



Northwest  
Territories Minister of Human Resources

JUN 15 2015

MR. BOB BROMLEY  
MLA, WELEDEH

**Oral Question 839-17(5) – Innovative GNWT Recruitment Processes**

During Question Period on May 29, 2015, I committed to provide you with further information on job share and part-time positions within the Government of the Northwest Territories (GNWT).

The GNWT supports innovative work arrangements that are beneficial to both employees and the Government. We recognize the value of work arrangements outside the standard 37.5 or 40 hour work week for the health and productivity of our employees and as an important element in the recruitment and retention of Northern workers.

A job share is a voluntary arrangement where two employees share the responsibilities and hours of work of one full-time position. It involves a rotational schedule where each employee works during separate periods. Job sharing allows the GNWT to benefit from the experience and skills of employees who want to work reduced time, providing employees with the flexibility to fit work schedules to their individual needs.

In addition to job sharing arrangements, there are also a variety of GNWT positions with working hours that differ from the standard full-time job (37.5 or 40 hour work week). Such positions include part-time positions, seasonal positions, relief positions and "As and When" casual positions. Job sharing and other part-time working arrangements are subject to the operational requirements of hiring Department/Agency and the duties of a particular position.

As at May 31, 2015, 814 (15.7%) of the GNWT's 5174 employees, excluding casuals, have non-standard work schedules, broken down as below:

- 373 of the 814 (45.8%) work as relief employees
- 311 of the 814 (38.2%) work part time;
- 110 of the 814 (13.5%) work seasonally;
- 20 of the 814 (2.5%) work in job shares.

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Among the GNWT's 1192 casuals, 593 (49.7%) have non-standard work schedules, as below:

- 399 of the 593 (67.2%) work part time or less than the standard 37.5 or 40 hour work week;
- 194 of the 593 (32.7%) work as "As and When."

The GNWT measures employee engagement and satisfaction every two years through an Employee Engagement and Satisfaction Survey. The survey was developed as an inter-jurisdictional effort among federal, provincial and territorial governments to measure and compare employee satisfaction and engagement. Regarding work-life balance, the survey includes the following statement: "I have support at work to balance my work and personal life." In 2014, 73.3% of GNWT respondents agreed or strongly agreed with this statement. This score has improved every year since 2010, the year the survey was first offered to GNWT employees. At that time, 70.2% of respondents agreed or strongly agreed. The Employee Engagement and Satisfaction Survey results for 2014 will be released by the end of June.

Thank you for your continued interest in GNWT recruitment and retention practices.



Tom Beaulieu

- c. **Members of the Legislative Assembly**  
**Clerk of the Legislative Assembly**  
**Deputy Minister, Department of Human Resources**  
**Legislative Coordinator, Department of Executive**