

REPORT ON THE STAFF RETENTION POLICY FOR 2011-2012 AND 2012-2013

BACKGROUND

In May 2000, the Government of the Northwest Territories (GNWT) introduced the Staff Retention Policy, which provides a process for the redeployment of staff whose jobs are eliminated or transferred to another community. The Policy focuses on the retention of employees within the public service but does provide lay-off as an option where redeployment is not feasible.

Once a person is identified as affected, their home department and Client Service Manager work with the employee to identify potential employment opportunities within the GNWT. If a reasonable job offer cannot be made to the individual during their affected employee period (up to eight weeks) and lay-off notice period (13 weeks), they are given one of the following lay-off options:

- Separation assistance payment based on years of service.
- Severance priority payment based on years of service plus hiring priority in the GNWT for 18 months after the lay-off notice period.
- Retraining for a specific or anticipated vacancy where the retraining can be completed within 12 consecutive months.
- Education assistance for one year to pursue further post-secondary education.

Voluntary Separation Severance is applicable only where an employee's position is transferred to another community or if they choose to terminate their employment to create a vacancy, which will be staffed by an employee who has been laid-off or will be laid-off.

STATUS

In fiscal year 2011-2012, 9 individuals were identified as "affected employees" under the Staff Retention Policy. Of those:

- 6 were redeployed within the GNWT
- 0 retired or are eligible to retire
- 0 chose Education Assistance
- 2 chose Separation Assistance
- 1 chose Severance Priority
- 0 chose Voluntary Separation
- 0 are on the staffing priority list as affected employees
- 0 are on a term/transfer assignment
- 0 are on long-term sick leave
- 0 had their lay-off notice rescinded.

In fiscal year 2012-2013, 10 individuals were identified as “affected employees” under the Staff Retention Policy. Of those:

- 5 were redeployed within the GNWT
- 0 retired or are eligible to retire
- 0 chose Education Assistance
- 3 chose Separation Assistance
- 1 chose Voluntary Separation
- 1 is on the staffing priority list as affected employees
- 0 are on a term/transfer assignment
- 0 are on long-term sick leave
- 0 had their lay-off notice rescinded.

Statistics do not include individuals who were potentially affected but where an accommodation was made within their departments to place them without the individuals having to seek government-wide hiring priority.