



MR. TOM BEAULIEU
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JUL 22 2016

Oral Question 142-18(2) Status of Regional Recruitment Program

During the June 1, 2016 Question Period, you requested an update on the status of the Regional Recruitment Program.

The Regional Recruitment Program is intended to assist with increasing regional employment opportunities for residents of the Northwest Territories. This is done by using unique approaches to recruitment, such as linking residents with on-the-job training.

I made a commitment to provide you with the exact numbers related to uptake of the Regional Recruitment Program across the Northwest Territories. To date, 33 applications have been received and 21 individuals have been appointed to trainee positions. Trainees are located in Inuvik, Fort Simpson, Fort Liard, Fort Providence, Fort Smith, Tuktoyaktuk, Fort MacPherson and Yellowknife. Nine individuals have been appointed to indeterminate positions after completing their training positions through the program.

The Department of Human Resources is proud of the Regional Recruitment Program and we hope to continue to build on the success of this initiative.

In addition to the question above, you also asked how many direct appointments had been recommended by Cabinet to date.

I can advise that, between its election and June 1, 2016, the Cabinet of the 18th Legislative Assembly recommended 54 direct appointments. Of these 54 recommended direct appointments, 87% (47) of candidates would qualify as affirmative action candidates under the Affirmative Action Policy. Of the 47 Affirmative Action candidates, 62% (29) would qualify as indigenous Aboriginal candidates.

I know you appreciate that Ministers' staff are appointed to term positions which expire shortly after each general election. So you may be interested to know that 16 of these 54 direct appointments concerned term appointments for Ministers' staff, and that 13 of those direct appointments were, in effect, reappointments of individuals who had worked in term positions in the Executive Council Offices during the 17th Legislative Assembly.

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In my oral response, I said that I would share the criteria used for Direct Appointments. Direct Appointments are used for addressing unique staffing circumstances and to support the Affirmative Action Policy. All Direct Appointments must be made in accordance with the *Public Service Act* and the Direct Appointment Guidelines established by the Executive Council.

I have attached the Executive Council Guidelines for direct appointments to the public service. In addition, these can be found in Appendix 4 of the Executive Council Submissions Handbook.



Glen Abernethy
Minister of Human Resources

Attachment

- c. Clerk of the Legislative Assembly
Legislative Coordinator, Department of Executive

Executive Council Guidelines and Format for Submissions Recommending Direct Appointments

The following guidelines apply to direct appointments to the public service.

Guidelines

- (1) Cabinet approval is required prior to any direct appointments to the public service.
- (2) Cabinet approval for a direct appointment may be sought in the following circumstances:
 - (a) to support the career development of long-term employees (i.e., one with five or more years of service) who have demonstrated both ability and commitment to the organization;
 - (b) to support the advancement of an existing employee who has successfully completed formal training/preparatory assignment directly related to the proposed appointment;
 - (c) when a direct appointment would ensure that specialized and unique experience is retained within the public service;
 - (d) to resolve an undesirable work situation (e.g., marriage between two employees in a supervisor/subordinate relationship);
 - (e) to obtain necessary managerial, technical or operational expertise that is not currently available within the Government of the Northwest Territories;
 - (f) to support the career development of an affirmative action candidate from outside the public service where an open competition would not be an appropriate way of filling the position;
 - (g) to fill a position when recent recruitment practices for similar positions indicate that an open competition would be unproductive;
 - (h) to fill a position when there is reasonable and sufficient evidence to suggest that other candidates could not successfully compete with the proposed candidate;

- (i) to support the training and development of an individual where a position has been difficult to fill and the only potential candidate requires some time in a trainee capacity to reach the appropriate skill level;
 - (j) to provide for the training and development of an individual who has successfully screened in through a publicly advertised expression of interest process undertaken by the Department of Human Resources; or
 - (k) to appoint, on a term basis to intern positions, northern graduates eligible under the Graduate Internship Program.
- (3) When alternative methods of staffing such as open competition and limited competition have been considered and determined to be inappropriate.
- (4) Direct appointments may also be requested for extraordinary circumstances such as:
- (a) appointment of individuals hired on a term basis for Ministerial staff positions;
 - (b) appointment of individuals when an outside agency or group becomes part of the public service and the status of existing staff needs to be confirmed;
 - (c) appointment of individuals to positions that provide direct administrative support to deputy heads; and
 - (d) appointment of individuals that provide dedicated policy support and analysis services directly to a deputy head.
- (5) The attached format should be followed when developing a decision paper seeking Cabinet approval for a direct appointment.
- (6) The Department of Human Resources is required to review the draft decision paper prior to it being submitted for Cabinet consideration.


Chairman of the Executive Council and Premier