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Administration régionale KATIVIK Regional Government

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Director General's Update to Regional Council

November 24, 2025 – Kuujuaq

- Good morning, I would like to take a few minutes to give an overview of some of the key areas where the Director General's Office (DGO) has been working closely with Departments to execute mandates and objectives as well as implementing Executive Committee (EC) and Regional Council (RC) priorities for the Kativik Regional Government (KRG). Our directors will provide more details during the presentation of their Activity Reports.
- The DGO continues to work closely with the Directors on a regular basis and chairs Directors' meetings to ensure departments are kept apprised of on-going events and that we are aligned when it comes to achieving our objectives and mandates.
- It is said that retention of employees is just as important if not more important than recruitment. We are always looking at ways to retain our employees that are working hard for us.
- I am pleased to welcome Valerie Lefin to her first RC in her capacity as Director of Human Resources (HR). You will meet Valerie during the presentation of the HR Activity Report, the team is excited to have a permanent HR Director as are all of us here at KRG. We are adding some new positions to our HR team as KRG has grown over the years to improve support to our directors in overseeing our departments. It is important that we support our HR team so they can better support our employees throughout the organization.
- Our current Collective Bargaining Unit agreement expires in December, and we look forward to negotiations to get a deal that is fair for our employees, one that is within our fiscal framework and one of which we are all proud. Our new HR Director has already been in touch with the DGO on the upcoming negotiations and we will be meeting with our EC at a strategic planning session from December 9-11 to discuss what our EC envisions in a new agreement.

- The DGO and our EC have been promoting and advocating for a professional and respectful workplace at KRG. The DGO, working with HR, will be introducing harassment prevention and reporting procedures so that all employees can work in a safe and respectful environment. We also will be providing educational presentations and materials that will be rolled out in 2026.
- I am also pleased to announce that we have a new Director of Transportation starting on December 1, 2025. This is in addition to KRG having a strategic aviation consultant support our Transportation team. I would like to thank Akin Akindele for providing leadership as Acting Director.
- This fall we have beneficiaries enrolled in a Certificate of Public Administration in Leadership program at McGill University. I want to thank our HR team as well as KI for inviting us to participate in available spaces for this training. As part of our succession plan, we have other beneficiaries that have indicated they want to pursue this training in 2026. We are also working with HR to look at other training opportunities for our beneficiaries and for all our employees.
- The DGO continues working closely with the Treasurer to work with all 13 Departments to review existing mandates and budgets, and we just finished budget meetings this month with our EC and our senior management team. On December 11 there will be a special RC to review and approve the budget.
- The DGO continues discussions with the Quebec Government regarding upcoming negotiations on agreements. KRG and Makivvik presented a proposal to the Quebec Government this fall and on November 2, Makivvik, KRG and the Quebec Government agreed to a final amount of \$155.6M for the next six years starting on April 01, 2026. KRG and Makivvik are meeting in a joint Executive meeting on December 16 to discuss future implementation of this program.
- The DGO and Senior Political/Executive Advisor continue to meet with the Government of Quebec regarding amendments to the Kativik Act that require immediate attention; specifically changes to procurement and to remuneration of Regional Councillors. We recently met with senior officials in MAMH, and followed up with the Deputy Minister and Chief of Staff at MAMH, to ensure this item is placed on the legislative agenda as soon as possible. The Quebec Government is aware that this is a priority for KRG, and we will continue communications at a senior level with the Quebec Government to move this agenda item forward and look at interim options regarding remuneration for our RC members.

- Our Recreation Department team is busy preparing for the Arctic Winter Games in Whitehorse from March 8-11, 2026. At this RC, our Social Media Officer will be coordinating a brief video where we will be asking RC members to send positive and encouraging words to support and cheer on our athletes from Nunavik.
- The DGO continues working closely with our Special Advisor, Adel Yassa, and with Philippe Boivin, Director MAMH, to have bi-annual meetings with our Directors and Quebec Government officials to share challenges and best practices. The first meeting was held in Quebec City on June 13, and our next meeting is now scheduled for early in the New Year. This forum is an excellent venue to maintain and build upon relationships between senior officials of KRG and the Quebec Government.
- The DGO continues to be involved with strategic partnerships within Nunavik and meets regularly with Makivvik, Nunavik Housing bureau, and others as required on a variety of committees and on specific issues where collaboration among Nunavik organizations is required.
- The DGO and Directors of KRG participated in a current audit of the water crisis in Puvirnituk to share the responses and actions that KRG did to assist the village during this challenging time. As I stated in my last update to the RC, we are cooperating fully in this audit and open to any suggestions for improvements going forward that can improve how we as organization assist villages during times of crisis. We look forward to reviewing the final report when it is released by the Quebec Government.
- The DGO continues to review all departments to look at best practices and challenges and gaps that require attention to ensure good program and service delivery. Our EC regularly challenges us to look for improvements, to work together internally and build on external relationships with Makivvik and other strategic partners in Nunavik. We have recently completed an internal review of our Communications and Civil Security departments, and we are currently finalizing a review of our Nunavik Police Service (NPS). The final report of the NPS audit will be presented at our next strategic planning session with the EC in December. This report will be provided to the RC at our next RC in February or during a Special RC.
- The DGO will be contacting Makivvik on our Nunavik Public Security Committee as this is co-chaired by both organizations to discuss and review the audited NPS report as well.

- I would like to thank NPS Chief Jean-Pierre Laprose as he is retiring. Maggie Emudluk, KRG Chairperson will be introducing a new interim Chief to oversee the NPS audit implementation, oversee our operations, as well as assist with the search for a new Chief of Police.
- I would like to take this opportunity to report that all our senior management team, from the DGO, Directors and Assistant Directors now are all based in Nunavik. Our NPS management team is now back in Nunavik as per direction from the EC and DGO. It is important that our senior management be in Nunavik to hear and see first-hand challenges on the ground facing our departments and the villages they serve.
- I would like to conclude my comments by stating that if you have any issues in your Northern Villages that require KRG assistance, it is important that the issues be communicated to KRG so that we can coordinate with our Executive and Department Directors to provide a timely response. Sometimes these issues are beyond the mandate and responsibilities of KRG; however, we are always available to provide support and technical advice. We can organize a meeting with our Chair, Vice Chair, Executive, appropriate departments and the NV to have all of us around the table discussing the issue at hand and collectively looking at pro-active solutions and an action plan.
- It is our pleasure to provide advice, manage and oversee daily KRG operations in a manner that is transparent and accountable, and most importantly, implements the strategic directions and resolutions of the EC and RC.
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