resources Services Office prior to the Sub-Committee's review.*
  - 4. The Sub-Committee will review the list of qualified candidates and select which applicant(s) will be interviewed by the Legislative Assembly Human Resources Services.*
  - 5. Each Member of the Sub-Committee shall be entitled to observe the interviews while having participation in the scoring process.*
  - 6. The Sub-Committee will review the interview rating results and, pending successful reference checks, determine the candidate to be recommended for the position of Manitoba Advocate for Children and Youth.*
  - 7. The Sub-Committee must provide a report to the Standing Committee on Legislative Affairs that includes a recommendation for the next Manitoba Advocate for Children and Youth.*

Your Sub-Committee reached the following agreement during the meeting on May 27, 2022:

- Pending successful reference checks, the Sub-Committee agreed to recommend to the Standing Committee on Legislative Affairs that Sherry Gott be appointed as the Manitoba Advocate for Children and Youth.
- In the event that the chosen candidate declines or the reference checks are unsuccessful, the Sub-Committee agreed to meet again to discuss further options.

**Legislative Assembly Human Resource Services Activities:**

As agreed to by the Sub-Committee on February 28, 2022, the Legislative Assembly Human Resource Services was tasked with all the logistics and paperwork involved with the hiring process of the Manitoba Advocate for Children and Youth.

On April 22, 2022, the Legislative Assembly Human Resource Services reported to the Sub-Committee a list of three qualified candidates for review and selection to be interviewed.

The Sub-Committee considered applications for the position of the Manitoba Advocate for Children and Youth follows:

- Forty-four applications were received for the position.
- One individual was interviewed for the position on May 16, 2022.
- One individual was interviewed for the position on May 17, 2022.
- One individual was interviewed for the position on May 18, 2022.

On May 27, 2022, the Legislative Assembly Human Resource Services reported to the Sub-Committee the interview rating results of the three candidates.

Submitted by,

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Mr. Dennis SMOOK, Chairperson  
June 22, 2022