

Δ⁹బbəΔ⁹ୟ⁹ନ୍ୟାନ୍ୟିକ



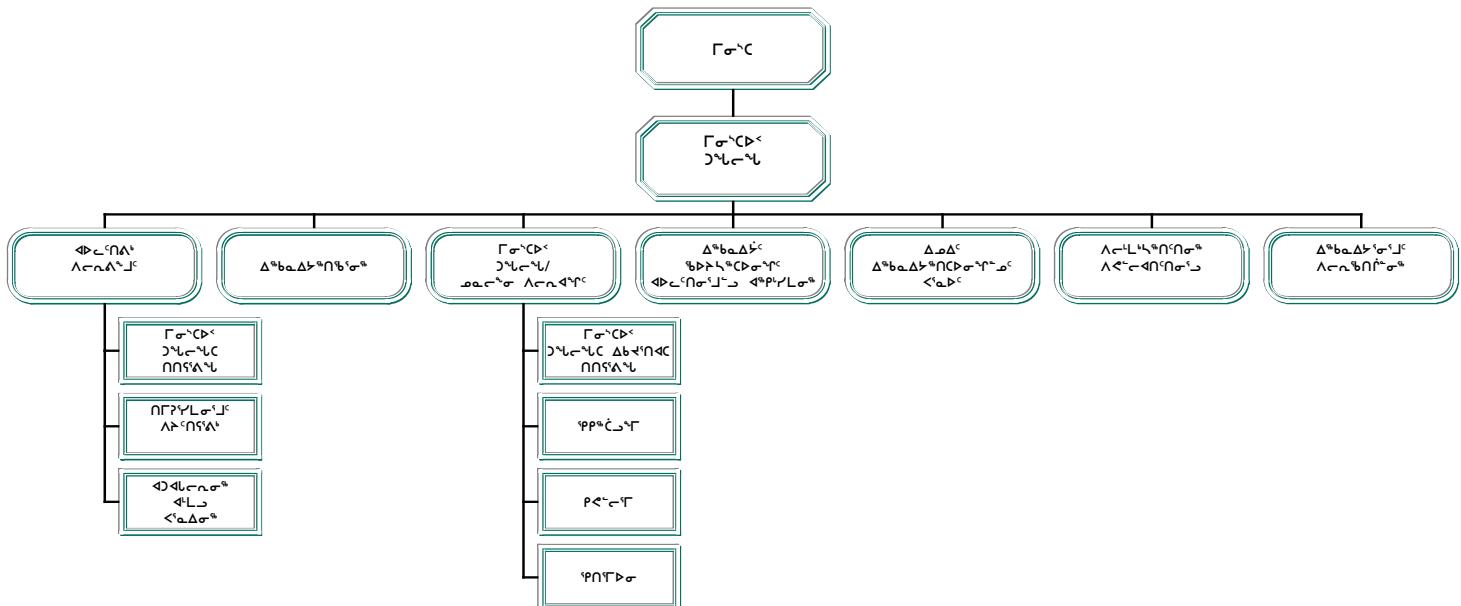
HUMAN RESOURCES

ՀԱՅԱՍՏԱՆԻ
ՀԱՆՐԱՊԵՏՈՒԹՅՈՒՆ

बृहदीश्वर

ՀՀ ՀԿ

የዕለታዊ የሆነ ስም እና ተስፋዎች

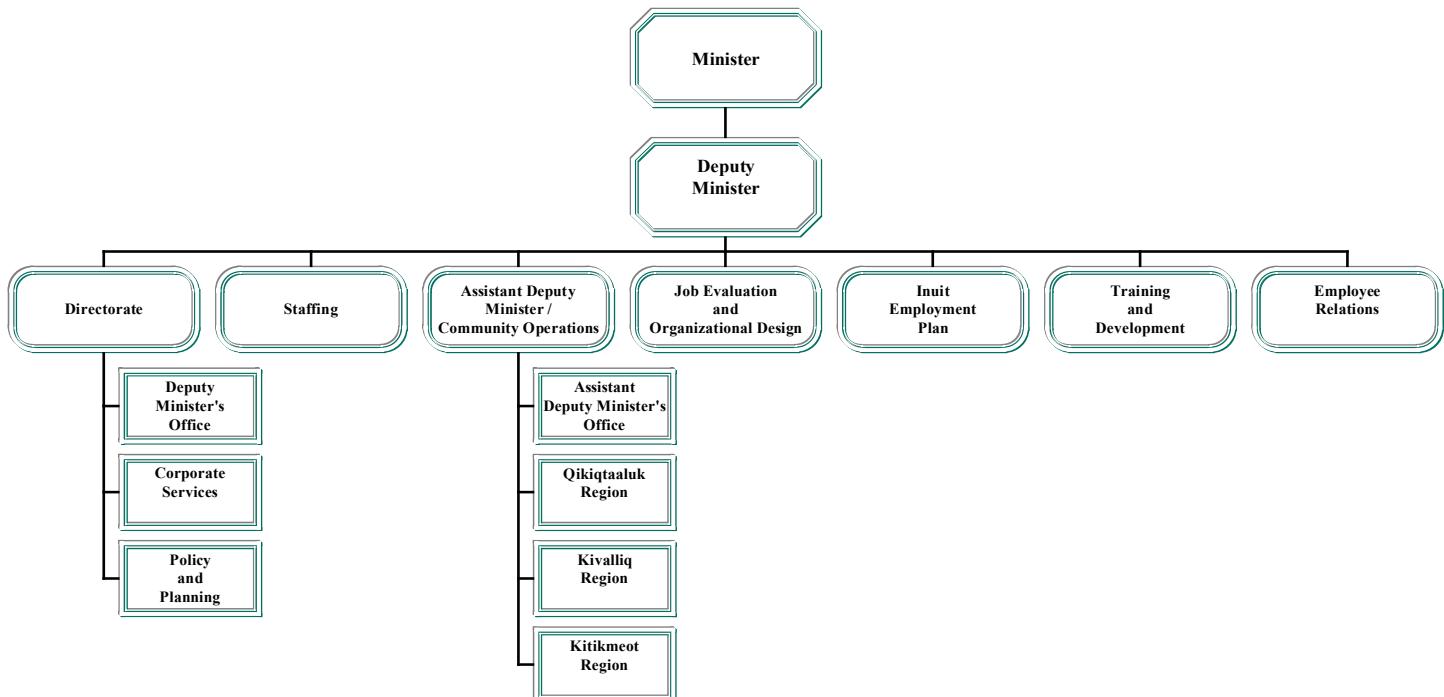


Peter Kilabuk
Minister

Carmen Levi
Deputy Minister

Tom Thompson
Assistant Deputy Minister

ACCOUNTING STRUCTURE CHART



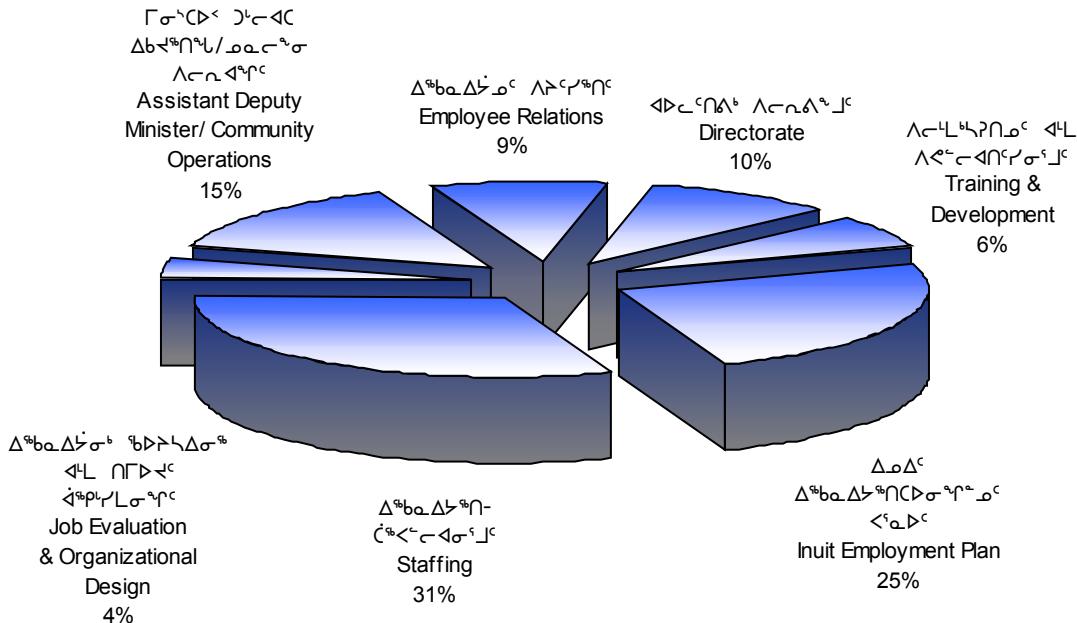
ԱՅՆԿՐՈՆ

MISSION

The Department of Human Resources provides leadership and support services in recruitment, job evaluation, training and development, employee relations and human resources management to all government departments and agencies.

፳፻፱፭ የሚጠቃለ ስራው አጭር በኩል

DETAIL OF EXPENDITURES



የሆነዎች	DESCRIPTION	የፌዴራል	የየጥናት ጥርፍ	የፌዴራል
		2003-2004	2002-2003	2002-2003
	Main Estimates	Revised Estimates	Main Estimates	
	(\$000)	(\$000)	(\$000)	
አመራር የሚከተሉ ስራው	Compensation and Benefits	8,620	7,431	7,431
ገዢ የሚስጠና ስራው	Grants and Contributions	350	350	350
ገዢ የሚያስገቡ ስራው	Travel and Transportation	2,659	3,187	3,187
ገዢ የሚያስፈልግ ስራው	Materials and Supplies	460	392	392
ገዢ የሚያስፈልግ ስራው	Purchased Services	3,546	4,346	4,346
ገዢ የሚስጠና ስራው	Utilities	-	-	-
ገዢ የሚስጠና ስራው	Contract Services	2,824	3,147	3,147
ገዢ የሚከተሉ ስራው	Fees and Payments	352	718	718
ገዢ የሚከተሉ ስራው	Other Expenses	547	387	387
ገዢ የሚከተሉ ስራው	Total Operations & Maintenance	19,358	19,958	19,958
ገዢ የሚስጠና ስራው	Total Capital	-	150	-
ገዢ የሚከተሉ ስራው	Total Expenditures	19,358	20,108	19,958

DIRECTORATE

The Directorate consists of the Deputy Minister's office, policy and planning and corporate services functions. The Directorate is responsible for the overall direction of the Department. It is responsible for monitoring and reporting on the government's initiatives related to Article 23 of the *Nunavut Land Claims Agreement* known as Inuit Employment Plan. It also provides leadership in core areas including policy research and development financial management and human resource systems.

	የኢትዮጵያ	ዲሞክራሲያዊ ሪፐብሊክ	የኢትዮጵያ
	2003-2004	2002-2003	2002-2003
	Main	Revised	Main
	Estimates	Estimates	Estimates
	(\$000)	(\$000)	(\$000)
የጀትን አጋጣር			
Δቻዕስልናበሰቦች ፈያር-ሱጥ ሲሆን ተፈፀመ	Compensation and Benefits	1,087	1,045
ጋዢ-መስቀል ፈያረሰን ሲሆን ተፈፀመ	Grants and Contributions	-	-
መስቀልናው ማስተካከል ሲሆን ተፈፀመ	Travel and Transportation	92	106
ፈርማዎች ስርዓት ሲሆን ተፈፀመ	Materials and Supplies	68	61
መስቀልናው ማስተካከል ሲሆን ተፈፀመ	Purchased Services	77	74
ኤሌክትሪክ ሲሆን ተፈፀመ	Utilities	-	-
ቴክኖሎጂ ሲሆን ተፈፀመ	Contract Services	346	144
ፈያር-ሙሉ ማስተካከል ሲሆን ተፈፀመ	Fees and Payments	43	31
ፈያዣ ማስተካከል ሲሆን ተፈፀመ	Other Expenses	247	58
ገዢ-ታሪክ አጋጌዎች የሚያጠቃል ምንም	Total Operations & Maintenance	1,960	1,519
ገዢ-ታሪክ የሚሰጠው	Total Capital	-	150
ገዢ-ታሪክ የሚጠቃል	Total Expenditures	1,960	1,669
			1,519

Δ⁹bbaΔ⁹būc⁹būcūc⁹c

አርሱናኔ ላይ በፌዴራል ከፌዴራል ማስተካከል ይችላል፡፡ ይህንን ስምምነት ተረጋግጧል፡፡

STAFFING

The Staffing Branch develops recruitment procedures and guidelines and manages centralized recruitment services for all departments of Government. This involves coordinating the achievement of the Inuit Employment Plan objectives and managing the staffing appeal process.

Major programs include: Staff Recruitment and Retention, Summer Student Program and Staff Relocation Program.

		የፌዴራል	ፈጸምና የሚከተሉት ደንብ	የፌዴራል
		2003-2004	2002-2003	2002-2003
		Main	Revised	Main
	Estimates	Estimates	Estimates	(\$000)
		(\$000)	(\$000)	(\$000)
የፖ.ሪ.ጌ.ሪ. ስርዓት	DESCRIPTION			
አዲስአበባ አውጥታ ማረጋገጫ ሲሆን	Compensation and Benefits	1,614	1,419	1,419
ደንብ ማረጋገጫ ሲሆን	Grants and Contributions	-	-	-
መተዳደሪያ ሲሆን	Travel and Transportation	1,790	1,821	1,821
ማተሪክ ሲሆን	Materials and Supplies	25	26	26
መተዳደሪያ ሲሆን	Purchased Services	2,380	2,564	2,564
ኤሌክትሪክ ሲሆን	Utilities	-	-	-
መተዳደሪያ ሲሆን	Contract Services	24	25	25
አውጥታ ማረጋገጫ ሲሆን	Fees and Payments	53	65	65
አውጥታ ማረጋገጫ ሲሆን	Other Expenses	107	117	117
ቴክኒካል የሚከተሉት ደንብ	Total Operations & Maintenance	5,993	6,037	6,037
ቴክኒካል የሚከተሉት ደንብ	Total Capital	-	-	-
ቴክኒካል የሚከተሉት ደንብ	Total Expenditures	5,993	6,037	6,037

Δb-¶b/Δb ≈ σ⁻¹(D)⁻¹ Δc-ΔC/ΔΔc ≈ σ ΔD-ΔD⁻¹

ASSISTANT DEPUTY MINISTER/COMMUNITY OPERATIONS

This Branch oversees the community operations in the Qikiqtaaluk, Kivalliq and Kitikmeot regions. It provides staffing services, training and development programs, employee relations and job evaluation referrals. It also supports the development and implementation of HR policies and conducts training to upgrade the skill levels of employees working in the decentralized communities.

	የፌዴራል	ፈጻሚነት	የፌዴራል
	2003-2004	2002-2003	2002-2003
	Main Estimates	Revised Estimates	Main Estimates
	(\$000)	(\$000)	(\$000)
የጥንቃሚነት	DESCRIPTION		
አዲስአበባ የሚከተሉ ስራውን አገልግሎት	Compensation and Benefits	1,803	1,754
ሁኔታዎች የሚከተሉ ስራውን አገልግሎት	Grants and Contributions	-	-
መተዳደሪያዎች የሚከተሉ ስራውን አገልግሎት	Travel and Transportation	192	283
እናሸጂዎች የሚከተሉ ስራውን አገልግሎት	Materials and Supplies	78	82
መተዳደሪያዎች የሚከተሉ ስራውን አገልግሎት	Purchased Services	635	650
ኤሌክትሪክ የሚከተሉ ስራውን አገልግሎት	Utilities	-	-
መተዳደሪያዎች የሚከተሉ ስራውን አገልግሎት	Contract Services	84	90
አዋጅ የሚከተሉ ስራውን አገልግሎት	Fees and Payments	54	55
አዋጅ የሚከተሉ ስራውን አገልግሎት	Other Expenses	75	90
ቴክኒካል የሚከተሉ ስራውን አገልግሎት	Total Operations & Maintenance	2,921	3,004
ክፍል የሚከተሉ ስራውን አገልግሎት	Total Capital	-	-
ክፍል የሚከተሉ ስራውን አገልግሎት	Total Expenditures	2,921	3,004

JOB EVALUATION AND ORGANIZATIONAL DESIGN

The Job Evaluation and Organization Design Branch provides advice and assistance to departments and agencies on organizational design and in developing innovative and culturally relevant work arrangements. The program rates all non-teaching positions in the public service using the Hay Job Evaluation system to promote consistent, affordable and fair rates of pay for employees.

የኢትዮጵያ	DESCRIPTION	የፌዴራል	ፋይናንስ ስርዓት	የፌዴራል
		2003-2004	2002-2003	2002-2003
	Main Estimates	Revised Estimates	Main Estimates	
	(\$000)	(\$000)	(\$000)	
አዲስአበባ አድራሻ ማረጋገጫ	Compensation and Benefits	578	580	580
ክፍያዎች አገልግሎት ማረጋገጫ	Grants and Contributions	-	-	-
መተዳደሪያ ማስተካከል	Travel and Transportation	43	57	57
እኩል ማስተካከል	Materials and Supplies	20	23	23
መተዳደሪያ ማስተካከል	Purchased Services	27	28	28
ኤሌክትሪክ ማስተካከል	Utilities	-	-	-
ቴክኒክ ማስተካከል	Contract Services	37	37	37
አቅራቢዎች አቅራቢዎች	Fees and Payments	12	13	13
አገልግሎት ማረጋገጫ	Other Expenses	16	21	21
ብዕር አገልግሎት ማረጋገጫ	Total Operations & Maintenance	733	759	759
ብዕር አገልግሎት	Total Capital	-	-	-
ብዕር አገልግሎት	Total Expenditures	733	759	759

$\Delta \circ \Delta^c$ $\Delta^{\text{sh}} b \circ \Delta \triangleright^{\text{sh}} \cap \triangleright \sigma^{-\text{sh}} \circ^c$ $\langle^c \circ \triangleright^c$

INUIT EMPLOYMENT PLAN

This Branch is responsible for providing human resource leadership and initiatives to increase and maintain Inuit employment in the Government of Nunavut to a representative level. The main functions of the program are to develop strategies, monitor its effectiveness, identify and meet training needs of employees, as well as implement and coordinate various training initiatives in order to fulfill the Government of Nunavut's obligation under the Article 23 of *Nunavut Land Claims Agreement*.

የኢትዮጵያ	DESCRIPTION	የፌዴራል	ፌዴራል	የፌዴራል
		2003-2004	2002-2003	2002-2003
	Main Estimates	Revised Estimates	Main Estimates	
	(\$000)	(\$000)	(\$000)	
የሚጠቃለው የሚከተሉት ስም አንቀጽ በንግድ የሚከተሉት ስም አንቀጽ	Compensation and Benefits	2,024	899	899
የመጀመሪያ ደንብ የሚከተሉት ስም አንቀጽ	Grants and Contributions	-	-	-
የፖስታ የሚከተሉት ስም አንቀጽ	Travel and Transportation	405	313	313
የሚሸፍት የሚከተሉት ስም አንቀጽ	Materials and Supplies	91	65	65
የሚከተሉት ስም አንቀጽ	Purchased Services	349	114	114
የኤሌክትሪክ የሚከተሉት ስም አንቀጽ	Utilities	-	-	-
የመጀመሪያ ደንብ የሚከተሉት ስም አንቀጽ	Contract Services	1,679	1,983	1,983
የሚከተሉት ስም አንቀጽ	Fees and Payments	159	58	58
የሚከተሉት ስም አንቀጽ	Other Expenses	41	17	17
በዚህ ደንብ የሚከተሉት ስም አንቀጽ የሚከተሉት ስም አንቀጽ	Total Operations & Maintenance	4,748	3,449	3,449
በዚህ ደንብ የሚከተሉት ስም አንቀጽ	Total Capital	-	-	-
በዚህ ደንብ የሚከተሉት ስም አንቀጽ	Total Expenditures	4,748	3,449	3,449

Δ⁹⁶bοΔ᷇σ⁶ Δ᷈᷄Δσ⁹⁶ Λ᷊᷄-ΔΩ᷄Πσ⁶

TRAINING AND DEVELOPMENT

The Training and Development Branch provides advice, assistance and support to departments and agencies in training and developing their staff. This program develops policies and procedures, which constitute the framework for training and development across the public services. It also supports the Akitsirak Law School program in collaboration with Department of Justice and Nunavut Arctic College.

Δ^qබ^qΔ^qΔ^q Δ^qΔ^q Δ^qΔ^q Δ^qΔ^q Δ^qΔ^q
TRAINING AND DEVELOPMENT

	ປ ^q ມ ^q ນ ^q	ດ ^q ກ ^q ມ ^q ນ ^q ລ ^q ກ ^q	ປ ^q ມ ^q ນ ^q
	2003-2004	2002-2003	2002-2003
	Main	Revised	Main
	Estimates	Estimates	Estimates
	(\$000)	(\$000)	(\$000)
Δ^qຖ^qΔ^q Contributions			
4 ^q ປ ^q 4 ^q 1 ^q Δ ^q 1 ^q Δ ^q 1 ^q Δ ^q 1 ^q 1 ^q Δ ^q 1 ^q 1 ^q			
Δ ^q 1 ^q 1 ^q CD ^q 1 ^q 1 ^q J 4 ^q ປ ^q 4 ^q 1 ^q Δ ^q 1 ^q Δ ^q 1 ^q Δ ^q 1 ^q 1 ^q CD ^q 1 ^q 1 ^q .			
	350	350	350
Akitsiraq Law School Program			
Funding provided to support the Akitsiraq Law School Program.			
6 ^q 7 ^q 1 ^q Δ ^q 1 ^q Δ ^q 1 ^q Total Contributions	350	350	350
6 ^q 7 ^q 1 ^q Δ ^q 1 ^q Δ ^q 1 ^q Δ ^q 1 ^q Total Grants and Contributions	350	350	350

Δέκα Δέσμοι Αρχών

EMPLOYEE RELATIONS

The Employee Relations Branch provides professional employee relations advice and services to employees and agencies. The Department contributes to the government's overall ability to attract, retain and fairly compensate employees through the collective agreement process. The Department administers, interprets collective agreements and manages a dispute resolution process. It also administers workplace health safety and wellness programs for the benefit of all employees.

የኢትዮጵያ	DESCRIPTION	የፌዴራል	ፌዴራል	የፌዴራል
		ፌዴራል	ፌዴራል	የፌዴራል
		Main Estimates (\$000)	Revised Estimates (\$000)	Main Estimates (\$000)
አዲስአበባ የሚከተሉ ስራ አገልግሎት	Compensation and Benefits	866	851	851
ደንብ ደንብ የሚከተሉ ስራ አገልግሎት	Grants and Contributions	-	-	-
መስቀል የሚከተሉ ስራ አገልግሎት	Travel and Transportation	63	82	82
እና ማስቀመጥ የሚከተሉ ስራ አገልግሎት	Materials and Supplies	133	55	55
መስቀል የሚከተሉ ስራ አገልግሎት	Purchased Services	20	78	78
ኤሌክትሪክ የሚከተሉ ስራ አገልግሎት	Utilities	-	-	-
ቴክኒካል የሚከተሉ ስራ አገልግሎት	Contract Services	636	800	800
አዲስአበባ የሚከተሉ ስራ አገልግሎት	Fees and Payments	17	111	111
አዲስአበባ የሚከተሉ ስራ አገልግሎት	Other Expenses	18	39	39
በዚህ የሚከተሉ ስራ አገልግሎት በማስረጃው የሚከተሉ ስራ አገልግሎት	Total Operations & Maintenance	1,753	2,016	2,016
በዚህ የሚከተሉ ስራ አገልግሎት	Total Capital	-	-	-
በዚህ የሚከተሉ ስራ አገልግሎት	Total Expenditures	1,753	2,016	2,016

ՀԵՐԵՎԱՆԻ ԹԱՐԱՎԵՐԱԿԱՆ ՌԴԼԵՐԵՐՈՒՅՑԸ ԾՈՏՄԱՐԿԸ

ለመስራት ደንብ በዚህ ስምምነት እና የሚከተሉት ስምምነቶች በመሆኑ የሚያሳይ ይገልጻል፡፡

DECENTRALIZATION

The Department of Human Resources, in consultation with the Decentralization Secretariat, is responsible for defining and developing the terms and conditions of employees affected by decentralization. It also provides staffing services, initiation of removal and housing, employee training and orientation to all decentralized employees.

Funding allocated to this initiative was approved to the end of the 2002-03 fiscal year only.

የኢትዮጵያ	DESCRIPTION	የፌዴራል	ፌዴራል	የፌዴራል
		2003-2004	2002-2003	2002-2003
		Main Estimates (\$000)	Revised Estimates (\$000)	Main Estimates (\$000)
አዲስአበባ	Compensation and Benefits	-	250	250
ገንዘብ	Grants and Contributions	-	-	-
ፖ.ስትሪክት	Travel and Transportation	-	390	390
እጋፍ	Materials and Supplies	-	18	18
ፖ.ስተርቃቤ	Purchased Services	-	774	774
ኤሌክትሪክ	Utilities	-	-	-
ቴክኖሎጂ	Contract Services	-	15	15
አዋጅ	Fees and Payments	-	352	352
ኤናንድ	Other Expenses	-	-	-
ገቢውን አገልግሎት	Total Operations & Maintenance	-	1,799	1,799
ገቢውን የገዢ	Total Capital	-	-	-
ገቢውን የሚጠቁጥር	Total Expenditures	-	1,799	1,799

፳፻፲፭ የሚገኘው ስራው የሚያስፈልግ የሚከተሉ ደንብ በንግድ የሚያስፈልግ የሚከተሉ ደንብ

DISTRIBUTION OF OPERATIONS & MAINTENANCE BUDGET

