



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

1. General

- We have successfully completed several, critical recruitment initiatives including the staffing of an Assistant Director General position, as well as director roles with Renewable Resources and Human Resources, and Assistant Treasurer. We continue our recruitment efforts to fill vacancies for key roles including Director of Transportation, and Assistant Director with the Legal Department. We are working with external recruitment firms, and we hope to be able to fill these positions in the near future.
- The KRG's management staff were trained on the new Performance Evaluation Process in early April. The HR Team has since launched performance evaluation cycles for 2024 and 2025. Self-evaluations are currently in progress for 2025, and we will complete the evaluation process this fall.
- HR recently launched, in collaboration with the IT Section, organization-wide cybersecurity training that will take place over the next twelve months. This training is essential in helping us in promote increased employee awareness of important IT security issues.

2. Employee movements

For the period, the department:

- Coordinated posting of 48 positions and hiring of 18 employees. Of these 48 postings, 8 were second postings and 14 were third postings. Of the 18 hires, 17 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 the end of employment (deceased, termination or resignation) of 19 permanent employees.
- For the NPS:
 - 1 constable positions filled
 - 5 cadets recruited
 - Coordination of end of employment of 2 constables.

3. Training

- We have focused on further defining cultural sensitivity training initiatives for all KRG employees. Cultural sensitivity training will be introduced as soon as an employee is hired, and it will become an integral part of each employee's onboarding process. We hope to enhance cultural sensitivity throughout the employee's employment with the KRG by having employees attend regularly scheduled cultural activities, presentations and seminars within the KRG. These activities would be facilitated by KRG employees or by carefully selected external providers. The HR department has created an IT portal that will help us schedule and deliver these initiatives more efficiently and ensure that all employees recognize the importance of these initiatives and make time to participate. The portal will also allow us to promote cultural activities that are available within Nunavik communities.
- We are implementing additional training on the prevention of workplace harassment for all managers in the near future.

4. Labour Relations

- The Labour Relations Committee is scheduled to meet in October 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 during the 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 are currently working with the unions on pay equity compliance in both KRG bargaining units (General (Provincial Law) and Transportation (Federal Law)).

5. Technical Assistance Program to Northern Villages

- HR attended the meeting of the Association of Secretary Treasurers of Nunavik in October. We hope that our presentation at this meeting has helped to better identify the support that the KRG can provide, as well as facilitate communication with the Northern Villages.

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

Appendix A – EMPLOYMENT STATISTICS (NOVEMBER 1, 2025)

KRG								
	KRG	%	TRANSPORT	%	MANAGEMENT	%	TOTAL	%
Inuit Women	102		1		23		126	
Inuit Men	39		59		15		113	
Total: Inuit	141	57%	60	78%	38	34%	239	55%
Non-Inuit Women	26		0		31		57	
Non-Inuit Men	80		17		42		139	
Total: Non-Inuit	106	43%	17	22%	73	66%	196	45%
TOTAL EMPLOYEES	247		77		111		435	

Public Security – NPS								
	NPS	%	Guard	%	Civilian	%	TOTAL	%
Inuit Women	1		1		7		9	
Inuit Men	2		1		0		3	
Total: Inuit	3	2%	2	2%	7	100%	12	4%
Non-Inuit Women	20		0		0		20	
Non-Inuit Men	141		36		0		177	
Total: Non-Inuit	161	98%	36	98%	0	0%	197	95%
TOTAL EMPLOYEES	164		38		7		209	

TOTALS						
Total Employees	NPS		KRG	435	Total employees	
Total Vacant-Approved Positions	NPS		KRG		Total employees when vacancies are filled	

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
Valerie Lefin Director	VLefin@krg.ca	
Vacant Assistant Director		
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
Lydia Di-Stefano Human Resources Advisor	ldistefano@krg.ca ext. 2240	Legal, Socio-judicial and Municipal Management Regional and Local Economic Development, Recreation, Communications, Civil Security
Abiola Boldon Human Resources Advisor	ABoldon@krg.ca Ext. 2333	Renewable Resources Finance, 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.