



## **HUMAN RESOURCES Department**

### **ACTIVITY REPORT DECEMBER 2024 TO FEBRUARY 2025**

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The Human Resources Department supports and coordinates the Kativik Regional Government's activities related to employee and labor relations. The HR Department advises and supports managers and employees, and ensures the KRG is compliant with all applicable laws and regulations in the field of human resources. The HR Department is responsible for managing every employee's complete life cycle at the KRG; from recruitment, hiring, onboarding through to training, professional development and retention, as well as for ensuring the administration of employee working conditions and benefits.

#### **1. General**

- Two new HR Advisors joined the team and are completing the onboarding process.
- The Working Conditions for KRG Management Employees are in final stages of review and will be implemented in 2025. Significant improvements will be made in several areas. We expect that this will help with the recruitment of qualified candidates and retention of current employees.
- In an effort to keep up with new realities facing all organizations in recruitment and retention, as well as our current housing shortage, we continue our review and discussion of an organizational model that includes new types of positions based on remote work on a part or full-time basis. More work needs to be done to clarify the way we will move forward with this concept. Eventually discussion will be required with the KRG unions in order to implement this new reality in the collective agreements.

#### **2. Employee movement**

For the December 2024 to February 2025 period:

- For the KRG:
  - We coordinated the posting of 37 positions and hiring of 27 employees. Of these 37 postings, nine were second postings and six were third postings. Of the 27 hires, 26 were for permanent positions and one was for a temporary position. These numbers include temporary positions of less than three months that are not required to be posted.
  - Coordinated the end of employment (deceased, termination or resignation) of 15 permanent employees and two temporary employees.

- For the NPS:
  - Two constable positions were filled
  - 17 cadets were recruited
  - Coordination of end of employment of one constable

### **3. Training**

- Each department was asked to update staff training needs. A Human Resources Advisor specializing in training and development initiatives is now part of the HR team, and he is reaching out to departments to further examine training and development requirements.
- Several departments have submitted training requests that have been authorized.
- We are working on launching the succession management plan for beneficiary managers in 2025.

### **4. Labour Relations**

- The Labour Relations Committee met several times. Discussions focused on issues such as grievances, complaints and employee requests. Meetings are scheduled to try and work toward the settlement of specific cases in the near future.
- The current collective agreements for both the General and Transportation bargaining units are ending on December 31, 2025. We will begin preparing for negotiations in the fall.

### **5. Technical Assistance Program to Northern Villages**

- HR assistance to the Northern Villages is underway. The HR team has been answering requests and working in collaboration with the KRG Legal Department.

### **6. Health and Safety Committee (HSC)**

- Elections for the HSC were held at the end of 2024. The HSC is composed of eight members: four unionized members and four management members.
- HSC committee members are currently undergoing training. Our priority is to train everyone before starting to work on specific projects. Our orientation/training was held on Feb 14 and was facilitated by an external consultant who is a specialist in health and safety (APSAM). A group of 20 employees were in attendance (DGO, Directors, HSC members, and union representatives).

***See Appendix A for a profile of employment statistics, and Appendix B for contact information of HR team members.***

**Appendix A - STATISTICS (FEBRUARY 1, 2025)**

KRG								
	KRG	%	TRANSPORT	%	MANAGEMENT	%	TOTAL	%
Inuit Women	104		2		20		126	
Inuit Men	43		62		15		120	
<b>Total: Inuit</b>	<b>147</b>	<b>60%</b>	<b>64</b>	<b>77%</b>	<b>35</b>	<b>34%</b>	<b>246</b>	<b>57%</b>
Non-Inuit Women	27		0		26		53	
Non-Inuit Men	75		19		42		136	
<b>Total: Non-Inuit</b>	<b>102</b>	<b>40%</b>	<b>19</b>	<b>23%</b>	<b>68</b>	<b>66%</b>	<b>189</b>	<b>43%</b>
<b>TOTAL EMPLOYEES</b>	<b>249</b>		<b>83</b>		<b>103</b>		<b>435</b>	

Public Security – NPS								
	NPS	%	Guard	%	Civilian	%	TOTAL	%
Inuit Women	1		1		8		10	
Inuit Men	1		1		0		2	
<b>Total: Inuit</b>	<b>2</b>	<b>1%</b>	<b>4</b>	<b>4%</b>	<b>8</b>	<b>100%</b>	<b>12</b>	<b>6%</b>
Non-Inuit Women	20		11		0		30	
Non-Inuit Men	119		35		0		154	
<b>Total: Non-Inuit</b>	<b>138</b>	<b>99%</b>	<b>46</b>	<b>96%</b>	<b>0</b>	<b>0%</b>	<b>184</b>	<b>94%</b>
<b>TOTAL EMPLOYEES</b>	<b>140</b>		<b>48</b>		<b>8</b>		<b>196</b>	

TOTALS						
<b>Total Employees</b>	NPS	196	KRG	435	Total employees	<b>631</b>
<b>Total Vacant-Approved Positions</b>	NPS	2	KRG	83	Total employees when vacancies are filled	<b>716</b>

Department	Vacant positions	New positions	Total
Administration	10	6	16
Civil Security	2	0	2
Communications	1	0	1
Management – DGO	2	0	2
Finance and Treasury	1	1	2
Human Resources	0	3	3
Legal	3	1	4
MPW	9	4	13
Recreation	3	0	3
RLED	0	1	1
Renewable Resources	13	3	16
Sustainable Employment	11	1	12
Transportation	8	0	8
<b>Total</b>	<b>63</b>	<b>20</b>	<b>83</b>

## Appendix B – STAFF

Name and Position	Contact information	Assignment
Director	Vacant	Human Resources Northern Villages
Assistant Director	Vacant	All departments HR team support
Nathalie Le Gall Human Resources Specialist	nlegall@krg.ca ext. 2275	Nunavik Police Service Health & Safety CNESST
Emilie Denis Human Resources Advisor	edenis@krg.ca ext. 2289	Civil Security Transportation Health & Safety committee
Marise Nadeau Human Resources Advisor	mnadeau@krg.ca ext. 2425	Administration Municipal Public Works
Lydia Di Stefano Human Resources Advisor	ldistefano@krg.ca ext. 2240	Sustainable Employment Finance and Treasury Legal, Socio-judicial and Municipal Management Regional and Local Economic Development
Sylvie Faria Human Resources Advisor	sfaria@krg.ca ext. 2264	Communications Recreation Renewable Resources
Human Resources Advisor	Vacant	Technical Assistance program Northern Villages
Reinaldo Boada Human Resources Advisor	rboada@krg.ca ext. 2240	Training and development Departments to be confirmed.
Anna Solomia Human Resources Advisor	asolomina@krg.ca	Nunavik Police Service
Laura Pinci Recruiter	lpinci@krg.ca mobile: 819-469-9413	Recruitment - All departments
Leah Pilurtoot Administrative Coordinator	lpilurtoot@krg.ca hradmin@krg.ca ext. 2305	Insurance, pension plan, RRSP, forms, etc.