



HUMAN RESOURCES Department

ACTIVITY REPORT SEPTEMBER TO NOVEMBER 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

- Interviews were conducted for HR Advisor (Learning and Development) and HR Advisor (Technical Assistance Program) for the Northern Villages, as well as HR Advisor for NPS.
- The Management Employees Working Conditions are still being reviewed, keeping in mind the budget for 2025. We are expecting to have this done by spring 2025.
- The KRG is moving towards new work location models, and data has been presented at Executive Committee. Discussions with departments have taken place to develop a better understanding of the current situation and what is evolving over next few months. At the moment, 78% of the KRG positions are on site, 12% rotational, 9% hybrid and 1% remote.

2. Employee movements

For the September-November period inclusive:

- For KRG:
 - Coordination for posting 42 positions and hiring 22 employees. Of the 42 postings, 39 were for permanent positions and seven for temporary positions. Also, of the 42 postings, 11 were a second posting and six were a third posting. Of the 22 hires, 19 were permanent and three were temporary positions, which includes less than three-month temporary positions that are not required to be posted.
 - Coordination for end of employment (deceased, termination or resignation) of 13 permanent employees and three temporary employees
- For NPS:
 - Four constable positions were filled
 - 12 cadets were recruited
 - Coordination of end of employment of three constables and one cadet

3. Training

- Each department was asked to update their staff training needs for next year.
- We are looking at more options to be able to offer more training to all KRG employees.

4. Labour Relations

- The employer-union Labour Relations Committee met several times during the period. Discussions have focused on a range of issues (specific employee cases, complaints, improvements, requests, and so forth).
- The current collective agreements for both the General and Transport bargaining units are ending on December 31, 2025. Negotiations on a new agreement will start in 2025.

5. Technical Assistance Program to Northern Villages

- HR assistance to the NVs is in place, with the HR team answering requests. We are working with the Legal Department as well on more complex HR files.
- The HR Department will be contacting each NV to have a better picture of their needs.
- Documentation will soon be available for NVs in terms of forms, documents, information.

6. Health and Safety Committee

- The Health and Safety Committee held election within the committee in early November to assign positions to committee members. The committee received training and started work on documents and guidelines.
- The HR department is in the process of securing a Health and Safety consultant to help with new changes and requirements from the CNESST.

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 November 1, 2024)

KRG								
	KRG	%	TRANSPORT	%	MANAGEMENT	%	TOTAL	%
Inuit Women	101		2		19		122	
Inuit Men	43		58		16		117	
Total: Inuit	144	61%	60	76%	35	35%	239	57%
Non-Inuit Women	23		0		27		50	
Non-Inuit Men	71		19		38		128	
Total: Non Inuit	94	39%	19	24%	65	65%	178	43%
TOTAL EMPLOYEES	238		79		100		417	

Public Security - NPS								
	NPS	%	Guard	%	Civilian	%	TOTAL	%
Inuit Women	1		2		8		11	
Inuit Men	1		2		0		3	
Total: Inuit	2	2%	4	7%	8	100%	14	7%
Non-Inuit Women	18		16		0		34	
Non-Inuit Men	110		37		0		147	
Total: Non Inuit	128	98%	53	93%	0	0%	181	93%
TOTAL EMPLOYEES	130		57		8		195	

TOTALS						
Total Employees	NPS	195	KRG	417	Total Employed	612
Total Vacant-Approved Positions	NPS	N/A	KRG	87	Total Employed Once Vacancies are Filled	699

Department	Vacant positions	New positions	Total
Administration	8	7	15
Civil Security	2	0	2
Communications	2	0	2
Management – DGO	2	0	2
Finance and Treasury	3	1	4
Human Resources	0	3	3
Legal	2	1	3
MPW	10	6	16
Recreation	3	0	3
RLED	4	0	4
Renewable Resources	13	3	16
Sustainable Employment	9	0	9
Transportation	8	0	8
Total	66	21	87

Appendix B

STAFF

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