

Towards a Representative Public Service



**Statistics as of
March 31st, 2002**

Prepared by
**Training & Development Division
Human Resources**

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Employment Summary of GN Public Service

Category All Departments & Boards

	Total Positions			Inuit Employment	
	Total	Vacancies	% Capacity	Inuit Hired	% Capacity
Executive	36	0	100%	15	42%
Senior Management	123	10	92%	23	20%
Middle Management	303	68	78%	45	19%
Professional	964	173	82%	162	20%
Paraprofessional	1005	291	71%	396	55%
Administrative Support	496	132	73%	294	81%
Total All Departments & Boards	2927	674	77%	935	42%

Department Totals

Community Government & Transportation	183	39	79%	55	38%
Culture, Language, Elders & Youth	41	13	68%	22	79%
Education	933	76	92%	400	47%
Executive & Intergovernmental Affairs	44	8	82%	16	44%
Finance & Administration	148	50	66%	23	23%
Health & Social Services	682	265	61%	175	42%
Human Resources	58	7	88%	16	31%
Justice	197	52	74%	46	32%
Office of the Legislative Assembly	31	6	81%	11	44%
Public Works & Services	234	59	75%	71	41%
Sustainable Development	157	38	76%	41	34%
Total GN Departments	2708	613	77%	876	42%

Board Totals

Nunavut Arctic College	160	50	69%	39	35%
Nunavut Housing Corporation	59	11	81%	20	42%
Total Boards	219	61	72%	59	37%
Total GN & Boards	2927	674	77%	935	42%

Employment Summary by Community

Community	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Arctic Bay	39	5	87%	20	59%
Qikiqtarjuaq	30	7	77%	15	65%
Cape Dorset	92	23	75%	31	45%
Clyde River	42	6	86%	18	50%
Grise Fiord	17	4	76%	6	46%
Hall Beach	34	7	79%	14	52%
Igloodik	128	41	68%	40	46%
Iqaluit	1129	288	74%	240	29%
Kimmirut	34	6	82%	14	50%
Nanisivik	16	6	63%	7	70%
Pangnirtung	98	20	80%	45	58%
Pond Inlet	109	25	77%	46	55%
Resolute Bay	23	9	61%	5	36%
Sanikiluaq	38	4	89%	20	59%
Total Baffin	1829	451	75%	521	38%
Arviat	146	20	86%	66	52%
Baker Lake	94	13	86%	39	48%
Chesterfield Inlet	24	6	75%	9	50%
Coral Harbour	35	3	91%	20	63%
Rankin Inlet	281	59	79%	99	45%
Repulse Bay	26	1	96%	11	44%
Whale Cove	18	3	83%	8	53%
Total Kivalliq	624	105	83%	252	49%
Bathurst Inlet	1	0	100%	1	100%
Umingmaktok	1	0	100%	1	100%
Cambridge Bay	188	53	72%	56	41%
Gjoa Haven	68	12	82%	30	54%
Kugluktuk	120	30	75%	40	44%
Kugaaruk	34	8	76%	13	50%
Taloyoak	38	9	76%	15	52%
Total Kitikmeot	450	112	75%	156	46%
Yellowknife	0			0	
Winnipeg	7	1	86%	3	50%
Churchill	14	5	64%	2	22%
Ottawa	3	0	100%	1	33%
Other	0	0		0	
Total Other	24	6	75%	6	33%
Total ALL	2927	674	77%	935	42%

Community Government & Transportation

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	3	0	100%	1	33%
Senior Management	17	3	82%	4	29%
Middle Management	39	8	79%	4	13%
Professional	42	9	79%	10	30%
Paraprofessional	55	14	75%	22	54%
Administrative Support	27	5	81%	14	64%
Total Department	183	39	79%	55	38%

Employment Summary, by Community

Chesterfield	1	0	100%	11	1100%	
Iqaluit	61	11	82%	11	22%	
Cape Dorset	26	11	58%	4	27%	
Igloolik	6	2	67%	2	50%	
Nanisivik	5	1	80%	4	100%	
Resolute Bay	1	0	100%	0	0%	
Baker Laker	13	3	77%	6	60%	
Rankin Inlet	34	7	79%	10	37%	
Cambridge Bay	18	1	94%	10	59%	
Gjoa Haven	9	1	89%	5	63%	
Kugluktuk	9	2	78%	3	43%	
Total Community	183	39	79%	0	55	38%

Employment Summary, By Headquarters & Region

Headquarters	116	23	80%	31	33%
Region	67	16	76%	24	47%
TOTAL	183	39	79%	55	38%

Culture, Language, Elders & Youth

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	2	0	100%	1	50%
Senior Management	8	1	88%	5	71%
Middle Management	4	1	75%	1	33%
Professional	17	5	71%	11	92%
Paraprofessional	1	0	100%	1	100%
Administrative Support	9	6	33%	3	100%
Total Department	41	13	68%	22	79%

Employment Summary, by Community

Iqaluit	19	7	63%	9	75%
Igloolik	13	4	69%	6	67%
Cambridge Bay	0	0		0	
Kugluktuk	9	2	78%	7	100%
Total Community	41	13	68%	22	79%

Employment Summary, By Headquarters & Region

Headquarters	41	13	68%	22	79%
Region	0	0		0	
TOTAL	41	13	68%	22	79%

***NOTE: 4 Positions are contracted to GNWT**

Education

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	3	0	100%	2	67%
Senior Management	17	0	100%	5	29%
Middle Management	90	7	92%	20	24%
Professional	462	17	96%	106	24%
Paraprofessional	246	30	88%	178	82%
Administrative Support	115	22	81%	89	96%
Total Department	933	76	92%	400	47%

Employment Summary, by Community

Arctic Bay	24	0	100%	14	58%
Qikiqtarjuaq	16	2	88%	8	57%
Cape Dorset	33	0	100%	18	55%
Clyde River	26	1	96%	12	48%
Grise Fiord	7	0	100%	3	43%
Hall Beach	20	0	100%	10	50%
Igloolik	40	0	100%	20	50%
Iqaluit	184	28	85%	53	34%
Kimmirut	18	2	89%	8	50%
Nanisivik	2	0	100%	0	0%
Pangnirtung	55	2	96%	31	58%
Pond Inlet	42	1	98%	25	61%
Resolute Bay	8	1	88%	1	14%
Sanikiluaq	27	1	96%	16	62%
Arviat	81	8	90%	37	51%
Baker Lake	59	8	86%	21	41%
Chesterfield Inlet	12	3	75%	5	56%
Coral Harbour	23	2	91%	14	67%
Rankin Inlet	64	3	95%	25	41%
Repulse Bay	16	0	100%	7	44%
Whale Cove	9	0	100%	4	44%
Bathurst Inlet	0	0		0	
Umingmaktok	0	0		0	
Cambridge Bay	50	12	76%	17	45%
Gjoa Haven	31	1	97%	16	53%
Kugluktuk	45	0	100%	18	40%
Kugaaruk	21	0	100%	9	43%
Taloyoak	20	1	95%	8	42%
Total Community	933	76	92%	400	47%

Education: Employment Summary, By Headquarters & Region

Headquarters	82	20	76%	30	48%
Region	851	56	93%	370	47%
TOTAL	933	76	92%	400	47%

Executive & Intergovernmental Affairs

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	5	0	100%	3	60%
Senior Management	4	0	100%	1	25%
Middle Management	2	1	50%	0	0%
Professional	16	3	81%	5	38%
Paraprofessional	7	2	71%	3	60%
Administrative Support	10	2	80%	4	50%
Total Department	44	8	82%	16	44%

Employment Summary, by Community

Iqaluit	41	8	80%	15	45%
Ottawa	3	0	100%	1	33%
Total Community	44	8	82%	16	44%

Employment Summary, By Headquarters & Region

Headquarters	44	8	82%	16	44%
Regions	0	0		0	
TOTAL	44	8	82%	16	44%

Finance & Administration

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	3	0	100%	1	33%
Senior Management	12	0	100%	1	8%
Middle Management	30	14	53%	1	6%
Professional	7	1	86%	1	17%
Paraprofessional	79	26	67%	14	26%
Administrative Support	17	9	47%	5	63%
Total Department	148	50	66%	23	23%

Employment Summary, by Community

Igloolik	17	14	18%	0	0%
Iqaluit	102	28	73%	12	16%
Rankin Inlet	14	3	79%	5	45%
Cambridge Bay	13	3	77%	6	60%
Gjoa Haven	2	2	0%	0	
Total Department	148	50	66%	23	23%

Employment Summary, By Headquarters & Region

Headquarters	105	30	71%	12	16%
Region	43	20	53%	11	48%
TOTAL	148	50	66%	23	23%

Health & Social Services

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	6	0	100%	0	0%
Senior Management	16	4	75%	0	0%
Middle Management	43	20	53%	1	4%
Professional	212	71	67%	8	6%
Paraprofessional	215	119	45%	52	54%
Administrative Support	190	51	73%	114	82%
Total Department	682	265	61%	175	42%

Employment Summary, by Community

Arctic Bay	13	5	62%	5	63%
Qikiqtarjuaq	12	5	58%	5	71%
Cape Dorset	17	7	59%	6	60%
Clyde River	13	5	62%	5	63%
Grise Fiord	9	4	56%	2	40%
Hall Beach	11	7	36%	2	50%
Igloolik	16	9	44%	4	57%
Iqaluit	223	72	68%	37	25%
Kimmirut	12	4	67%	5	63%
Nanisivik	8	5	38%	2	67%
Pangnirtung	36	16	56%	10	50%
Pond Inlet	20	9	55%	5	45%
Resolute Bay	11	7	36%	3	75%
Sanikiluaq	8	2	75%	3	50%
Arviat	17	4	76%	8	62%
Baker Lake	17	2	88%	7	47%
Chesterfield Inlet	7	1	86%	3	50%
Coral Harbour	9	1	89%	4	50%
Rankin Inlet	74	27	64%	23	49%
Repulse Bay	8	1	88%	3	43%
Whale Cove	7	2	71%	3	60%
Bathurst Inlet	1	0	100%	1	100%
Umingmaktok	1	0	100%	1	100%
Cambridge Bay	36	24	33%	5	42%
Gjoa Haven	17	7	59%	5	50%
Kugluktuk	32	19	41%	5	38%
Kugaaruk	11	8	27%	2	67%
Taloyoak	15	6	60%	6	67%
Churchill	14	5	64%	2	22%
Winnipeg	7	1	86%	3	50%
Total Community	682	265	61%	175	42%

Employment Summary, By Headquarters & Region

Headquarters	103	47	54%	15	27%
Region	579	218	62%	160	44%
TOTAL	682	265	61%	175	42%

Human Resources

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	2	0	100%	1	50%
Senior Management	9	0	100%	2	22%
Middle Management	0	0		0	
Professional	6	0	100%	0	0%
Paraprofessional	29	5	83%	8	33%
Administrative Support	12	2	83%	5	50%
Total Department	58	7	88%	16	31%

Employment Summary, by Community

Iqaluit	43	6	86%	8	22%
Igloolik	5	1	80%	2	50%
Rankin Inlet	5	0	100%	4	80%
Cambridge Bay	5	0	100%	2	40%
Total Community	58	7	88%	16	31%

Employment Summary, By Headquarters & Region

Headquarters	43	6	86%	8	22%
Region	15	1	93%	8	57%
TOTAL	58	7	88%	16	31%

Justice

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	2	0	100%	1	50%
Senior Management	7	1	86%	1	17%
Middle Management	19	2	89%	5	29%
Professional	16	5	69%	0	0%
Paraprofessional	130	35	73%	29	31%
Administrative Support	23	9	61%	10	71%
Total Department	197	52	74%	46	32%

Employment Summary, by Community

Cape Dorset	1	0	100%	0	0%
Igloolik	0	0		0	
Iqaluit	182	52	71%	35	27%
Pond Inlet	2	0	100%	2	100%
Sanikiluaq	0	0		0	
Arviat	1	0	100%	1	100%
Baker Lake	1	0	100%	1	100%
Rankin Inlet	2	0	100%	1	50%
Cambridge Bay	2	0	100%	2	100%
Gjoa Haven	5	0	100%	4	80%
Kugluktuk	1	0	100%	0	0%
Total Community	197	52	74%	46	32%

Employment Summary, By Headquarters & Region

Headquarters	86	26	70%	19	32%
Region	111	26	77%	27	32%
TOTAL	197	52	74%	46	32%

Office of the Legislative Assembly

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	2	0	100%	1	50%
Senior Management	3	0	100%	1	33%
Middle Management	2	0	100%	1	50%
Professional	0	0		0	
Paraprofessional	15	3	80%	3	25%
Administrative Support	9	3	67%	5	83%
Total Department	31	6	81%	11	44%

Employment Summary, by Community

Iqaluit	31	6	81%	11	44%
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Employment Summary, By Headquarters & Region

Headquarters	31	6	81%	11	44%
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Public Works & Services

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	3	0	100%	2	67%
Senior Management	6	0	100%	2	33%
Middle Management	23	4	83%	3	16%
Professional	53	18	66%	4	11%
Paraprofessional	115	32	72%	42	51%
Administrative Support	34	5	85%	18	62%
Total Department	234	59	75%	71	41%

Employment Summary, by Community

Arctic Bay	1	0	100%	1	100%
Arviat	3	0	100%	2	67%
Qikiqtarjuaq	1	0	100%	1	100%
Baker Lake	1	0	100%	1	100%
Bathurst Inlet	0	0		0	
Cambridge Bay	29	7	76%	8	36%
Cape Dorset	1	1	0%	0	
Chesterfield Inlet	1	0	100%	1	100%
Clyde River	1	0	100%	1	100%
Coral Harbour	1	0	100%	1	100%
Gjoa Haven	1	1	0%	0	
Hall Beach	1	0	100%	1	100%
Iqloolik	2	1	50%	1	100%
Iqaluit	96	31	68%	17	26%
Kimmitut	1	0	100%	1	100%
Kugluktuk	3	1	67%	2	100%
Nanasivik	1	0	100%	1	100%
Pangnirtung	1	0	100%	1	100%
Pond Inlet	31	10	68%	9	43%
Rankin Inlet	54	5	91%	21	43%
Resolute Bay	2	1	50%	0	0%
Sanikiluaq	1	1	0%	0	
Whale Cove	1	0	100%	1	100%
Total Community	234	59	75%	71	41%

Employment Summary, By Headquarters & Region

Headquarters	116	33	72%	29	35%
Region	118	26	78%	42	46%
TOTAL	234	59	75%	71	41%

Sustainable Development

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	2	0	100%	1	50%
Senior Management	13	1	92%	0	0%
Middle Management	29	6	79%	4	17%
Professional	54	12	78%	9	21%
Paraprofessional	40	13	68%	17	63%
Administrative Support	19	6	68%	10	77%
Total Department	157	38	76%	41	34%

Employment Summary, by Community

Arctic Bay	1	0	100%	0	0%
Arviat	12	2	83%	4	40%
Baker Lake	1	0	100%	1	100%
Cambridge Bay	2	0	100%	1	50%
Cape Dorset	10	4	60%	1	17%
Chesterfield Inlet	1	1	0%	0	
Clyde River	1	0	100%	0	0%
Coral Harbour	1	0	100%	0	0%
Gjoa Haven	1	0	100%	0	0%
Grise Fiord	1	0	100%	1	100%
Hall Beach	1	0	100%	1	100%
Igloolik	22	7	68%	3	20%
Iqaluit	48	12	75%	8	22%
Kimmirut	2	0	100%	0	0%
Kugluktuk	18	3	83%	5	33%
Pangnirtung	3	1	67%	1	50%
Kugaaruk	1	0	100%	1	100%
Pond Inlet	12	3	75%	5	56%
Qikiqtarjuaq	1	0	100%	1	100%
Rankin Inlet	13	4	69%	5	56%
Repulse Bay	1	0	100%	1	100%
Resolute Bay	1	0	100%	1	100%
Sanikiluaq	1	0	100%	0	0%
Taloyoak	1	0	100%	1	100%
Whale Cove	1	1	0%	0	
Total Community	157	38	76%	41	34%

Employment Summary, By Headquarters & Region

Headquarters	106	26	75%	21	26%
Region	51	12	76%	20	51%
TOTAL	157	38	76%	41	34%

Nunavut Arctic College

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	1	0	100%	0	0%
Senior Management	5	0	100%	0	0%
Middle Management	12	3	75%	2	22%
Professional	72	31	57%	7	17%
Paraprofessional	48	9	81%	17	44%
Administrative Support	22	7	68%	13	87%
Total Board	160	50	69%	39	35%

Employment Summary, by Community

Arctic Bay	0	0		0	
Qikiqtarjuaq	0	0		0	
Cape Dorset	1	0	100%	1	100%
Clyde River	1	0	100%	0	0%
Grise Fiord	0	0		0	
Hall Beach	1	0	100%	0	0%
Igloolik	7	3	57%	2	50%
Iqaluit	83	23	72%	21	35%
Kimmirut	1	0	100%	0	0%
Pangnirtung	3	1	67%	2	100%
Pond Inlet	2	2	0%	0	
Sanikiluaq	1	0	100%	1	100%
Arviat	3	0	100%	2	67%
Baker Lake	2	0	100%	2	100%
Chesterfield Inlet	2	1	50%	0	0%
Coral Harbour	1	0	100%	1	100%
Rankin Inlet	21	10	52%	5	45%
Repulse Bay	1	0	100%	0	0%
Cambridge Bay	22	5	77%	1	6%
Gjoa Haven	2	0	100%	0	0%
Kugluktuk	3	3	0%	0	
Kugaaruk	1	0	100%	1	100%
Taloyoak	2	2	0%	0	
Other	0	0		0	
Total Community	160	50	69%	39	35%

Employment Summary, By Headquarters & Region

Headquarters	13	4	69%	6	67%
Region	147	46	69%	33	33%
TOTAL	160	50	69%	39	35%

Nunavut Housing Corporation

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	2	0	100%	1	50%
Senior Management	6	0	100%	1	17%
Middle Management	10	2	80%	3	38%
Professional	7	1	86%	1	17%
Paraprofessional	25	3	88%	10	45%
Administrative Support	9	5	44%	4	100%
Total Corporation	59	11	81%	20	42%

Employment Summary, by Community

Arviat	29	6	79%	12	52%
Cambridge Bay	11	1	91%	4	40%
Cape Dorset	3	0	100%	1	33%
Iqaluit	16	4	75%	3	25%
Total Community	59	11	81%	20	42%

Employment Summary, By Headquarters & Region

Headquarters	22	5	77%	5	29%
Region	37	6	84%	15	48%
TOTAL	59	11	81%	20	42%

Employment Summary of GN Public Service Review

Category All Departments & Boards

	Total Positions				Capacity (%)			
	Jun-99	Mar-01	Dec-01	Mar-02	Jun-99	Mar-01	Dec-01	Mar-02
Executive	25	31	32	36	92%	94%	94%	100%
Senior Management	75	123	124	123	77%	85%	90%	92%
Middle Management	110	285	299	303	42%	79%	78%	78%
Professional	308	875	965	964	33%	82%	81%	82%
Paraprofessional	423	939	1015	1005	34%	76%	70%	71%
Administrative Support	269	464	494	496	42%	81%	76%	73%
Total All Departments & Boards	1210	2717	2929	2927	42%	80%	77%	77%

Department Totals

Community Government & Transportation	195	165	182	183	22%	68%	77%	79%
Culture, Language, Elders & Youth	38	45	41	41	26%	56%	68%	68%
Education	113	918	928	933	34%	96%	93%	92%
Executive & Intergovernmental Affairs	49	43	42	44	67%	72%	81%	82%
Finance & Administration	131	147	150	148	50%	54%	65%	66%
Health & Social Services	73	590	682	682	34%	74%	62%	61%
Human Resources	47	52	56	58	47%	88%	84%	88%
Justice	159	194	205	197	47%	71%	70%	74%
Legislative Assembly	28	29	31	31	57%	83%	77%	81%
Public Works & Services	242	228	233	234	32%	71%	74%	75%
Sustainable Development	135	146	159	157	63%	71%	71%	76%
Total GN Departments	1210	2557	2709	2708	47%	80%	77%	77%

Board Totals

Nunavut Housing Corporation	CGT	58	59	59	CGT	76%	81%	81%
Divisional Education Councils	na	ED	ED	ED	na	ED	ED	ED
Health Boards	na	HSS	HSS	HSS	na	HSS	HSS	HSS
Nunavut Arctic College	na	102	161	160	na	84%	65%	69%
Total Boards	0	160	220	219	0%	81%	70%	72%
Total GN & Boards	1210	2717	2929	2927	42%	80%	77%	77%

Reviewing Inuit Employment: June 1999 to December 2001

Category All Departments & Boards

	Beneficiaries				IEP (%)			
	Jun-99	Mar-01	Dec-01	Mar-02	Jun-99	Mar-01	Dec-01	Mar-02
Executive	na	16	14	15	61%	55%	47%	42%
Senior Management	na	21	22	23	22%	20%	20%	20%
Middle Management	na	38	44	45	24%	17%	19%	19%
Professional	na	177	156	162	41%	25%	20%	20%
Paraprofessional	na	391	392	396	47%	55%	55%	55%
Administrative Support	na	300	297	294	64%	79%	80%	81%
Total All Departments & Boards	0	943	925	935	44%	43%	41%	42%

Department Totals

Community Government & Transportation	23	50	53	55	53%	44%	38%	38%
Culture, Language, Elders & Youth	9	19	19	22	90%	76%	68%	79%
Education	18	427	412	400	47%	48%	48%	47%
Executive & Intergovernmental Affairs	15	11	10	16	45%	35%	29%	44%
Finance & Administration	28	28	27	23	43%	35%	28%	23%
Health & Social Services	8	181	170	175	32%	42%	40%	42%
Human Resources	15	14	15	16	68%	30%	32%	31%
Justice	27	43	43	46	36%	31%	30%	32%
Office of the Legislative Assembly	11	13	10	11	69%	54%	42%	44%
Public Works & Service	32	73	70	71	42%	45%	41%	41%
Sustainable Development	34	38	40	41	40%	37%	35%	34%
Total of GN Depts	220	897	869	876	44%	44%	41%	42%

Board Totals

Nunavut Housing Corporation	CGT		18	20	CGT	48%	38%	42%
Divisional Education Councils	na		ED	ED	na	ED	ED	ED
Health Boards	na		HSS	HSS	na	HSS	HSS	HSS
Nunavut Arctic College	na		38	39	na	29%	36%	35%
Total Boards	0	0	56	59	na	35%	37%	37%
Total of GN & Boards	220	897	925	935	44%	43%	41%	42%