

w6vNw/6toEip5



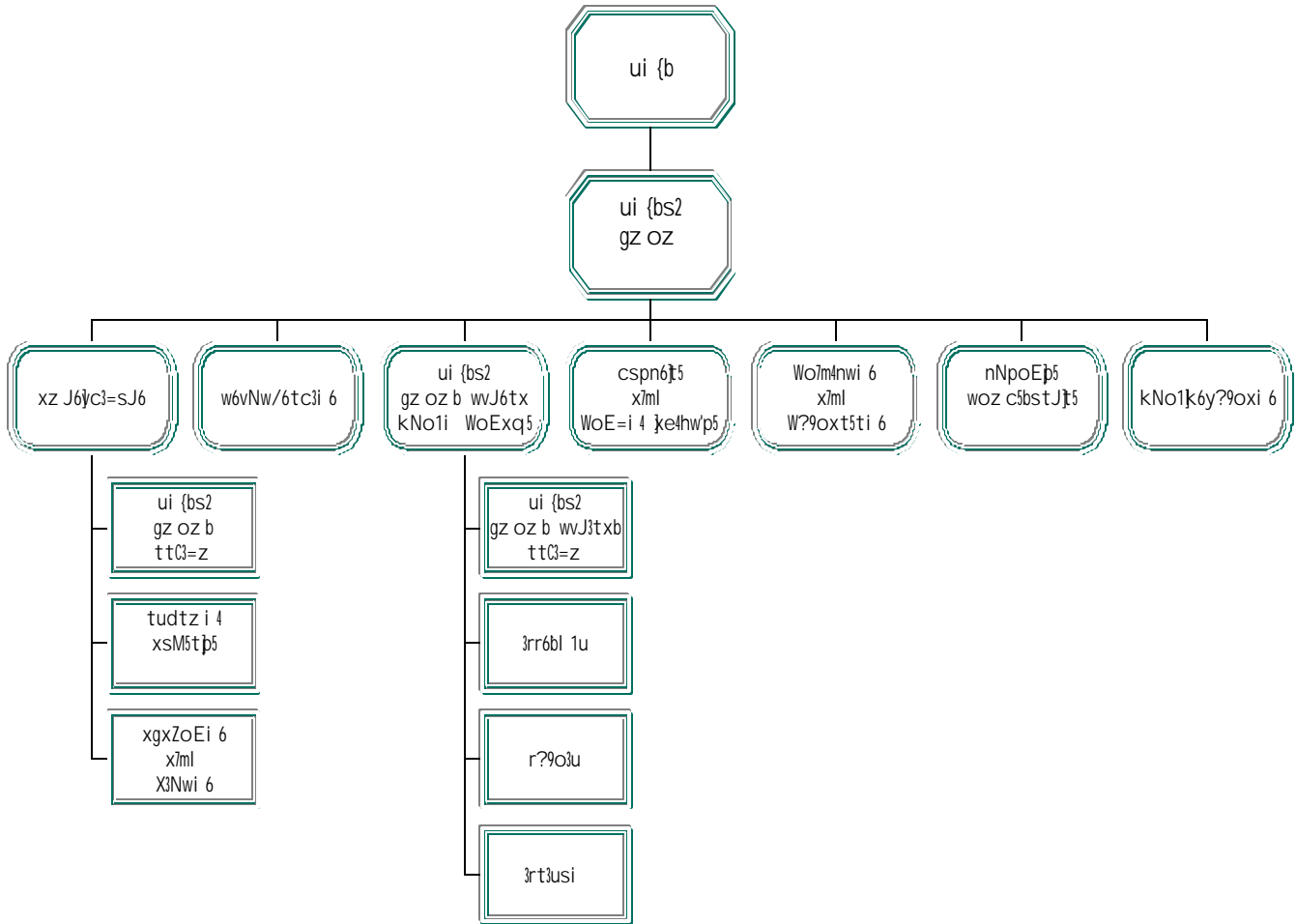
HUMAN
RESOURCES

rx9=8 w1
ui {b

þ=5 suAw5g6
ui {bs2 q[ox

b7 b7n8
ui {bs2 q[ox wwJ3tx

rNs/oE0Jyqb NI Nw/3ymi q5

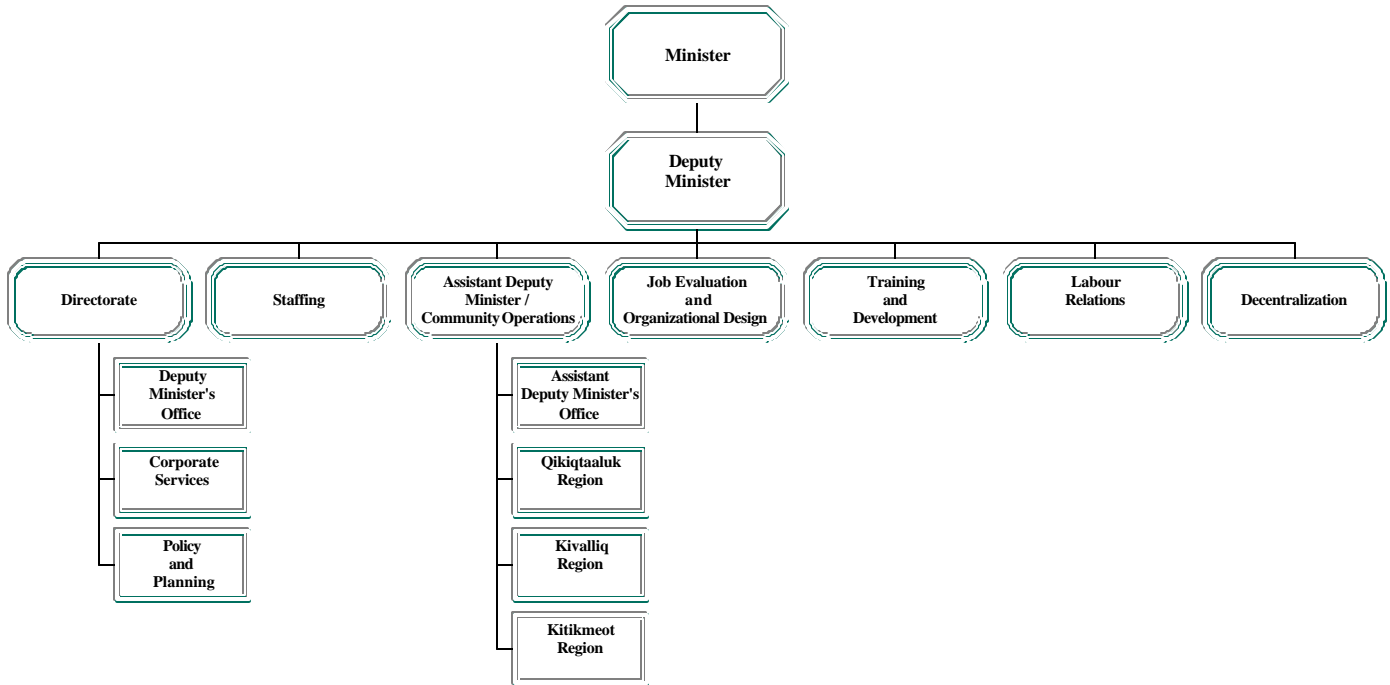


Kelvin Ng
Minister

David Omilgoitok
Deputy Minister

Tom Thompson
Assistant Deputy Minister

ACCOUNTING STRUCTURE CHART



W/4noxaymJ5

bm4fx to/symJt0/q5 w6vNw/6toEp4f5, xgxZc6Lt4 s4WE/sJi 4 WNhx6bKtA5
xe4bsJ=i 3i 4 xgxZE/si x3mb w6vNw/6toEJti 4 ChxDtk5, WoExi 4 cspnDtk5 W?9oxt5tJtk9I ,
nNpoEpk9I woz JbsJK5 x7ml w6vNw/6toEJti 4 xSM5tpk5 bmw8i Z?mt4fz Ji
tudtq8i I xJq6yNhx6Lt4 WsyPoDbsA8N6gi 4 Z?mt4f5 w6vNw/6toEJtq8i 4 bmw8i
kNK2 Z?mz i .

gQZ3n5

- ◆ xe4hwNhxDm9I t4 vJy5txD8N6gi 4, xg3i c6gi 4 cspm5tx6gi 4 Z?mt4f5 w6vNw/6tq8i 4,
rs5b5txD8N6gi 4 kNo1usk5 vmPs=0/q8k5 x7ml r[Z6g3i 6nsJi 4 kNKusi 4.
- ◆ WoEct0I Q5 kNp5 kNo1us5 xJq8i 6nso6X9oxi x3mb.
- ◆ ttC6bst9I Q5 kesmw8N6t9I Q9I W/Egl xq8i 6nw5 gryN3i 6nw5 xgxZE/sJ5.
- ◆ W?9oxt5tl t4 kesmt5tl t[I Wytsi 6ni 4 w6vNw/6tk5 cspmJti 4 w6vNw/6toEJti I
bmw8k5 Z?mt4fz Jk5 xg6bsi x6gi 4 tudt0/sJk9I kNK2 Z?mz k5.
- ◆ W?9oxt5tl t4 xSM5tpsl t[I xg3i c6gi 4 vJy5txD8N6gi I w6vNw/6toEJti 4
w6vNw/6toEp4f8i .

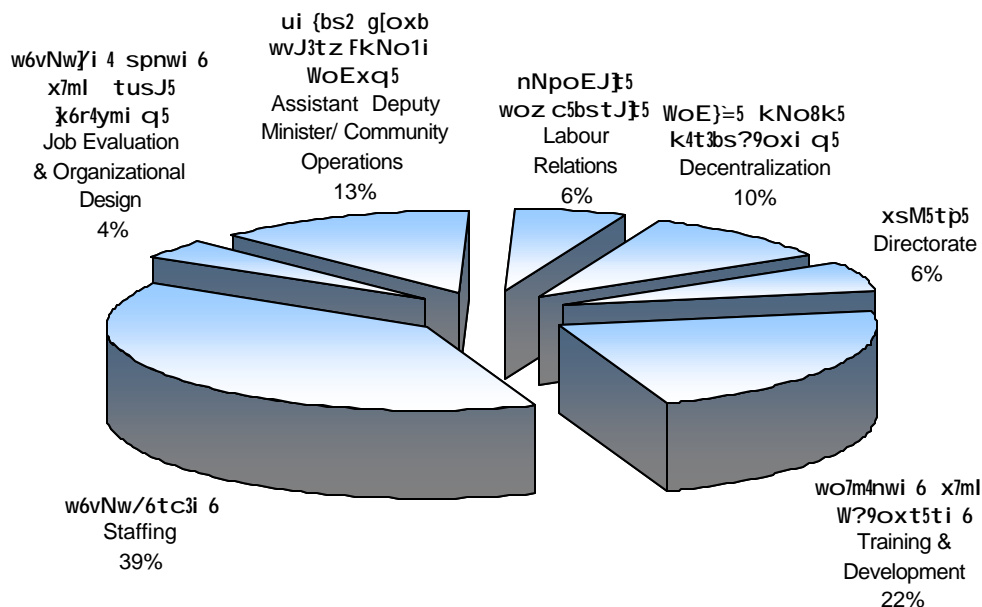
MISSION

The Department of Human Resources, through the guiding principles of Pinasuaqtavut, provides recruitment, job evaluation, training and development, labour relations and human resource management support to all departments and agencies to promote excellence in the public service of the Government of Nunavut.

GOALS

- ◆ Build an effective, functional and skilled public service, which is responsive to the public it serves and increasingly representative of the population of Nunavut.
- ◆ Work with communities to create community capacity building.
- ◆ Write and maintain simple and understandable policies.
- ◆ Develop and maintain high quality human resource programs and services to support all departments and agencies of the Government of Nunavut.
- ◆ Develop and manage an effective and efficient Department of Human Resources.

x=4g6ymi q5 xroExj5 DETAIL OF EXPENDITURES



	2001-2002 Main Estimates (\$000)	2000-2001 Revised Estimates (\$000)	2000-2001 Main Estimates (\$000)
rhj 7mz 5	DESCRIPTION		
w6vNw/6tk5 xrosyx5	5,669	4,931	5,226
gi /sh5 x7ml wvJj5	500	-	-
i sDc5bDj5 wqCJj9l	2,640	2,921	2,933
x9Mj=oe0Jt5 hN4fb9l	285	279	279
i s=6bsl t4 vmpQ/sJ5	6,045	6,057	6,293
37m6ftk5	-	-	-
y8g4bs9l t4 vmpQ/sJ5	2,183	603	243
xroExj5 xro6hh9l	874	2,481	2,548
xyq5 xroExj5	302	248	248
vt9l Q5 xSM5tJj5	18,498	17,520	17,770
vt9l Q5 xrgJtk5	-	-	-
vt9l Q5 xroExj5	18,498	17,520	17,770

xSM5tp5

xz J6y4f=xi wko4 ui {bs2 g[oxb x[M[=z i 4, yK7j x4n6bs0xo1i 4 X3Nwp5 x7ml tudtz i 4
 vmpsJ5 b)?] 5g5 WoE=1u. xz J6y4f=xi us5 vmpsJ5 bmw8i 4 WoE=sJi 4 grox6t5tps9l t4
 scsJwpsJ5 b)?I Z?mt4fz Ji xz J6y4f=xi vmps1uJ5 s0p6h6ts9l t4 si 4y3=s?4Lt4
 Z?mt4f8k5 W0x6tbsymJK5 xgx6LA ttC6bsymJ6 wMz @#_u kNK2 moZzi xqDbsymJu,
 x7ml W?9ox5tps9l t4 xSM5tps9l t[! jNs/oEJt4ni4, W?9ox5tps9l t4 WoE=i
 yK7j x4n6bs0xi 1i 4 xgxZE/s0xo1i l x7ml wvJ6n6ts9l t4 u{bs2 x[M[=z i WoEpi 4.

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 also responsible for monitoring and reporting on the Government's initiatives related to Article 23 of the *Nunavut Land Claims Agreement*, as well as developing and controlling budgets, developing policy and procedures and providing support to the Minister's office.

		2001-2002 jNs/5 xg6g4n5 Main Estimates (\$000)	2000-2001 x6r0x3ymJ5 x3i i b5 Revised Estimates (\$000)	2000-2001 jNs/5 x3i i b5 Main Estimates (\$000)
rhj 7mz 5	DESCRIPTION			
w6vNw/6tk5 xrosyx5	Compensation and Benefits	797	714	714
gi /sh5 x7ml wvJt5	Grants and Contributions	-	-	-
i sDc5bd5 wqCJt9l	Travel and Transportation	83	71	71
x9M}=oE0Jt5 hN4fb9l	Materials and Supplies	30	28	28
i s=6bsl t4 vmpQ/sJ5	Purchased Services	67	40	55
57m6ftk5	Utilities	-	-	-
y8g4bs9l t4 vmpQ/sJ5	Contract Services	20	20	20
xroExo5 xro6h9l	Fees & Payments	28	37	37
xyq5 xroExo5	Other Expenses	54	42	42
vt9l Q5 xSM5tJt5	Total Operations and Maintenance	1,079	952	967
vt9l Q5 xrgJtk5	Total Capital	-	-	-
vt9l Q5 xroExp5	Total Expenditures	1,079	952	967

w6vNw/6tj6t5tj5

w6vNw/6tj6t5tj5 vmpsJ5 yK7j x4n6bs0xo1i 4 W?9ox5t5tps9l t4, xgxZE/s0xo1i l moZE/s0xo1i l w0Jt09l Q5 w6vNw/6tj6t5tj5 w6vNw/6t4ni l iDx6yJj5 Z?mt4f5 wl xi . j4fx5bs6 vmps1uJ5 wvJ6n6ts9l t4 x7ml jNs/oEJtq8i 4 Nnwps9l t4 tudt/Q/sJ5 to/syA8N6Lt4 w6vNw/6tj6t5tA8N6Lt4.

STAFFING

The Staffing Branch is responsible for policy development, procedures and guidelines concerning the recruitment and selection process within the Government. The Branch also assists and audits agencies with delegated recruitment authority.

		2001-2002 jNs/5 xg6g4n5 Main Estimates (\$000)	2000-2001 x6r0x3ymJ5 x3i i b5 Revised Estimates (\$000)	2000-2001 jNs/5 x3i i b5 Main Estimates (\$000)
rhj 7mz 5	DESCRIPTION			
w6vNw/6tk5 xrosyx5	Compensation and Benefits	564	643	643
gi /sh5 x7ml wvjj5	Grants and Contributions	-	-	-
i sDc5bDj5 wqCJj9l	Travel and Transportation	1,513	1,635	1,647
x9M}=oE0Jt5 hN4fb9l	Materials and Supplies	23	26	26
i s=6bsl t4 vmpQ/sJ5	Purchased Services	4,616	4,523	4,814
37m6ftk5	Utilities	-	-	-
y8g4bs9l t4 vmpQ/sJ5	Contract Services	10	10	10
xroEx05 xro6hjh9l	Fees & Payments	246	269	271
xyq5 xroEx05	Other Expenses	78	80	80
vt9l Q5 xSM5tJj5	Total Operations and Maintenance	7,050	7,186	7,491
vt9l Q5 xrgjtk5	Total Capital	-	-	-
vt9l Q5 xroExj5	Total Expenditures	7,050	7,186	7,491

ui {bs2 g[oxb wvJ6txFkNo1i WoExq5

8N WoE=4 xz J6yc3=sJ6 s0p6h6ts9l i kNo1i WoExE/sJi 4 er6p1 1u, r?9o3u x7ml et3usi. kNosctQ=sJi WNhxE/sJ5 x=4g6ymi q8i scsJwpsJ5 xsM5tpk5 bmw8kojn6 x0pQc5gk5 Z?mt4f8k5 w6vNw/6t6t5tps9l t4.

ASSISTANT DEPUTY MINISTER/COMMUNITY OPERATIONS

This Branch oversees the community operations in the Qikiqtaaluk, Kivalliq and Kitikmeot regions. Community Operations also act as advisors to management on a full range of human resource issues.

		2001-2002 †Ns/5 xg6g4n5 Main Estimates (\$000)	2000-2001 x6rQx3ymJ5 x3i i b5 Revised Estimates (\$000)	2000-2001 †Ns/5 x3i i b5 Main Estimates (\$000)
rhj 7mz 5	DESCRIPTION			
w6vNw/6tk5 xrosyx5	Compensation and Benefits	1,446	1,390	1,390
gi /sh5 x7ml wvJt5	Grants and Contributions	-	-	-
i sDc5bD†5 wqCJ†9l	Travel and Transportation	294	269	269
x9M}=oE0J†5 hN4fb9l	Materials and Supplies	71	54	54
i s=6bsl t4 vmpQ/sJ5	Purchased Services	370	301	216
‡7m6ftk5	Utilities	-	-	-
y8g†4bs9l t4 vmpQ/sJ5	Contract Services	45	35	35
xroExò5 xro6h†9l	Fees & Payments	36	65	65
xyq5 xroExò5	Other Expenses	80	47	47
vt9l Q5 xsM5tJ†5	Total Operations and Maintenance	2,342	2,161	2,076
vt9l Q5 xrg†tk5	Total Capital	-	-	-
vt9l Q5 xroExp5	Total Expenditures	2,342	2,161	2,076

w6vNw/6ti 4 cspnsj5 x7ml tudtq8i 4 xe4hwp5

w6vNw/6ti 4 cspnwj5 tudtq8i l xe4hwp5 vmpsJ5 scsJwpw9l t4 xyui 4 Z?mt4fz J5
 tudtb WoE=q8i 4 xe4hwp5sc5b6Lt4 x7ml w6vNw/E/sJi 4 si 4yosc5b6Lt4,
 vmQ/s5tx3i q8i 4 cspn6ts9l t4 W?9ox5tps9l t4, wvJ6ts9l t4 xJq8i E/sJi 4
 si 4yosoqz b NI Nw/wps9l t4, vJyt5tps9l t4 x3Nsi q5 xatsi q9l 8l 5
 whjnl Q/sQxcq8i q8i 4 w6vNw/3=1u cspn6tsJ5 w6vNw/c3=sJi 4 x7ml scsJwps9l t4
 W?9ox5tbsQxc6gi 4 kpi 4 nN6fy3i 4 xe4h6bsJc5.

JOB EVALUATION AND ORGANIZATIONAL DESIGN

The Job Evaluation and Organization Design Branch is responsible for providing advice to other departments on organizational designs, preparing job descriptions, performance development, assisting development of competency profiles, implementing a gender neutral job evaluation system, evaluating jobs and providing advice on developing innovative work arrangements.

		2001-2002 fNs/5 xg6g4n5 Main Estimates (\$000)	2000-2001 x6rQx3ymJ5 x3i i b5 Revised Estimates (\$000)	2000-2001 fNs/5 x3i i b5 Main Estimates (\$000)
rhj 7mz 5	DESCRIPTION			
w6vNw/6tk5 xrosyx5	Compensation and Benefits	498	488	488
gi /sh5 x7ml wvJj5	Grants and Contributions	-	-	-
i sDc5bDj5 wqCJj9l	Travel and Transportation	57	78	78
x9M}=oE0Jt5 hN4fb9l	Materials and Supplies	23	22	22
i s=6bsl t4 vmpQ/sJ5	Purchased Services	21	16	21
37m6ftk5	Utilities	-	-	-
y8g4bs9l t4 vmpQ/sJ5	Contract Services	28	54	54
xroEx05 xro6hh9l	Fees & Payments	28	28	28
xyq5 xroEx05	Other Expenses	30	15	15
vt9l Q5 xSM5tJj5	Total Operations and Maintenance	685	701	706
vt9l Q5 xrgjtk5	Total Capital	-	-	-
vt9l Q5 xroExp5	Total Expenditures	685	701	706

w6vNwYi 4 wonwJ5 W?9ox5t5tJ5

h4fx Z?mt4fz J5 W}=4nc6t5tpsJ5 bmw8i 4 w6vNw/6toEJti 4 X3Nwps9l t4 x7ml
 yK9o6h6ts9l t4 WQx6tbsymJi 4 wvJ6n6ts9l t4 w6vNw/6tk5. h4fx5bs6 vmps1uJ5
 xsM5tps9l t4 bmw8k5 Z?mt4fz Jk5 xf8i 6h6ts9l t4 w6vNw/6ti 4 wonwJti 4
 W?9ox5t5tJti l. h8N to/symJ5 vJyt5tpsd/s9l t4 WoExE/sJi 4 mfi z: wk1k5
 w6vNwY/E/sJ4ni 4, w6vNw/6tk5 WoE=1i k8i xc3Nq0/w4fti 4, wk4t=hjz o6t5tJti 4
 scsyoEJti 4, w6vNw/6tJE/sCp6gi 4 wonwJti 4, WNhxZ3ui 4 d?6X9o6t5tNhx6gi 4
 W?9ox5t5tNhx6gi 5 x7ml xs/4f5 won6j5 w6vNw/6tQ/sJtq8i 4.

TRAINING AND DEVELOPMENT

This Branch provides comprehensive human resource planning and leadership initiatives to support employees. The Branch manages all collaborative inter-departmental training and development. It is currently mandated to deliver programs such as: Inuit Employment Program, Employee Workplace Wellness Program, Inuktitut as a Second Language, Employee Orientation, Professional Development and Summer Students.

		2001-2002 fNs/5 xg6g4n5 Main Estimates (\$000)	2000-2001 x6rQx3ymJ5 x3i i b5 Revised Estimates (\$000)	2000-2001 fNs/5 x3i i b5 Main Estimates (\$000)
rhj 7mz 5	DESCRIPTION			
w6vNw/6tk5 xrosyx5	Compensation and Benefits	1,496	835	810
gi /sh5 x7ml wvJj5	Grants and Contributions	-	-	-
i sDc5bDj5 wqCJj9l	Travel and Transportation	206	45	45
x9M}=oE0Jt5 hN4fb9l	Materials and Supplies	93	46	46
i s=6bsl t4 vmpQ/sJ5	Purchased Services	76	21	26
h7m6ftk5	Utilities	-	-	-
y8gJ4bs9l t4 vmpQ/sJ5	Contract Services	1,955	463	103
xroExo5 xro6hjh9l	Fees & Payments	162	1,187	1,572
xyq5 xroExo5	Other Expenses	25	36	36
vt9l Q5 xsM5tJj5	Total Operations and Maintenance	4,013	2,633	2,638
vt9l Q5 xrgJtk5	Total Capital	-	-	-
vt9l Q5 xroExp5	Total Expenditures	4,013	2,633	2,638

nNpoEJtk5 woz c5bstJt5

nNpoEj5 vmpsJ5 cspmps9l t4 nNpoEJti4 WoEctQ5txDti4 scsJwps9l t4 x7ml
 vmps9l t4 w6vNw/6ti4, Z?mt4fz Ji4, kNo1us9l tudtq8i4 Z?mtq8i . vmps1uJ5
 xw?vb4ts9l t4 xp6bsym0xo1i4 w6vNw/6toEJti4 xqDbs0xcjh4 w6vNw/6t5 vg0pctQq8k5.
 vmps1uJ5bs6 xsM5tps9l t4 gros6t5tps9l t4 xqDbs0xcjh4 w6vNw/6tcDti ,
 w6vNw/6tcDtk5 cspmps9l t4 yK7j x4n6bs0xcc5b6gi4 xgxZi4 moZi l .

LABOUR RELATIONS

The Labour Relations Branch is responsible for providing professional labour relations advice and services to employees, departments, and public sector organizations. The Branch is responsible for negotiating collective bargaining with unions. It is also responsible for administering and interpreting collective agreements, human resource policies and procedures.

		2001-2002 fNs/5 xg6g4n5 Main Estimates (\$000)	2000-2001 x6r0x3ymJ5 x3fi i b5 Revised Estimates (\$000)	2000-2001 fNs/5 x3fi i b5 Main Estimates (\$000)
rhj 7mz 5	DESCRIPTION			
w6vNw/6tk5 xrosyx5	Compensation and Benefits	618	590	590
gi /sh5 x7ml wvjt5	Grants and Contributions	-	-	-
i sDc5bDjt5 wqCJt9l	Travel and Transportation	97	91	91
x9M}=oE0Jt5 hN4fb9l	Materials and Supplies	27	78	78
i s=6bsl t4 vmpQ/sJ5	Purchased Services	122	17	22
57m6ftk5	Utilities	-	-	-
y8g4bs9l t4 vmpQ/sJ5	Contract Services	110	-	-
xroExo5 xro6h9l	Fees & Payments	21	83	83
xyq5 xroExo5	Other Expenses	35	28	28
vt9l Q5 xsM5tJt5	Total Operations and Maintenance	1,030	887	892
vt9l Q5 xrgjtk5	Total Capital	-	-	-
vt9l Q5 xroExp5	Total Expenditures	1,030	887	892

WoE}=5 kNo1k5 k4t6bs?9oxi q5

w6vNw/6toEp4f5, sc9Mctcsc5b6Lt4 w6vNw/3=i 4 k4t6y?9oxt5tp5 x[M]=z i 4, vmpls1uJ5
 NI Nw/wps9l t4 x7ml W?9oxt5tps9l t4 xgxZE/si x6gi 4 moZE/si x3gi l w6vNw/6}5
 k4t6bsJtq8k5 kNo1k5 WoE=q5 k4t6bs}z b w6vNw/6t}6t5tps9l t[l , WQx6t5tps9l t4
 k4t6yJti 4 hN4fb}q8i 4 w[l cDtq8i 4 w6vNw/6}5, won6bsJtq8i l w6vNw/6t}E/sJ5
 Wom0s6nsti 4 wo6fyE/sJk5 gz =0/sJi 4 grysmt5tps9l t4 bmw8k5 k4t6bsi x6gk5
 w6vNw/6tk5.

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.

		2001-2002 }Ns/5 xg6g4n5 Main Estimates (\$000)	2000-2001 x6r0x3ymJ5 x3}i i b5 Revised Estimates (\$000)	2000-2001 }Ns/5 x3}i i b5 Main Estimates (\$000)
rhj 7mz 5	DESCRIPTION			
w6vNw/6tk5 xrosyx5	Compensation and Benefits	250	271	591
gi /s}5 x7ml wv}5	Grants and Contributions	500	-	-
i sDc5bD}5 wqCJ}9l	Travel and Transportation	390	732	732
x9M}=oE0J}5 hN4fb9l	Materials and Supplies	18	25	25
i s=6bsl t4 vmpQ/sJ5	Purchased Services	773	1,139	1,139
57m6ftk5	Utilities	-	-	-
y8g}4bs9l t4 vmpQ/sJ5	Contract Services	15	21	21
xroExò5 xro6h}9l	Fees & Payments	353	812	492
xyq5 xroExò5	Other Expenses	-	-	-
vt9l Q5 xsM5tJ}5	Total Operations and Maintenance	2,299	3,000	3,000
vt9l Q5 xrg}tk5	Total Capital	-	-	-
vt9l Q5 xroExp5	Total Expenditures	2,299	3,000	3,000

WoEþ5 kNo1k5 k4t6bs?9oxi q5
 DECENTRALIZATION

	2001-2002 þNs/5 xg6g4n5 Main Estimates (\$000)	2000-2001 x6r0x3ymJ5 x3þi i b5 Revised Estimates (\$000)	2000-2001 þNs/5 x3þi i b5 Main Estimates (\$000)
gi syx5 wvþyx9l Grants and Contributions			
<i>wvþyx5</i> Contributions			
kNKu yM5g4n3=[Jx6 vJyt5tJt4ni l w6vNw/6þChx6gk5 wonwJti 4 kNo1i Z?mt4f8i WoEþ5 k4t6bst9l Q5 w6vNw/6þE/si x6gi 4.	500	-	-
Nunavut Arctic College Funding provided to Nunavut Arctic College for the development and delivery of pre-employment programs in the communities affected by decentralization.			
<i>vtl Q5 wvþyx5</i> Total Contributions	500	-	-
<i>vtl Q5 gi syx5 wvþyx9l</i> Total Grants and Contributions	500	-	-

**x=5g3ymi q5 ñNs/5 xg6g4n5
DISTRIBUTION OF BUDGET**

	xz J6yv3=4 Headquarters (\$000)	er3þl 4 Qikiqtaaluk (\$000)	r?9o6 Kivalliq (\$000)	et3us5 Kitikmeot (\$000)
w6vNw/6tk5 xrosyx5 Compensation and Benefits	4,357	434	425	453
gi /sJ5 x7ml wvJ6bsJ5 Grants and Contributions	500	-	-	-
i sDc5bDþ5 wqCJþ9l Travel and Transportation	2,392	111	76	61
x9Mþ=oe0Jþ5 hN4ft9l Materials and Supplies	216	29	20	20
i s=6bs9l t4 vmp0/sJ5 Purchased Services	5,680	173	96	96
þ7m6ftk5 Utilities	-	-	-	-
þ8gþ4tbs9l t4 vmp0/sJ5 Contract Services	2,143	20	10	10
xroExò5 xro6hþ9l Fees & Payments	843	11	10	10
xyq5 xroExò5 Other Expenses	227	25	25	25
vt9l 05 xSM5tJþ5 þesmt5tJþ9l Total Operations & Maintenance	16,358	803	662	675
vt9l 05 xrgþtk5 Total Capital	-	-	-	-
vt9l 05 xroExþ5 Total Expenditures	16,358	803	662	675

