



HUMAN RESOURCES Department

ACTIVITY REPORT JUNE TO SEPTEMBER 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

- Recruitment is ongoing for an HR Advisor (Learning and Development) and HR Advisor (Technical Assistance Program) for the Northern Villages.
- Revision and updating of Management Employees Working Conditions policy is ongoing. 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.
- New work location concepts to help with recruitment and retention are still being discussed with exceptions being made on case-by-case basis.

2. Employee movements

For the May-August period inclusive:

- For KRG:
 - Coordination for posting 67 positions and hiring 30 employees. Of the 67 postings, 60 were for permanent positions and seven for temporary positions. Also, of the 67 postings, 19 were a second posting and 20 were a third posting. Of the 30 hires, 21 of them were permanent and nine were temporary positions, which includes less than 3-month temporary positions that are not required to be posted.
 - Hired eight summer students and one intern from Pijunnaqunga
 - 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
 - Hired one summer student
 - Coordination of end of employment of two constables and one cadet

3. Training

- Training is still ongoing in most departments. Employees have been registering for individual training that develops professional skills and ensures our staff stays up to date with current practices in their field. We have also enrolled employees in training courses hosted by Citation Canada (formerly HR-Downloads) that includes training for new managers.
- We are in the process of finalizing the Succession Management Plan, which starts in early 2025. The goal of the Succession Management Plan is to develop local talent for management positions within the KRG.

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 preparation of an information package for management employees on changes in the current collective agreement is still in the process.

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 NVs with requests for HR assistance.

6. Health and Safety Committee

- The Health and Safety Committee is being renewed. The union and KRG will each have three representatives participating. We expect the committee to be fully active in late 2024.

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 August 1, 2024)

KRG								
	KRG	%	TRANSPORT	%	MANAGEMENT	%	TOTAL	%
Inuit Women	92		3		19		114	
Inuit Men	44		62		17		123	
Total: Inuit	136	60%	65	78%	36	36%	237	58%
Non-Inuit Women	22		0		26		48	
Non-Inuit Men	71		18		37		126	
Total: Non Inuit	93	40%	18	22%	63	64%	174	42%
TOTAL EMPLOYEES	229		83		99		411	

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	8%
Non-Inuit Women	15		21		0		36	
Non-Inuit Men	108		30		0		138	
Total: Non Inuit	123	98%	51	93%	0	0%	174	92%
TOTAL EMPLOYEES	125		55		8		188	

TOTALS						
Total Employees	NPS	188	KRG	411	Total Employed	599
Total Vacant-Approved Positions	NPS	N/A	KRG	105	Total Employed Once Vacancies are Filled	704

Department	Vacant positions	New positions	Total
Administration	10	8	18
Civil Security	1	0	1
Communications	2	0	2
Management – DGO	2	0	2
Finance and Treasury	3	0	3
Human Resources	1	2	3
Legal	3	1	4
MPW	12	8	20
Recreation	3	0	3
RLED	3	0	3
Renewable Resources	11	6	17
Sustainable Employment	10	2	12
Transportation	17	0	17
Total	78	27	105

Appendix B

Human Resources Department Employees

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; Northern Villages
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.