



## HUMAN RESOURCES department

### ACTIVITY REPORT NOVEMBER 2020 TO FEBRUARY 2021

---

The Human resources (HR) section provides support and assistance to over 400 employees of the KRG.

#### 1. Management

- Regular updates on the Return to Work Handbook – includes restriction and mitigation measures that apply on the workplace.

#### 2. Employee movements

- For KRG:
  - Coordination of the end of employment of 14 employees;
  - Coordination of the end of employment of 7 temporary contract employees;
  - Coordination of the posting of 45 positions and hiring of 11 employees;
  - One employee retired from Sustainable Employment department
- For KRPF:
  - 7 constables positions filled, all staff for KRPF.
  - Coordination of the end of employment of 11 constables (1 sergeant, 10 constables)

#### 3. Dayforce Implementation

- The implementation of the Human Resources Information System (HRIS) modules began in January 2021 and expected to be completed by April 2021.

#### 4. Training

- The KRG departments have identified areas for which they want to receive training in 2021, the department is actively looking into various delivery methods.

#### 5. Labor Relations

- The LRC committee met in November and January to discuss different issues and meetings are ongoing on a monthly basis
- Negotiations for the new collective agreement are expected to start in February 2021.

#### EMPLOYEE STATISTICS (as of February 1<sup>st</sup>, 2021)

KRG								
	KRG	%	TRANSPORT	%	MANAGEMENT	%	TOTAL	%
Inuit Women	94		5		18		117	
Inuit Men	55		45		15		115	
<b>Total : Inuit</b>	<b>149</b>	<b>67%</b>	<b>50</b>	<b>80%</b>	<b>33</b>	<b>44%</b>	<b>232</b>	<b>64%</b>
Non Inuit Women	24		1		15		40	
Non Inuit Men	50		11		27		88	
<b>Total : Non Inuit</b>	<b>74</b>	<b>33%</b>	<b>12</b>	<b>20%</b>	<b>42</b>	<b>56%</b>	<b>128</b>	<b>36%</b>
<b>TOTAL EMPLOYEES</b>	<b>223</b>		<b>62</b>		<b>75</b>		<b>360</b>	

Public Security - KRPF								
	KRPF	%	Guards*	%	Civilian	%	TOTAL	%
Inuit Women	2		12		8		22	
Inuit Men	2		5		0		7	
<b>Total : Inuit</b>	<b>4</b>	<b>5%</b>	<b>17</b>	<b>34%</b>	<b>8</b>	<b>100%</b>	<b>29</b>	<b>20%</b>
Non Inuit Women	10		9		0		19	
Non Inuit Men	72		24		0		96	
<b>Total : Non Inuit</b>	<b>82</b>	<b>95%</b>	<b>33</b>	<b>66%</b>	<b>0</b>	<b>0%</b>	<b>115</b>	<b>80%</b>
<b>TOTAL EMPLOYEES</b>	<b>86</b>		<b>50</b>		<b>8</b>		<b>144</b>	
<b>In Kuujuaq</b>	<b>19</b>	<b>22%</b>	<b>17</b>	<b>34%</b>	<b>6</b>	<b>75%</b>	<b>42</b>	<b>30%</b>

\*NOTE: Kuujjuaraapik, Inukjuak and Kangiqsujuaq are not included in the guard numbers.

## Human Resources Department Employees

<b>Title</b>	<b>Name</b>	<b>Assigned Departments and Files</b>	<b>Email</b>	<b>Phone</b>
Director	Vacant	<i>Recruitment still on-going</i>		2264
Advisor	Karine Côté	Finance and Treasury; Transportation; H&S; LRC; Employee Years of Service Recognition.	<a href="mailto:kcote@krg.ca">kcote@krg.ca</a>	2337
Advisor	Nathalie LeGall	KRPF; Civil Security; Legal; CNESST.	<a href="mailto:nlegall@krg.ca">nlegall@krg.ca</a>	2275
Advisor	Jennifer Matchett- Tasse	Renewable Resources; MPW; Administration – Operations/Procurement; Regional Councilors; LRC.	<a href="mailto:jmatchett@krg.ca">jmatchett@krg.ca</a>	2289
Advisor	Cynthia Cookie- Simard	Sustainable Employment; Recreation; RLED; Communications; Administration – IT / Tamaani.	<a href="mailto:CCookie-Simard@krg.ca">CCookie- Simard@krg.ca</a>	2409
Administrative Coordinator	Leah Pilurтуut	Administrative support to the HR Department	<a href="mailto:lpilurтуut@krg.ca">lpilurтуut@krg.ca</a>	2305