



## HUMAN RESOURCES department

### ACTIVITY REPORT FEBRUARY 2022 TO APRIL 2022

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The Human resources (HR) department coordinates all Kativik Regional Government (KRG) labour files. It delivers advice, technical assistance and coaching to managers, as well as contributing to the implementation of the organization's mandates through employee recruitment, retention, training and upgrading.

#### 1. General

- Following a directive from the Nunavik Regional Board of Health Service, the KRG adopted a COVID policy, which can be found on the KRG intranet;
- Revision of insurances coverage;
- Updating of employees files (insurances, dependents list, etc.)
- The revision of salary classes and pay equity has started early January and ongoing.
- HR and Nunavik Police Service (NPS) did a presentation on May 5<sup>th</sup>, 2022 to the Inuit Student in Montreal. The goal was to introduce the new possibility to receive training at Depot (Royal Canadian Mounted Police school) and in return have the opportunity for employment with NPS. Interest was shown from some participants.
- Committing to a focus on Recruitment and Retention to reduce turnover costs.

#### 2. Employee movements

Revision of posting and publication, sorting/pre-selection of candidates with departments, coordination and leading of interviews, coordination of psycho-metric tests, references, preparation of contracts, coordination with Operations section for employee arrival, etc.

- For KRG:
  - Coordination of the posting of 43 positions and hiring of 27 employees;
  - Coordination of the end of employment of 21 permanent employees (termination or resignation);
  - 70 vacant positions.
- For NPS:
  - 19 constables positions filled, all staff for NPS;
  - Coordination of the end of employment of 8 constables;
  - 13 vacant positions.

Figure 1 – Vacant positions by Department

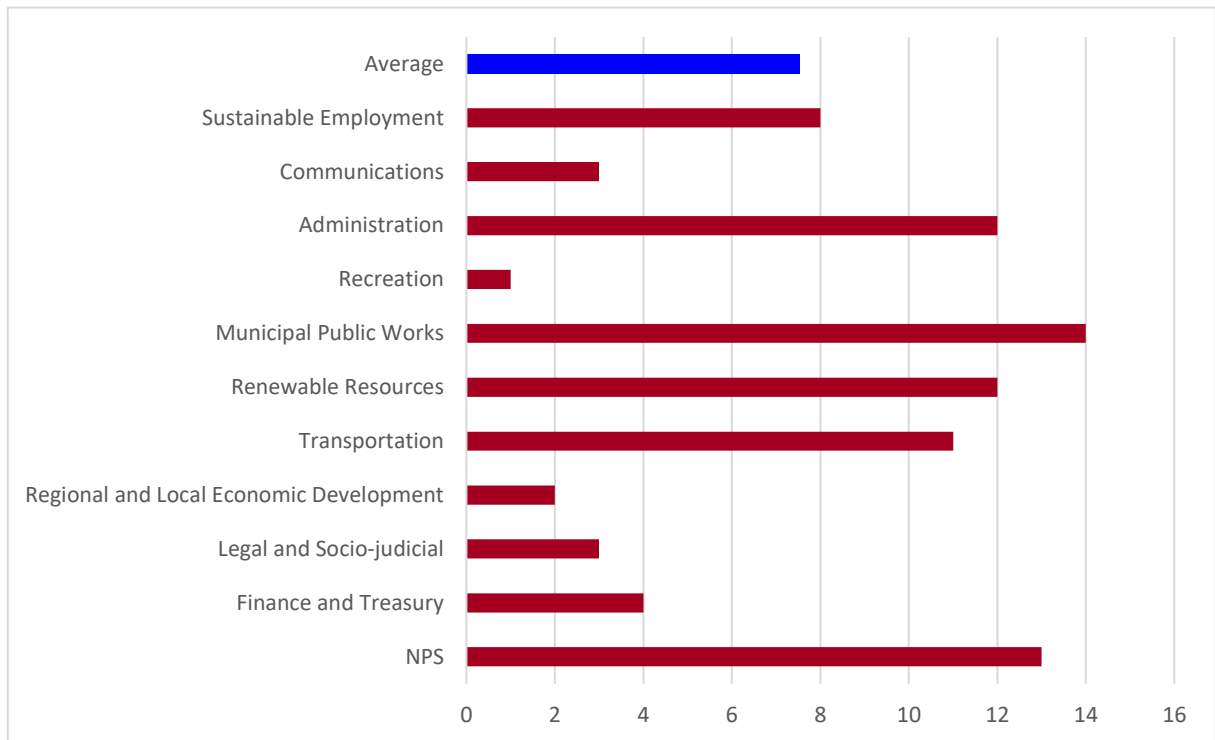
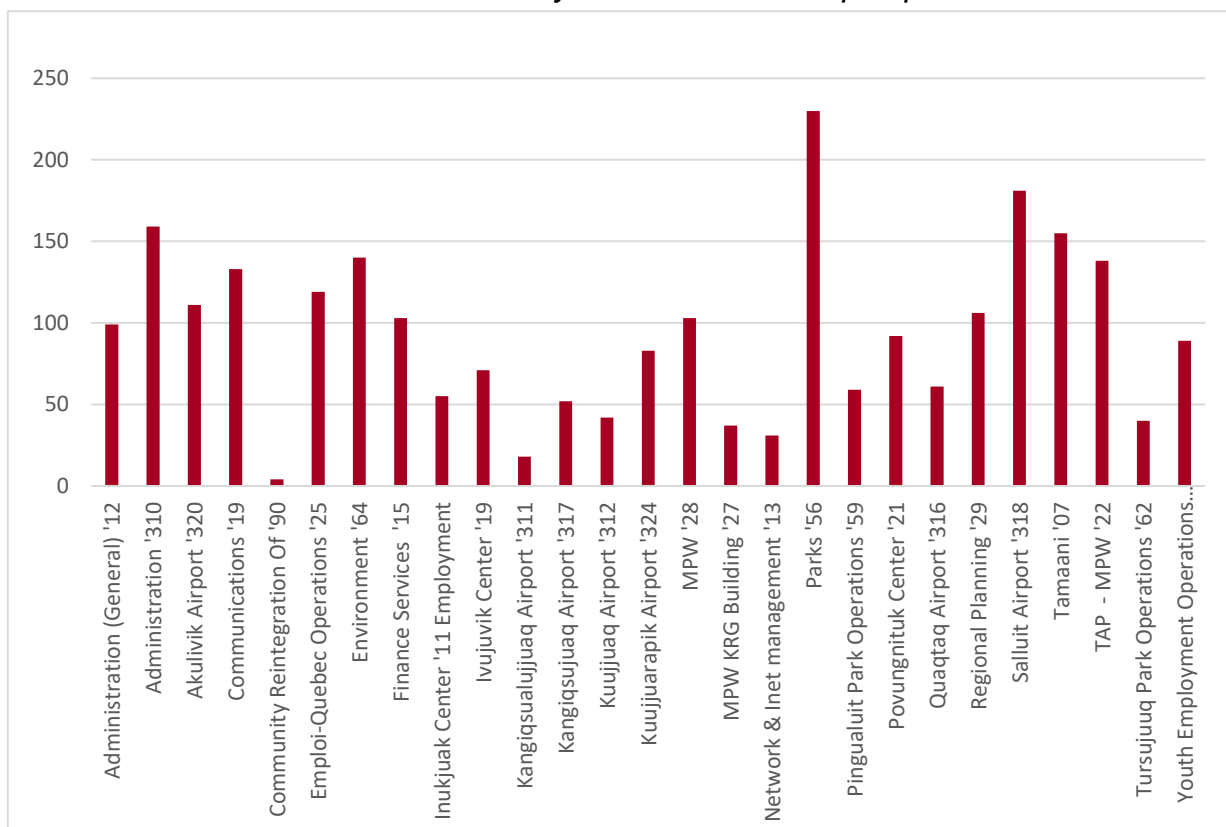


Figure 2 – Time to fill (in days) by Department

Time to fill measures the number of days it takes to fill an open position.



### **3. Training**

- HR Downloads was implemented; invitations were sent and training has started for some employees.
- Implementing a survey for training needs, to better evaluate the needs of the KRG employees.

### **4. Labour Relations**

- Labour relation committee (employer-union): meeting on March 13, 2022. Discussions on different issues (specific employee cases, complaints, improvements, requests, etc.).
- Collective agreement:
  - Ended December 2020;
  - Preparation for negotiations: position, mandate, financial evaluation etc;
  - Negotiation meetings were held April 4 to 6, 2022 in Montreal and the next negotiation meetings are scheduled for June 13 to 15, 2022 in Kuujuaq.
  - The list of individual safety equipment and clothing is under review, to better reflect reality.

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

- Ready to start providing assistance to all Northern Villages.

6. **Statistics** (as of May 1, 2022)

<b>KRG</b>								
	<b>KRG</b>	<b>%</b>	<b>TRANSPORT</b>	<b>%</b>	<b>MANAGEMENT</b>	<b>%</b>	<b>TOTAL</b>	<b>%</b>
Inuit Women	96		3		16		115	
Inuit Men	48		58		23		129	
<b>Total : Inuit</b>	<b>144</b>	<b>70%</b>	<b>61</b>	<b>77%</b>	<b>39</b>	<b>48%</b>	<b>244</b>	<b>66%</b>
Non Inuit Women	21		0		19		40	
Non Inuit Men	41		18		24		83	
<b>Total : Non Inuit</b>	<b>62</b>	<b>30%</b>	<b>18</b>	<b>23%</b>	<b>43</b>	<b>52%</b>	<b>123</b>	<b>34%</b>
<b>TOTAL EMPLOYEES</b>	<b>206</b>		<b>79</b>		<b>82</b>		<b>367</b>	

<b>Public Security - NPS</b>								
	<b>NPS</b>	<b>%</b>	<b>Guard</b>	<b>%</b>	<b>Civilian</b>	<b>%</b>	<b>TOTAL</b>	<b>%</b>
Inuit Women	2		2		7		11	
Inuit Men	2		2		0		4	
<b>Total : Inuit</b>	<b>4</b>	<b>5%</b>	<b>4</b>	<b>13%</b>	<b>7</b>	<b>100%</b>	<b>15</b>	<b>12%</b>
Non Inuit Women	10		6		0		16	
Non Inuit Men	74		20		0		94	
<b>Total : Non Inuit</b>	<b>84</b>	<b>95%</b>	<b>26</b>	<b>87%</b>	<b>0</b>	<b>0%</b>	<b>110</b>	<b>88%</b>
<b>TOTAL EMPLOYEES</b>	<b>88</b>		<b>30</b>		<b>7</b>		<b>125</b>	
<b>In Kuujjuaq</b>	<b>29</b>	<b>38%</b>	<b>11</b>	<b>38%</b>	<b>7</b>	<b>100%</b>	<b>47</b>	<b>38%</b>

\* Guards in Kuujjuaraapik, Inukjuak and Kangiqsujuaq are not included as they are paid by the NVs.

## 7. Human Resources Department Employees

DEPARTMENTS	HR ADVISORS	CONTACT INFO	
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