



HUMAN RESOURCES Department
ACTIVITY REPORT
NOVEMBER 2025 TO FEBRUARY 2026

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 continue efforts on critical recruitment initiatives, and have completed first-level interviews for Finance Director. We also have successfully hired a full-time HR Advisor to be located in Kuujuaq as housing becomes available. We continue to work with external recruitment firms on other critical roles where unique sourcing is required.
- The HR Team met on January 27-28 to conduct business planning for 2026 HR service delivery priorities, and to identify initiatives on the horizon for 2027. Further updates will be provided following the business planning cycle.
- An initial communication was made to departments to survey desired changes or additions to 2026 collective agreement negotiations. A kick-off meeting was held on January 30 to further elaborate departmental perspectives and desired changes in the new collective agreement.

2. Employee movements

For the period, the department:

- Coordinated posting of 32 positions and hiring of 22 employees. Of these 32 postings, 7 were second postings and 6 were third postings.
- Of the 22 hires, 21 were for permanent positions and 1 were for temporary positions. These numbers include temporary positions of less than three months that are not required to be posted.
- Coordination of end of employment (deceased, termination or resignation) of 15 permanent employees

- For the NPS:
 - 12 constable positions filled
 - 7 cadets recruited
 - Coordination of end of employment of 1 constable.

3. Training

- An Introduction to Health and Safety training workshop was held for management employees in December 2025. Additional training sessions are scheduled in the first quarter of 2026 and onwards for all new employees as part of employee onboarding.
- An external consultant was hired to provide Respectful Workplace and Harassment Prevention training to management staff from February 4-6. Additional sessions are being planned for early March 2026 for KRG coordinators. An eventual roll-out of this training to all employees also is being organized.
- Cultural sensitivity training initiatives for all KRG employees continues to be a priority. Interviewees have been identified to contribute to the training being developed in conjunction with Laval University. Cultural sensitivity training will be a priority focus of the employee onboarding process.

4. Labour Relations

- The Labour Relations Committee is meeting in February to discuss outstanding grievances and other litigations. One grievance is proceeding to arbitration in February.
- Job evaluation of new positions to fill operational union roles is being prioritized. Ongoing meetings are being reactivated to address the backlog of job re-evaluations.
- Two collective agreements (General and Transportation) ended on December 31, 2025. Discussions with Directors and Assistant Directors to canvas input on changes or additions for the new collective agreement took place in late January. The management negotiations team will be selected in February.
- We continue to work on pay equity compliance in both KRG bargaining units (General (Provincial Law), and Transportation (Federal Law)) due in March 2026. Retroactive measures subsequently will be implemented.

5. Technical Assistance Program to Northern Villages

- HR will address facilitation and delivery of HR support to NVs in 2026 business planning. We are identifying a dedicated HR Advisor and developing HR materials.

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

Appendix A – HR Statistics (as of February 1)

KRG								
	KRG	%	TRANSPORT	%	MANAGEMENT	%	TOTAL	%
Inuit Women	92		3		23		118	
Inuit Men	44		60		13		117	
Total : Inuit	136	56%	63	78%	36	32%	235	54%
Non-Inuit Women	28		0		28		56	
Non-Inuit Men	79		18		46		143	
Total : Non-Inuit	107	44%	18	22%	74	68%	199	46%
TOTAL EMPLOYEES	243		81		110		434	

NPS								
	NPS	%	Guard	%	Civilian	%	TOTAL	%
Inuit Women	1		1		8		10	
Inuit Men	2		0		0		2	
Total : Inuit	3	2%	1	3%	8	80%	12	5%
Non-Inuit Women	22		6		1		29	
Non-Inuit Men	156		24		1		181	
Total : Non-Inuit	178	98%	30	97%	2	20%	210	95%
TOTAL EMPLOYEES	181		31		10		222	

625 Employees (not counting Cadets, Guards, OC Trainee, CCQ, and Summer Students, RC Members)

Department	Vacant positions	New positions	Total
Administration	10	6	16
Civil Security	2	0	2
Communications	3	0	3
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	85

Appendix B – STAFF CONTACT INFORMATION

Name and Position	Contact information	Assignment
Valerie Lefin Director	VLefin@krg.ca	Management
Vacant Assistant Director		Human Resources Team
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	Municipal Public Works, Administration
Sylvie Faria Human Resources Advisor Team Leader	sfaria@krg.ca ext. 2264	Transportation Support to NV's
Afreen Shaikh Human Resources Advisor	Ashaikh@krg.ca ext. 2240	Finance, Regional and Local Economic Development, Recreation, Communications,
Abiola Boldon Human Resources Advisor	ABoldon@krg.ca Ext. 2333	Renewable Resources, Tamaani
Vacant Human Resources Advisor	Vacant	
Reinaldo Boada Human Resources Advisor	rboada@krg.ca ext. 2240	Sustainable Employment Training and development
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 hradmin@krg.ca ext. 2305	HR Administration: Insurance, pension plan, RRSP, forms, etc.