



HUMAN RESOURCES Department

ACTIVITY REPORT

MARCH TO MAY 2025

The Human Resources (HR) Department supports and coordinates the Kativik Regional Government's (KRG) activities related to employee and labour relations. The HR Department advises and supports managers and employees and ensures that 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

- We have completed several critical recruitment initiatives. Two Assistant Director General positions as well as the position of Director, Renewable Resources have been filled. We continue to work on staffing the Director, Human Resources and the Director, Transportation roles as well as the Assistant Director, Legal and the Assistant Treasurer positions. We are currently working with external recruitment firms for several positions. We are hopeful that we will be able to fill these positions in the near future.
- The KRG's management staff were trained on the new Performance Evaluation Process in early April. The HR Team has since launched the performance evaluation cycle for 2024 and 2025. Self-evaluations are currently in progress for 2024, and we will complete the process in June. We will proceed with the evaluation process for 2025 in the fall.
- HR recently launched, in collaboration with the IT Section, organization-wide cybersecurity training that will take place over the next twelve months. This training is essential in helping us in promote increased employee awareness of important IT security issues.
- The KRG's annual campaign aimed at hiring summer students at the KRG has also been launched. This campaign has been rolled out internally and will soon be unveiled on social media.

2. Employee movements

For the February to April 2025 period:

- For the KRG:
 - Coordinated posting of 91 positions and hiring of 15 employees. Of these 91 postings, 22 were second postings and 18 were third postings. Of the 18 hires, 14 were for permanent positions and 4 were for temporary positions. These numbers include temporary positions of less than three months that are not required to be posted.

- Coordination of the end of employment (deceased, termination or resignation) of 17 permanent employees and 3 temporary employees.
- For the NPS:
 - 3 constable positions filled
 - 9 cadets recruited
 - Coordination of end of employment of 4 constables

3. Training

- We have focused on further defining cultural sensitivity training initiatives for all KRG employees. Cultural sensitivity training will be introduced as soon as an employee is hired, and it will become an integral part of each employee's onboarding process. We hope to enhance cultural sensitivity throughout the employee's employment with the KRG by having employees attend regularly scheduled cultural activities, presentations and seminars within the KRG. These activities would be facilitated by KRG employees or by carefully selected external providers. The HR department has created an IT portal that will help us schedule and deliver these initiatives more efficiently and ensure that all employees recognize the importance of these initiatives and make time to participate. The portal will also allow us to promote cultural activities that are available within Nunavik communities.
- We are implementing additional training on the prevention of workplace harassment for all managers in the near future.

4. Labour Relations

- The Labour Relations Committee is scheduled to meet in May to discuss grievances and other litigations that are currently outstanding.
- Our collective agreements (General and Transportation) are ending on December 31, 2025. We will begin our internal process of reaching out to all managers in the early fall to gain a better understanding of agreement changes that would be helpful, and what we need to revise in the collective agreements to better align with the KRG's needs.
- We are currently working with the unions on pay equity compliance in both KRG bargaining units (General (Provincial Law) and Transportation (Federal Law)).

5. Technical Assistance Program to Northern Villages

- HR attended the meeting of the Association of Secretary Treasurers of Nunavik in May. We hope that our presentation at this meeting has helped to better identify the support that the KRG can provide, as well as facilitate communication with the NVs.

See Appendix A - Employment statistics and Appendix B - Contact information HR team members.

Appendix A – EMPLOYMENT STATISTICS (MAY 1, 2025)

KRG								
	KRG	%	TRANSPORT	%	MANAGEMENT	%	TOTAL	%
Inuit Women	104		2		21		127	
Inuit Men	42		60		14		116	
Total: Inuit	146	60%	62	77%	35	33%	243	56%
Non-Inuit Women	26		0		27		53	
Non-Inuit Men	73		19		43		135	
Total: Non-Inuit	99	40%	19	23%	70	67%	188	44%
TOTAL EMPLOYEES	245		81		105		431	

Public Security – NPS								
	NPS	%	Guard	%	Civilian	%	TOTAL	%
Inuit Women	1		1		8		10	
Inuit Men	2		0		0		1	
Total: Inuit	3	1%	1	2%	8	100%	12	5%
Non-Inuit Women	19		10		0		29	
Non-Inuit Men	129		37		0		166	
Total: Non-Inuit	148	99%	47	98%	0	0%	195	95%
TOTAL EMPLOYEES	151		48		8		207	

TOTALS						
Total Employees	NPS	199	KRG	439	Total employees	638
Total Vacant-Approved Positions	NPS		KRG		Total employees when vacancies are filled	716

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	2	1	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
Total	63	20	83

Appendix B – STAFF CONTACT INFORMATION

Name and Position	Contact information	Assignment
Vacant Director		
Vacant Assistant Director		
Nathalie Le Gall Human Resources Specialist Interim Assistant Director	nlegall@krg.ca ext. 2275	Nunavik Police Service Health & Safety CNESST
Emilie Denis Human Resources Advisor	edenis@krg.ca ext. 2289	Civil Security Transportation
Marise Nadeau Human Resources Advisor	mnadeau@krg.ca ext. 2425	Municipal Public Works Finance and Treasury Recreation
Lydia Di-Stefano Human Resources Advisor	ldistefano@krg.ca ext. 2240	Administration Legal, Socio-judicial and Municipal Management Regional and Local Economic Development
Sylvie Faria Human Resources Advisor Team Leader	sfaria@krg.ca ext. 2264	Renewable Resources Northern Villages
Vacant Human Resources Advisor	Vacant	
Reinaldo Boada Human Resources Advisor	rboada@krg.ca ext. 2240	Sustainable Employment Training and development Communications
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 Pilurтуut Administrative Coordinator	lpilurтуut@krg.ca hadmin@krg.ca ext. 2305	HR Administration : Insurance, pension plan, RRSP, forms, etc.