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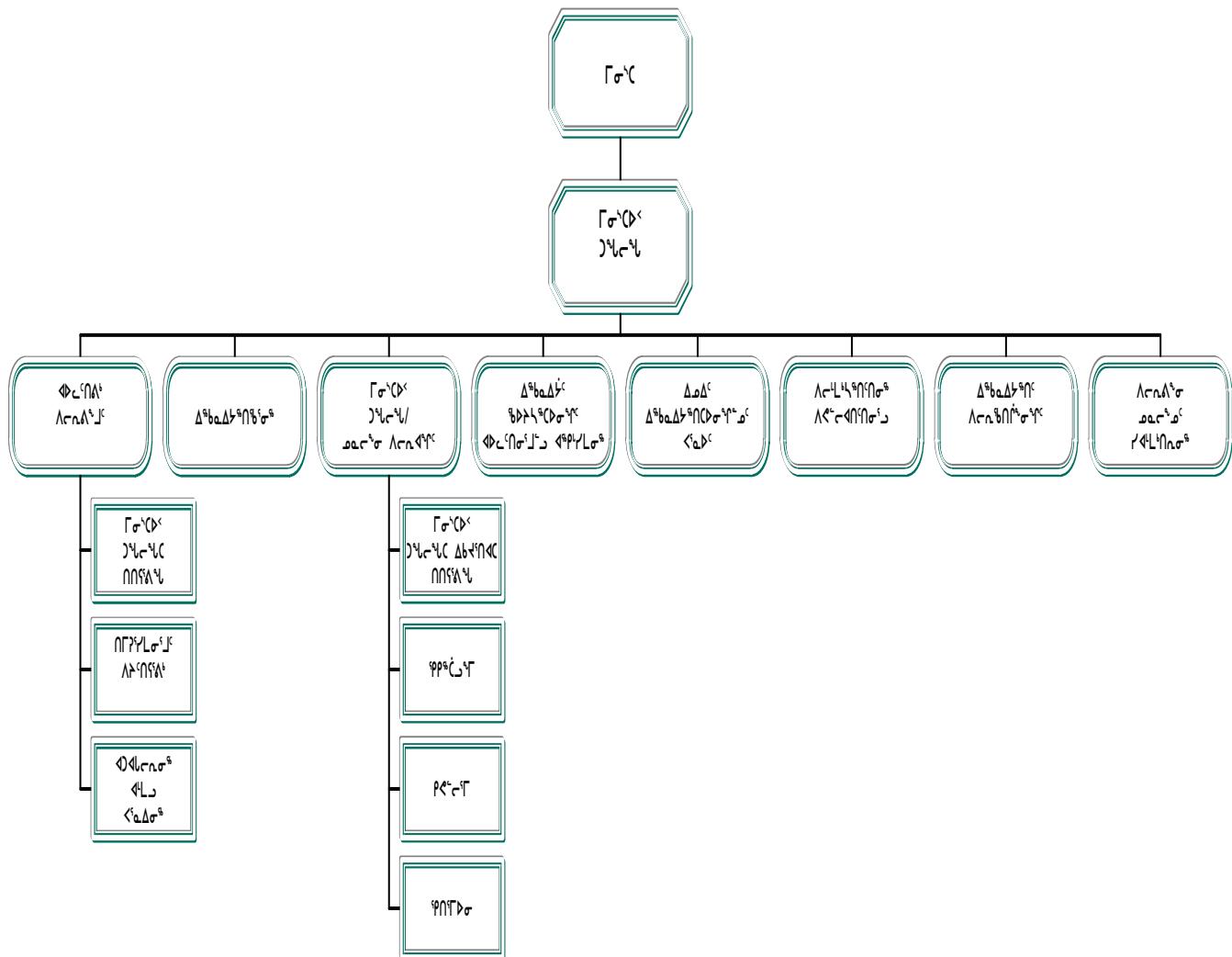
HUMAN RESOURCES

ବ୍ୟାଙ୍ଗ କ୍ଷେତ୍ର
ପ୍ରଦାନକାରୀ କ୍ଷେତ୍ରରେ

ଜାର୍ଯ୍ୟ ପରିବହନ
କ୍ଷେତ୍ର

କ୍ଷେତ୍ର କ୍ଷେତ୍ର
ପ୍ରଦାନକାରୀ କ୍ଷେତ୍ରରେ

ପ୍ରଦାନକାରୀ କ୍ଷେତ୍ରରେ ଉତ୍ସାହିତି

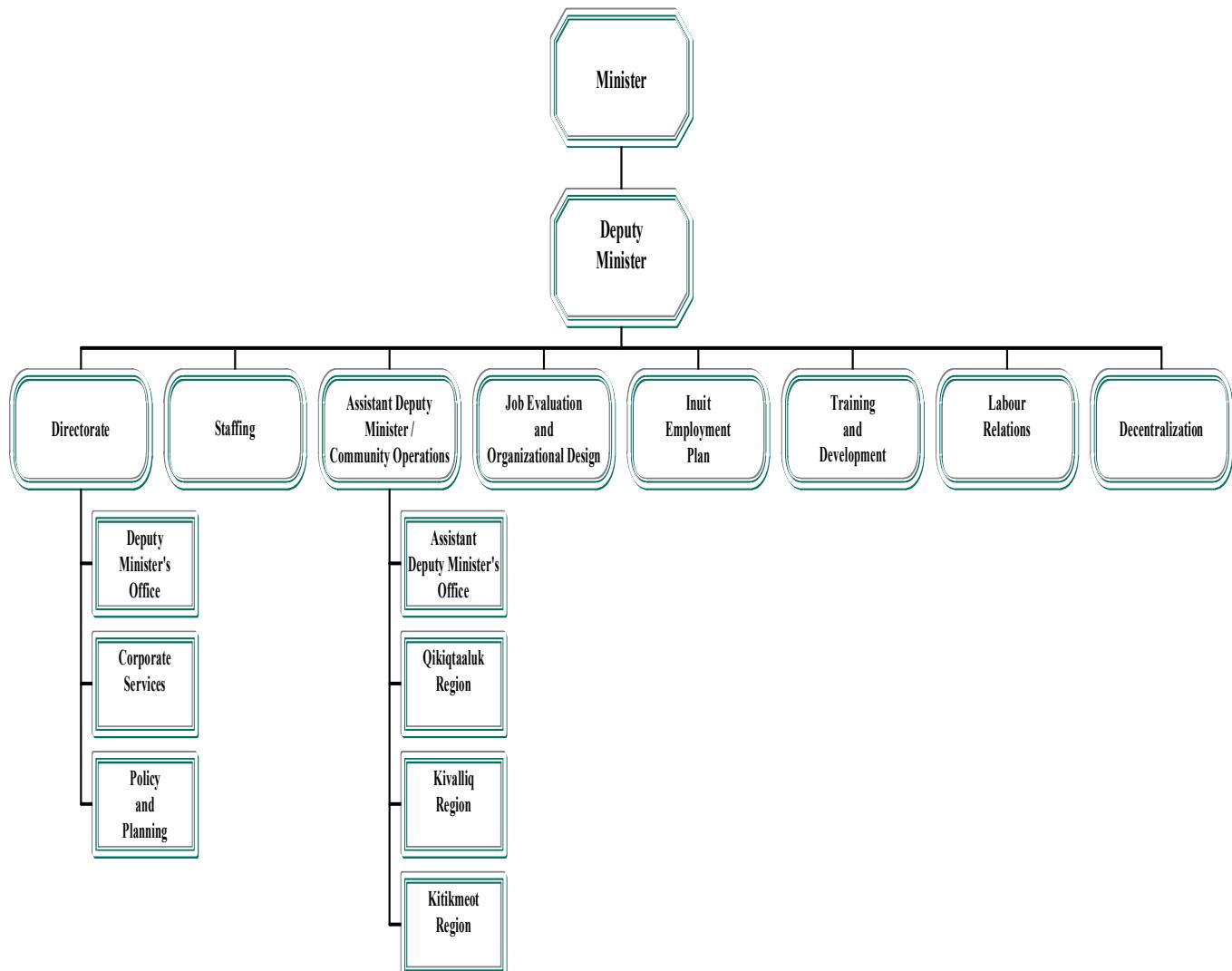


Peter Kilabuk
Minister

Carmen Levi
Deputy Minister

Tom Thompson
Assistant Deputy Minister

ACCOUNTING STRUCTURE CHART



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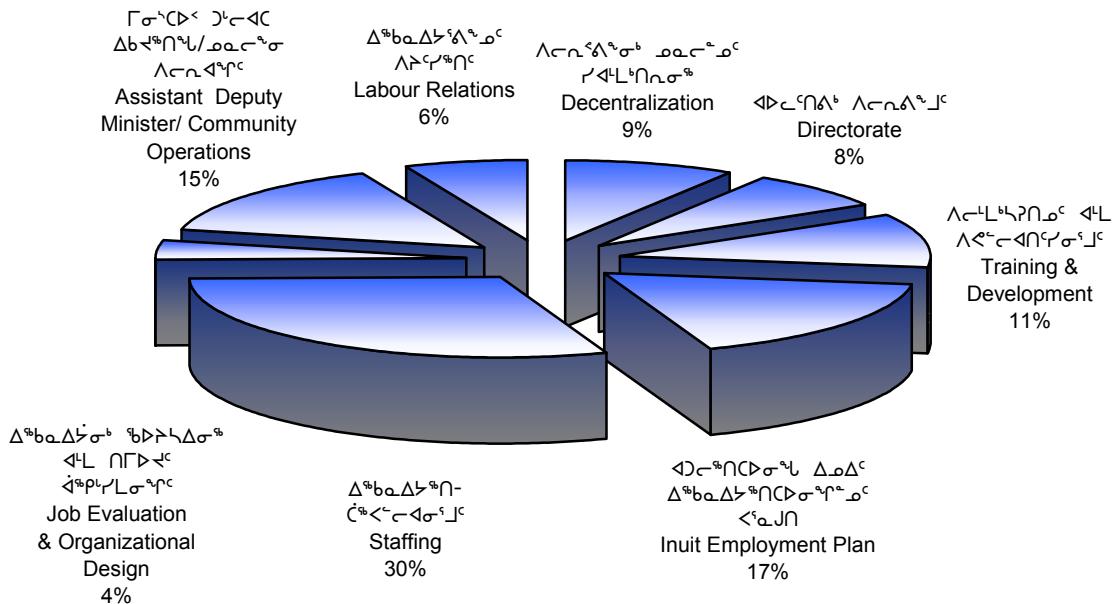
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MISSION

The Department of Human Resources, through the guiding principles of Pinasuaqtavut, provides human resource management leadership and support services 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.
- ◆ Provide leadership in the implementation of the Inuit Employment Plan, assisting departments in meeting their obligations under Article 23 of the Nunavut Land Claims Agreement.
- ◆ Write and maintain simple and understandable policies.
- ◆ Develop and maintain human resource programs and services to meet the needs of all departments and agencies of the Government of Nunavut.
- ◆ Develop and manage an effective and efficient Department of Human Resources.



		2002-2003	2001-2002	2001-2002
		Main	Revised	Main
	Estimates	Estimates	Estimates	Estimates
	(\$000)	(\$000)	(\$000)	(\$000)
የኢትዮጵያ	DESCRIPTION			
አዲስአበባ የሚሸፍጥ ሲሆን አገልግሎት	Compensation and Benefits	7,431	5,769	5,669
ሁኔታዎች ልዩ ሰራተኞች	Grants and Contributions	350	675	500
መስረጃዎች ስርዓት ማስቀመጥ	Travel and Transportation	3,187	2,640	2,640
እና ለሰነድ ስምምነት	Materials and Supplies	392	285	285
መስራት ማስቀመጥ ለማስተካከል	Purchased Services	4,346	6,045	6,045
ኤሌክትሪክ ማስቀመጥ	Utilities	-	-	-
መጠናዎች ለማስተካከል	Contract Services	3,147	2,183	2,183
አዋጅ የሚከፈል ሲሆን አገልግሎት	Fees and Payments	718	874	874
አገልግሎት የሚከፈል ሲሆን አገልግሎት	Other Expenses	387	302	302
ገቢው አገልግሎት እናየላል ቤት	Total Operations & Maintenance	19,958	18,773	18,498
ገቢው የሚከፈል	Total Capital	-	-	-
ገቢው የሚከፈል	Total Expenditures	19,958	18,773	18,498

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.

	2002-2003	2001-2002	2001-2002
	Main	Revised	Main
	Estimates	Estimates	Estimates
	(\$000)	(\$000)	(\$000)
የኢትዮጵያ			
DESCRIPTION			
ድቂቃልና ስጋፍ አየርሱም ሰራተኞች	Compensation and Benefits	1,045	828
ገዢ ስጋፍ እኔ ሰራተኞች	Grants and Contributions	-	-
መስረጃዎች ሰራተኞች	Travel and Transportation	106	83
ፈርማዎች ሰራተኞች	Materials and Supplies	61	30
መስራታዊ ስራተኞች ለፌዴራል	Purchased Services	74	67
ኤሌክትሪክ ስራተኞች	Utilities	-	-
ቴክኖሎጂ ስራተኞች	Contract Services	144	20
አየርሱም ሰራተኞች	Fees and Payments	31	28
አየርሱም ሰራተኞች	Other Expenses	58	54
ቴክኖሎጂ ሰራተኞች የሚከተሉ ቀን	Total Operations & Maintenance	1,519	1,110
ቴክኖሎጂ ስራተኞች	Total Capital	-	-
ቴክኖሎጂ ሰራተኞች	Total Expenditures	1,519	1,110
			1,079

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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.

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

Δb⁴ ⊆ Γσ¹▷¹ ⊃ c¹◁C/↙↙c⁰σ ⊢ □□c▷△c

Հայոց պատմության մեջ առաջին աշխարհական պատմությունը հայության առաջնային աշխարհական պատմությունն է:

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.

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.

	2002-2003	2001-2002	2001-2002
	Main Estimates	Revised Estimates	Main Estimates
	(\$000)	(\$000)	(\$000)
የኢትዮጵያ			
	DESCRIPTION		
አዲስአበባ የሚከተሉ ሲጠና አይነት ደረሰኝ	Compensation and Benefits	580	528
ሁኔታዎች ማረጋገጫ ሲጠና ሲጠና	Grants and Contributions	-	-
መተዳደሪያዎች ደንብናስተና	Travel and Transportation	57	57
እርግል ስራው ደንብናስተና	Materials and Supplies	23	23
መተዳደሪያዎች ማረጋገጫ ሲጠና	Purchased Services	28	21
ኤሌክትሪክ ማረጋገጫ	Utilities	-	-
መተዳደሪያዎች ማረጋገጫ	Contract Services	37	28
አዋጅ የሚፈጸም የሚከተሉ ሲጠና	Fees and Payments	13	28
አዋጅ የሚከተሉ ሲጠና	Other Expenses	21	30
፩፻፭፻፯ የ፩፻፭፻፯ የሚከተሉ ሲጠና	Total Operations & Maintenance	759	715
፩፻፭፻፯ የሚከተሉ ሲጠና	Total Capital	-	-
፩፻፭፻፯ የሚከተሉ ሲጠና	Total Expenditures	759	715
			685

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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*.

Some of the current initiatives include: Inuktitut Language Program, Orientation Program, Educational and Cultural Leave Program, Core Skill Training, Training Needs Analysis, Course Development, Specialized Training, Development of Guidelines and Processes and the Senior Management Development Program.

የኢትዮጵያ	DESCRIPTION	2002-2003	2001-2002	2001-2002
		የሚፈጸመ	ይህንናገዣ	የሚፈጸመ
		Main Estimates (\$000)	Revised Estimates (\$000)	Main Estimates (\$000)
አዲስአበባ የሚከተሉ ስራ አዲስአበባ	Compensation and Benefits	899	406	406
የመጀመሪያ ተወስኗል የሚከተሉ ስራ አዲስአበባ	Grants and Contributions	-	-	-
የመጀመሪያ ተወስኗል የሚከተሉ ስራ አዲስአበባ	Travel and Transportation	313	81	81
የመጀመሪያ ተወስኗል የሚከተሉ ስራ አዲስአበባ	Materials and Supplies	65	23	23
የመጀመሪያ ተወስኗል የሚከተሉ ስራ አዲስአበባ	Purchased Services	114	20	20
የመጀመሪያ ተወስኗል የሚከተሉ ስራ አዲስአበባ	Utilities	-	-	-
የመጀመሪያ ተወስኗል የሚከተሉ ስራ አዲስአበባ	Contract Services	1,983	1,203	1,203
የመጀመሪያ ተወስኗል የሚከተሉ ስራ አዲስአበባ	Fees and Payments	58	-	-
የመጀመሪያ ተወስኗል የሚከተሉ ስራ አዲስአበባ	Other Expenses	17	-	-
የመጀመሪያ ተወስኗል የሚከተሉ ስራ አዲስአበባ	Total Operations & Maintenance	3,449	1,733	1,733
የመጀመሪያ ተወስኗል የሚከተሉ ስራ አዲስአበባ	Total Capital	-	-	-
የመጀመሪያ ተወስኗል የሚከተሉ ስራ አዲስአበባ	Total Expenditures	3,449	1,733	1,733

Δ⁹bбαΔ᷇σ⁹ Δс-կΔσ⁹b ԱՅc-ՀՈcՈσ⁹

TRAINING AND DEVELOPMENT

The Training and Development Branch provides comprehensive learning and development opportunities and leadership initiatives to support and enrich employees' growth. The Branch manages all collaborative inter-departmental training and development. It is currently mandated to deliver programs such as: Employee Workplace Wellness Program, Professional Development, Akitsiraq Law Program and Inuit Qaujimajatuqangit.

የኢትዮጵያ	DESCRIPTION	2002-2003	2001-2002	2001-2002
		የአዲስ	የየየኋላ	የአዲስ
		Main Estimates (\$000)	Revised Estimates (\$000)	Main Estimates (\$000)
ድቃቃልና ስራዎች	Compensation and Benefits	718	611	740
ጊዜ ማስታወሻ	Grants and Contributions	350	175	-
መስረጃዎች	Travel and Transportation	172	125	125
ማሬት ደንብ	Materials and Supplies	65	70	70
መስራት ስራዎች	Purchased Services	84	56	56
ኤሌክትሪክ ማስታወሻ	Utilities	-	-	-
መስራት ስራዎች	Contract Services	563	752	752
ፍርማ ደንብ	Fees and Payments	125	162	162
ኤሌክትሪክ ማስታወሻ	Other Expenses	53	25	25
፩፻፲፭	Total Operations & Maintenance	2,130	1,976	1,930
፩፻፲፭	Total Capital	-	-	-
፩፻፲፭	Total Expenditures	2,130	1,976	1,930

Δέσμος Διδασκαλίας και Ανάπτυξης

TRAINING AND DEVELOPMENT

	2002-2003 Main Estimates (\$000)	2001-2002 Revised Estimates (\$000)	2001-2002 Main Estimates (\$000)
 Grants and Contributions			
 Contributions			
48% of Legal Services Income	350	175	-
48% of Legal Services Income			
Akitsiraq Law School Program			
Funding provided to support the Akitsiraq Law School Program.			
Total Contributions	350	175	-
Total Grants and Contributions	350	175	-

Δέκα Δέλτας Λαζαρίδης

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.

		2002-2003	2001-2002	2001-2002
		Main Estimates (\$000)	Revised Estimates (\$000)	Main Estimates (\$000)
የኢትዮጵያ	DESCRIPTION			
አዲስአበባ አድራሻ ደረሰኑ	Compensation and Benefits	766	656	618
ሁኔታዎች ልዩ ስራው	Grants and Contributions	-	-	-
ስንጻዊያን ደሞናገነት	Travel and Transportation	45	97	97
ፈርማዎች ቁጥር ሲሆን	Materials and Supplies	52	27	27
ስራሽርዎች ቁጥር ለሆነ	Purchased Services	58	122	122
ኤሌክትሪክ ማስተካከል	Utilities	-	-	-
መተዳደሪያ ለሆነ	Contract Services	290	110	110
አዋጅ የሚከተሉ ደረሰኑ	Fees and Payments	19	21	21
አገልግሎት የሚከተሉ ደረሰኑ	Other Expenses	31	35	35
፩፻፭፻፯ የ፩፻፭፻፯ ደረሰኑ የሚከተሉ ደረሰኑ	Total Operations & Maintenance	1,261	1,068	1,030
፩፻፭፻፯ የሚከተሉ ደረሰኑ	Total Capital	-	-	-
፩፻፭፻፯ የሚከተሉ ደረሰኑ	Total Expenditures	1,261	1,068	1,030

ՀԵՐԱՅԻԿ ԹԱՇԻՔԸ ՎՐԱԼԵՐՈՒՑԸ ՇՐՋԱՐԱՐՈՒՄ

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.

የኢትዮጵያ	DESCRIPTION	2002-2003	2001-2002	2001-2002
		የፌዴራል	ፋይናንስ	የፌዴራል
		Main Estimates (\$000)	Revised Estimates (\$000)	Main Estimates (\$000)
አዲስአበባ	Compensation and Benefits	250	266	250
ክፍያዎች	Grants and Contributions	-	500	500
መተዳደሪያዎች	Travel and Transportation	390	390	390
እርምጃዎች	Materials and Supplies	18	18	18
መተዳደሪያዎች	Purchased Services	774	773	773
ኤሌክትሪክ	Utilities	-	-	-
መተዳደሪያዎች	Contract Services	15	15	15
አዲስአበባ	Fees and Payments	352	353	353
አዲስአበባ	Other Expenses	-	-	-
ገንዘብ	Total Operations & Maintenance	1,799	2,315	2,299
ገንዘብ	Total Capital	-	-	-
ገንዘብ	Total Expenditures	1,799	2,315	2,299

▷ ዘመን አገልግሎት በኋላ የሚከተሉ ደንብ የሚከተሉ ደንብ
DISTRIBUTION OF OPERATIONS & MAINTENANCE BUDGET

	የአዲስ አበባ ስልክ Headquarters (\$000)	የየቀቀል Qikiqtaaluk (\$000)	የጀት Kivalliq (\$000)	የቦኑጥሮ Kitikmeot (\$000)
አድራሻ የሰነድ Compensation and Benefits	5,830	565	554	482
ጋዢ የሰነድ Grants and Contributions	350	-	-	-
ጥቅምት የሰነድ Travel and Transportation	2,949	87	64	87
እርምጃ የሰነድ Materials and Supplies	313	29	30	20
የሰራተኞች የሰነድ Purchased Services	3,701	232	207	206
ይርቅ የሰነድ Utilities	-	-	-	-
ክፍያ የሰነድ Contract Services	3,062	30	30	25
የአድራሻ የሰነድ Fees and Payments	668	18	17	15
ሌላ የሰነድ Other Expenses	303	35	29	20
የሰነድ የሰነድ Total Operations & Maintenance	17,176	996	931	855



