



HUMAN RESOURCES Department

ACTIVITY REPORT FEBRUARY TO MAY 2024

The Human Resources (HR) Department coordinates all Kativik Regional Government (KRG) labour files. It delivers advice, technical assistance and coaching to directors and other management employees and contributes to the implementation of the organization's human potential priorities through employee recruitment, retention, training and professional development.

1. General

- We have hired two new HR Advisors since the last Regional Council Meeting.
- Following approval in 2024 budget, a Human Resources Specialist is focusing on Health and Safety and CNEST for KRG employees, and a Learning and Development Specialist is addressing training needs, a Succession Management Plan and onboarding of new employees.
- Management employees' working conditions are being revised and updated. We are expecting to have this done before the end of this year.
- Results of the 2023 employee survey were presented to the Executive Committee in January. Department directors also have received the results, and a town hall meeting for all employees is being organized.
- We participated in the first HR regional conference in Montreal early May where the representatives of Nunavik employers were present; discussions were about sharing and finding solutions for Nunavik.
- Met with management in Departments to discuss the KRG workforce, to look at new work location concepts to help with recruitment and retention.

2. Employee movements

- For KRG:
 - Coordination of posting involving 56 positions and the hiring of 14 employees. Of the 56 postings, 15 were a second posting and 15 were a third posting.
 - Coordination for the end of employment of 5 permanent employees (deceased, termination or resignation);
- For NPS:
 - 2 constables' positions filled for NPS;
 - Coordination of the end of employment of 4 constables;

3. Training

- We have some ongoing training for most of the departments and employees have been registering to do individual training as well. The individual training is aimed at developing professional skills and this will ensure our staff stays up to date with current practices in their field.
- We are in the process of contacting schools for the Succession Management Plan; courses should be offered to our Inuit Managers before the end of 2024. The goal of the Succession Management Plan is to develop local talents, for management positions within the KRG.

4. Labour Relations

- Labour relations committee (employer-union): several meetings have taken place, and discussions have focused on different issues (specific employee cases, complaints, improvements, requests, etc.).
- We are preparing an information package for management employees on changes in the current collective agreement.

5. Technical Assistance Program to Northern Villages

- We are continuing our efforts to recruit an HR Advisor who will provide HR coordination assistance to the Northern Villages. A more defined plan of support will be communicated once we have an employee in place. Meanwhile, we continue to assist the NV with requests for HR assistance.

See Appendix A below for a profile of KRG human resources, and Appendix B for contact information on departmental employees.

Appendix A

KRG human resource statistics (as of February 1, 2024)

KRG								
	KRG	%	TRANSPORT	%	MANAGEMENT	%	TOTAL	%
Inuit Women	95		3		20		118	
Inuit Men	45		62		17		124	
Total : Inuit	140	63%	65	76%	37	38%	242	62%
Non Inuit Women	21		0		24		45	
Non Inuit Men	45		20		36		101	
Total : Non Inuit	66	37%	20	24%	60	62%	146	38%
TOTAL EMPLOYEES	206		85		97		388	

Public Security - NPS								
	NPS	%	Guard	%	Civilian	%	TOTAL	%
Inuit Women	1		3		8		12	
Inuit Men	1		0		0		1	
Total : Inuit	2	2%	3	7%	8	100%	13	8%
Non Inuit Women	13		16		0		29	
Non Inuit Men	96		24		0		120	
Total : Non Inuit	109	98%	40	93%	0	0%	149	92%
TOTAL EMPLOYEES	111		43		8		162	

TOTALS						
Total Employees	NPS	119	KRG	388	Grand Total	507
Total Vacant-Approved Positions	NPS	N/A	KRG	96	Grand Total	603

Department	Vacant positions	New positions	Total
Administration	10	8	18
Civil Security	2	1	3
Communications	1	0	1
Management – DGO	2	0	2
Finance and Treasury	3	0	3
Human Resources	0	2	2
Legal	3	0	3
MPW	9	12	21
Recreation	3	0	3
RLED	2	0	2
Renewable Resources	7	7	14
Sustainable Employment	8	2	10
Transportation	14	0	14
Total	64	32	96

Appendix B

Human Resources Department Employees

Name and Position	Contact info	Assigned to:
Karine Cote Interim Director	kcote@krq.ca hrdirector@krq.ca (NVs) ext 2337	Human Resources Northern Villages
Melanie Knight Interim Assistant Director	mknight@krq.ca ext 2409	All departments Advisor Support
Nathalie Le Gall Human Resources Specialist	nlegall@krq.ca ext 2275	NPS/Health & Safety/CNESST
Emilie Denis Human Resources Advisor	edenis@krq.ca ext 2289	Civil Security Transportation
Marise Nadeau Human Resources Advisor	mnadeau@krq.ca ext 2425	Administration Municipal Public Works
Anna Solomina Human Resources Advisor	asolomina@krq.ca ext 2264	Sustainable Employment Finance and Treasury Legal, Socio-judicial and Municipal Management Regional and Local Economic Development
Sylvie Faria Human Resources Advisor	sfaria@krq.ca ext 2240	Communications Recreation Renewable Resources Northern Villages
Laura Pinci Recruiter	lpinci@krq.ca mobile: 819-469-9413	All departments
Leah Pilurтуut Administrative Coordinator	lpilurтуut@krq.ca hradmin@krq.ca ext 2305	Inquiries regarding insurance, pension plan, RRSP, forms, etc.