



HUMAN RESOURCES Department
ACTIVITY REPORT
JUNE TO SEPTEMBER 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, and onboarding through to training, professional development, and retention as well as for ensuring the administration of employee working conditions and benefits.

1. General

- We continue to work on many recruitment initiatives including staffing several critical positions in the HR department including HR Director and Assistant Director positions. We were successful in staffing several key positions such as Assistant Treasurer. We continue to work with internal and external recruiters to ensure that our recruitment initiatives are completed as quickly as possible. Further, we have reevaluated several positions such as Buyer, Senior Buyer and Travel Clerk. This has allowed us to better position the KRG within the market and to be more successful in our recruitment efforts.
- The Job Evaluation Committee will be meeting for the first time in several years and new members will be given training on the current job evaluation process. This will allow the HR Department to act more quickly when new positions are created and need to be evaluated before being posted, or when current positions need to be reevaluated.
- We have completed the Performance Evaluation Process for 2024, and preparing to launch the performance evaluation process for 2025 in the fall.
- Our internal organization-wide cybersecurity training is ongoing, and employee participation is reviewed regularly by managers. This training is essential in helping us to promote increased employee awareness of important IT security issues.
- We are actively preparing for KRG Employee Day celebrations, which will take place on September 19 across all Nunavik communities. This year, we are encouraging department directors and assistant directors to travel, when possible, to communities outside of Kuujuaq in order to celebrate alongside local KRG employees.

2. Employee movement

For the May to July 2025 period:

- For the KRG:
 - Coordinated posting of 39 positions and hiring of 21 employees. Of these 39 postings, eight were second postings and six were third postings. Of the 25 hires, 21 were for permanent positions and four 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 15 permanent employees and one temporary employee.
- For the NPS:
 - 15 constable positions filled
 - 11 cadets recruited
 - Coordination of end of employment of six constables and one cadet

3. Training

- We continue to focus on further defining cultural sensitivity training initiatives for all KRG employees. We have launched a contract with the University of Laval for the preparation of a cultural sensitivity training module tailored to needs of the KRG. We also continue to implement our current cultural sensitivity initiatives with all employees.
- We will be implementing training on the prevention of workplace harassment for all managers in the fall.

4. Labour Relations

- The Labour Relations Committee will be scheduling a meeting in the fall 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 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 continue to work with the unions on pay equity compliance in both KRG bargaining units (General (Provincial Law) and Transportation (Federal Law)).

5. Health and safety

- The KRG'S Health and Safety Committees continue to be active. Several recommendations have been submitted to the HR Department in an attempt to make the KRG workplace safer. These recommendations will be discussed and actions will be taken in the fall.

6. Technical Assistance Program to Northern Villages

- We continue our efforts to provide support to the NVs. HR will be attending meetings for NV stakeholders in an attempt to better identify the support that the KRG can provide, as well as to facilitate communication.

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

Appendix A – EMPLOYMENT STATISTICS (AUGUST 1, 2025)

KRG								
	KRG	%	TRANSPORT	%	MANAGEMENT	%	TOTAL	%
Inuit Women	105		2		21		128	
Inuit Men	44		59		16		119	
Total: Inuit	149	58%	61	78%	37	35%	247	56%
Non-Inuit Women	29		0		27		56	
Non-Inuit Men	77		17		43		137	
Total: Non-Inuit	106	52%	17	22%	70	65%	193	44%
TOTAL EMPLOYEES	255		78		107		440	

Public Security – NPS								
	NPS	%	Guard	%	Civilian	%	TOTAL	%
Inuit Women	1		1		8		10	
Inuit Men	2		0		0		2	
Total: Inuit	3	2%	1	2%	8	100%	12	6%
Non-Inuit Women	20		6		0		26	
Non-Inuit Men	136		36		0		172	
Total: Non-Inuit	156	98%	42	98%	0	0%	198	94%
TOTAL EMPLOYEES	159		43		8		210	

TOTALS						
Total Employees	NPS	210	KRG	440	Total employees	650
Total Vacant-Approved Positions	NPS	2	KRG	83	Total employees when vacancies are filled	735

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
Vacant Assistant Director		Vacant
Vacant Human Resources Advisor		Vacant
Vacant Human Resources Advisor		Vacant
Nathalie Le Gall Human Resources Specialist Interim Assistant Director	nlegall@krg.ca ext. 2275	Nunavik Police Service Health & Safety CNESST
Anna Solomia Human Resources Advisor	asolomina@krg.ca	Nunavik Police Service
Emilie Denis Human Resources Advisor	edenis@krg.ca ext. 2289	Municipal Public Works Administration
Lydia Di-Stefano Human Resources Advisor	ldistefano@krg.ca ext. 2240	Legal, Socio-Judicial and Municipal Management Regional and Local Economic Development Civil Security Recreation Communications
Sylvie Faria Human Resources Advisor Interim Team Leader	sfaria@krg.ca ext. 2264	Renewable Resources Northern Villages Transportation
Reinaldo Boada Human Resources Advisor	rboada@krg.ca ext. 2240	Sustainable Employment Finance Training and development
Laura Pinci Recruiter	lpinci@krg.ca mobile: 819-469-9413	Recruitment - All departments
Leah Pilurтуut Administrative Coordinator	lpilurтуut@krg.ca hradmin@krg.ca ext. 2305	HR Administration : Insurance, pension plan, RRSP, forms, etc.