



**NUNATSIAVUT**

kavamanga

Government

Department of Finance, Human Resources & Information  
Technology

November 22, 2023

Tom Evans  
Minister

Mr. Speaker, recruitment and retention of employees for the Nunatsiavut Government is a high priority. It has direct impact on operations of the Government and delivery of programs and services.

Mr. Speaker, the Ministers participated in a recruitment session facilitated by the Atlantic Greenhouse in October. The output from that session is six (6) key focus areas. HR Division is currently reviewing these focus areas and initiatives and will lead the tasks specific to HR Division. There will also be assignment of tasks to other divisions that are relevant to their scope of work. Regular meetings will occur to ensure that each focus area is being actioned.

One of the focus areas is the review of current roles and responsibilities within the Government. Mr. Speaker, we already have started some work in this area. Nunatsiavut Affairs had an

organizational review completed earlier this year, along with the Human Resources Division. My Department is currently reviewing the Finance Division organizational structure. The next department that we will be working on is the Department of Health and Social Development. Meetings have been scheduled with the management team to develop the scope of work and an outside consultant will be engaged to complete the work.

It is imperative that each Department has the appropriate structure with manageable workloads for each position. This is key for retaining employees and not losing them due to stress, overworked, with a limited work-life balance.

To date, the Human Resources division has issued 160 job competitions. This figure does not include the re-advertisement of current job competitions, so the actual number of job ads released is much higher.

The demand for recruitment of positions has the HR Division struggling with keeping up due to capacity issues. There are currently two vacancies in this division. As such, the Government awarded a contract to a company early November to provide recruitment services, with their services beginning on job competition files in January 2024. Mr. Speaker, although a contract has been awarded for recruitment services, the HR staff will still continue to recruit for the vacant HR positions to build internal capacity.

In August 2023, the HR division engaged an external marketing agency, JAC, that conducted an audit on current recruitment practices and recommendations for improvements were provided. JAC, along with the HR and Communications Divisions are implementing some of these recommendations. A major focus has been on the presentation of the job advertisements, the platforms they reach and the overall image of Nunatsiavut Government. Mr.

Speaker, in the last six months there have been small changes in the distribution for the job ads; an addition of a LinkedIn account and the implementation of these new recommendations will further provide improvements.

JAC is also engaged to create a more comprehensive experience for those visiting the Nunatsiavut Government website. More information will be provided about the exciting opportunities to individuals who want to work with the Nunatsiavut Government and to live in Nunatsiavut. Mr. Speaker, a longer term goal is to add promotional videos targeting individuals interested in visiting and moving to Nunatsiavut. The HR Division is partnering with the Tourism and Communications Divisions to issue an Request For Proposals for a company to collect videography and pictures and create these promotional videos. This work is planned to be completed in 2024.

Lastly, the HR Division is developing employee engagement surveys. Employee engagement surveys are often referred to as “stay interviews”. The purpose of the survey is to understand why employees choose to stay with the Nunatsiavut Government and also to provide their feedback where they believe improvements in the workplace can be made. This quantitative and qualitative data from the surveys will be really beneficial.

Mr. Speaker, I am pleased to announce that Joann Wall was recently appointed as the Human Resources Manager.

Nakummek.