



## **Kativik Regional Government announces improvements to compensation plan for management employees**

**Kuuujuaq, Quebec, January 17, 2024** — The Kativik Regional Government (KRG) announced today that management employees will receive compensation and medical-benefit increases to address an urgent need to provide fair and competitive compensation, and to reinforce KRG's efforts to retain and to attract valuable employees.

Effective this month, KRG management employees will receive pay adjustments that position KRG management salaries within the market range of compensation provided to management staff.

There has not been a KRG management salary review since 2008. A 2023 employment market review undertaken for KRG highlights the severe impact that a growing compensation gap is having on KRG's ability to attract and retain experienced personnel. Succession planning within the organization also has been affected, with competent lower-level managers refusing career progression and higher-level positions due to compensation gap concerns.

Previously delayed by Covid-19 pandemic constraints, these payroll adjustments have been incorporated within KRG's fiscal framework, and reflect stable, sustainable increases within the 2024 KRG annual budget.

Management employees also will receive improved medical benefits, previously frozen at pre-2000 levels. A wider range of eligible health and medical services will be covered, and the rate of corporate coverage has been enhanced.

For unionized KRG employees, salary and benefits discussions will take place later in 2024. The most recent collective agreements are in place until 2025, and include a range of salary increases and improved benefits for unionized employees.

Quote:

"These compensation improvements are designed to signal to job markets that KRG is strongly committed to attracting and retaining the best available talent to support delivery of programs and services connected to improving the wellbeing of Nunavimmiut. We will continue to make smart investments in our human potential to move the KRG closer to becoming an employer of choice throughout Nunavik and beyond."

– Hilda Snowball, Chairperson

The Kativik Regional Government delivers comprehensive public services to Nunavimmiut under the James Bay and Northern Quebec Agreement (1978). KRG is governed by a 17-member Council of elected municipal representatives from 14 northern communities in Nunavik, an elected Chair and Vice-Chair, and the chief of the Naskapi First Nation of Kawawachikamach.

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