

## TO THE HONOURABLE LEGISLATIVE ASSEMBLY OF MANITOBA

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

### Meetings

Your Committee met *in camera* on the following occasions in the Legislative Building:

- March 27, 2025 at 6:00 p.m. (2<sup>nd</sup> Session – 43<sup>rd</sup> Legislature)
- September 16, 2025 at 1:00 p.m. (2<sup>nd</sup> Session – 43<sup>rd</sup> Legislature)

### Matters under Consideration

- The hiring process for a Seniors' Advocate

### Committee Membership

Committee Membership for the March 27, 2025 meeting:

- Ms. BYRAM
- MLA COMPTON
- MLA CROSS
- Mr. JOHNSON
- MLA LOISELLE
- MLA PANKRATZ

Your Committee elected MLA CROSS as the Chairperson.

Your Committee elected MLA PANKRATZ as the Vice-Chairperson.

Committee Membership for the September 16, 2025 meeting:

- MLA BEREZA
- Ms. BYRAM
- MLA COMPTON
- MLA CROSS
- MLA LOISELLE
- MLA PANKRATZ (*Vice-Chairperson*)

Your Committee elected MLA COMPTON as the Chairperson.

### Motions

Your Committee agreed to the following motion at the March 27, 2025 meeting:

- *THAT a sub-committee of the Standing Committee on Legislative Affairs be struck to manage the process of hiring a Manitoba Seniors' Advocate, under the terms and conditions as follows:*
  - (a) *the sub-committee consist of four Government Members, two Official Opposition Members and one Independent Liberal Member;*
  - (b) *the sub-committee have 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;*
  - (c) *the sub-committee 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 Clerks as well as the Legislative Assembly Administration staff be authorized to attend all meetings of the sub-committee.*

Your Committee agreed to the following motions at the September 16, 2025 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 Leigh Anne Caron be appointed as the Seniors' Advocate.*

**REPORT FROM THE SUB-COMMITTEE**

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

**Meetings**

Your Sub-Committee met on the following occasions:

- March 27, 2025 at 6:03 p.m.
- April 23, 2025 at 9:00 a.m.
- June 13, 2025 at 9:00 a.m.
- July 11, 2025 at 9:00 a.m.

The March 27, 2025 meeting was held *in camera* in Room 255 of the Legislative Building.  
The April 23, 2025 meeting was held *in camera* in Room 255 of the Legislative Building.  
The June 13, 2025 meeting was held *in camera* in Room 254 of the Legislative Building.  
The July 11, 2025 meeting was held *in camera* in Room 255 of the Legislative Building.

**Matters under Consideration**

- The hiring process for a Seniors’ Advocate

**Sub-Committee Membership**

Sub-Committee Membership for the March 27, 2025 meeting:

- Ms. BYRAM
- MLA COMPTON
- MLA CROSS
- Mr. JOHNSON
- MLA LOISELLE
- MLA LAMOUREUX
- MLA PANKRATZ

Your Sub-Committee elected MLA LOISELLE as the Chairperson.  
Your Sub-Committee elected MLA COMPTON as the Vice-Chairperson.

Sub-Committee Membership for the April 23, 2025 meeting:

- Ms. BYRAM
- MLA COMPTON (*Vice-Chairperson*)
- MLA CROSS
- Mr. JOHNSON
- MLA LOISELLE (*Chairperson*)
- MLA LAMOUREUX
- MLA PANKRATZ

Sub-Committee Membership for the June 13, 2025 meeting:

- Ms. BYRAM
- MLA COMPTON (*Vice-Chairperson*)
- MLA CROSS
- Mr. JOHNSON
- MLA LOISELLE (*Chairperson*)
- MLA LAMOUREUX
- MLA PANKRATZ

Sub-Committee Membership for the July 11, 2025 meeting:

- MLA BEREZA
- Ms. BYRAM
- MLA COMPTON (*Vice-Chairperson*)
- MLA CROSS
- MLA LOISELLE (*Chairperson*)
- MLA LAMOUREUX
- MLA PANKRATZ

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

- Carrie Perumal, Director of Legislative Assembly Human Resource Services (except July 11, 2025)
- Deanna Wilson, Executive Director of Legislative Assembly Administration Branch
- Katerina Tefft, Clerk Assistant/Clerk of Committees (except July 11, 2025)
- Tim Abbott, Deputy Clerk (July 11, 2025)

### **Agreements by the Sub-Committee**

Your Sub-Committee reached the following agreements during the meeting on March 27, 2025:

- The Legislative Assembly Human Resource Services will draft all paperwork involved in the hiring process of a Seniors' Advocate, including the Advertising Plan, Selection Criteria, Paper Screening Criteria, and Advertisement, for the Sub-Committee's consideration and review.
- To advertise the position both locally and nationally, and that the successful candidate should have a solid understanding of Manitoba and services offered to seniors in Manitoba
- To adopt the following Terms of Reference:

***Legislative Assembly of Manitoba  
Terms of Reference for Hiring of Independent Officers of the Assembly  
March 27, 2025***

#### ***Purpose:***

*On March 27, 2025, the Standing Committee on Legislative Affairs passed a motion to strike a Sub-Committee to manage the process of hiring a new Seniors' Advocate. 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 Seniors' Advocate.*
- 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 Resource 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 Resource Services.*

5. *Each Member of the Sub-Committee shall be entitled to observe the interviews while having participation in the scoring process, with a minimum of one designated Member per recognized party in attendance at each interview.*
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 Seniors' Advocate.*
7. *The Sub-Committee must provide a report to the Standing Committee on Legislative Affairs that includes a recommendation for the Seniors' Advocate.*

Your Sub-Committee reached the following agreements during the meeting on April 23, 2025:

- The Legislative Assembly Human Resource Services will post the Advertisement for a minimum of 10 days per publication, with a June 8, 2025 deadline for applications. Following the closure of the advertisement, Human Resource Services will conduct the paper screening of applications received and provide to the Sub-Committee a list of all qualified candidates for review in advance of its next meeting.
- The Sub-Committee will then meet to review the list of qualified candidates and determine which applicant(s) will be interviewed.
- The Legislative Assembly Human Resource Services will draft interview questions for the Sub-Committee's consideration and review.

Your Sub-Committee reached the following agreements during the meeting on June 13, 2025:

- To interview six of the seven candidates selected for review by Legislative Assembly Human Resource Services.
  - Note: One of those six candidates declined to be interviewed.
- To replace Mr. JOHNSON as a Member of the Sub-Committee for the interviews and any further meetings going forward due to scheduling conflicts.
  - Note: MLA BEREZA was selected as the replacement Member by the PC caucus.

Your Sub-Committee reached the following agreement during the meeting on July 11, 2025:

- Pending successful reference checks, the Sub-Committee agreed to recommend to the Standing Committee on Legislative Affairs that Leigh Anne Caron be appointed as the Seniors' Advocate.
- In the event that the chosen candidate declines the offer 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 March 27, 2025, Legislative Assembly Human Resource Services was tasked with all the logistics and paperwork involved with the hiring process of the Seniors' Advocate.

On June 13, 2025, the Legislative Assembly Human Resource Services reported to the Sub-Committee a list of seven qualified candidates for review and selection to be interviewed.

The Sub-Committee considered applications for the position of Seniors' Advocate as follows:

- 111 applications were received for the position.
- Four individuals were interviewed for the position on July 3, 2025.
- One individual was interviewed for the position on July 4, 2025.

On July 11, 2025, Legislative Assembly Human Resource Services reported to the Sub-Committee the interview rating results of the five candidates interviewed.

Submitted by,

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MLA Carla COMPTON, Chairperson  
September 16, 2025