

LEGISLATIVE ASSEMBLY OF THE
NORTHWEST TERRITORIES
10TH ASSEMBLY, 4TH SESSION

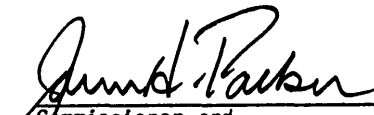
TABLED DOCUMENT NO. 26-85(1)

TABLED ON FEBRUARY 26, 1985

The Government of the Northwest Territories is committed to a Public Service that is competent and representative of the population it serves. To that end, the Government of the Northwest Territories will support and foster equity in employment and career development of aboriginal peoples indigenous to the Northwest Territories.

PRINCIPLES

1. The objective of the Government of the Northwest Territories is to establish a Public Service able to communicate in the recognized aboriginal languages of the Northwest Territories and reflecting the cultural composition of the population it serves.
2. Aboriginal peoples indigenous to the Northwest Territories will have equal access to employment, training and promotional opportunities in the Government of the Northwest Territories Public Service.
3. It is the responsibility of the Government of the Northwest Territories to encourage and facilitate the recruitment, hiring, training and promotion of aboriginal peoples indigenous to the Northwest Territories.
4. It is the responsibility of each aboriginal person, with the assistance of the Government of the Northwest Territories, to plan and initiate actions to take advantage of employment, training and promotional opportunities in the Territorial Public Service.
5. The Government of the Northwest Territories will take a leadership role in the development of Affirmative Action programs.
6. The Government of the Northwest Territories Public Service will institute an Affirmative Action program for aboriginal peoples indigenous to the Northwest Territories in order to meet this objective.
7. Affirmative Action will be an integral part of the human resource planning process throughout the Public Service.



Commissioner and
Chairman of the Executive Council
85-02-18

References

For elaboration of this policy refer to Directive.

SCOPE

This Directive applies to all departments and agencies of the Government of the Northwest Territories and to the aboriginal peoples indigenous to the Northwest Territories who are employed with or are seeking employment with the Government of the Northwest Territories Public Service.

DEFINITIONS

1. Affirmative Action

Affirmative Action is a results-oriented approach to increasing the representation, within the Government of the Northwest Territories, of groups previously disadvantaged with respect to education and employment.

2. Career Development

Career development refers to a variety of measures to provide aboriginal peoples with the necessary skills to enable them to qualify for employment and career advancement and may include:

- (a) on-the-job training, job rotations, special assignments or secondments;
- (b) sponsorship of special development programs or grants made available for community-based education (e.g., external educational institutions such as universities, colleges, technical training institutes, adult education programs).

3. Human Resource Planning

Means the analysis and planning required to ensure the effective recruitment, assignment and utilization of people so as to benefit both the organization and the individuals employed. It involves the means through which employee potential can be identified, developed and fully utilized.

4. Aboriginal Person

Means any person who is a descendant of the Dene, Inuit or Metis peoples, and is indigenous to the Northwest Territories.

5. Public Service

Means the Public Service of the Northwest Territories as defined by the Public Service Ordinance.

6. Representative

Means the degree to which the distribution of aboriginal peoples in the Government of the Northwest Territories Public Service reflects their distribution in the resident population of the Northwest Territories.

7. Systemic Barriers

Means any system, policy or practice which differentiates between aboriginal and non-aboriginal peoples or which is improperly or inconsistently applied so as to deny opportunities for employment, training and promotion to aboriginal peoples.

8. Affirmative Action Advisory Committee

Means a committee established by the Executive Council composed of management, union and native organizations that provides advice to the Minister.

9. Affirmative Action Plans

Means a plan developed by department heads for the employment of aboriginal people to ensure equality of opportunity at all employment levels and to provide for the implementation of those special measures necessary to ensure results.

PROVISIONS**1. Authority and Accountability****(a) Executive Council**

(i) Sets priorities and approves native employment policy.

(b) Minister Responsible for Equal Employment

(i) Approves overall Affirmative Action strategy for the Government of the Northwest Territories.

(ii) Is responsible for representing the Executive Council on Affirmative Action matters to external agencies.

(c) Ministers of Departments and Agencies

- (i) Shall be accountable for the development and implementation of Affirmative Action plans for their departments.

(d) Director, Equal Employment Directorate

- (i) Recommends overall Affirmative Action strategies to the Minister responsible for Equal Employment.
- (ii) Chairs an Affirmative Action Advisory Committee with representation from unions, management and under-represented groups.
- (iii) Co-ordinates service-wide Affirmative Action planning for the Government of the Northwest Territories Public Service.
- (iv) Provides advice and assistance to Deputy Ministers on the design and implementation of departmental Affirmative Action plans.
- (v) Evaluates and reports progress in achieving Affirmative Action objectives.
- (vi) Establishes a data base on under-represented groups in the Government of the Northwest Territories Public Service. The Director will make available information required by departments for Affirmative Action Planning.

(e) Deputy Ministers and Headquarters Directors, Heads of Agencies

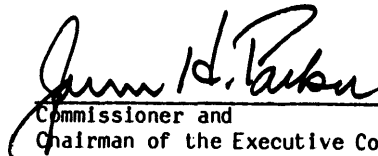
- (i) Develops Affirmative Action plans in consultation with an officer of the Equal Employment Directorate.
- (ii) Consults with Regional Directors in the development of Affirmative Action plans.
- (iii) Implements Affirmative Action plans within their departments.
- (iv) Provides Affirmative Action progress reports to the Equal Employment Directorate as required.

(f) Regional Directors

- (i) Develops Affirmative Action plans in consultation with an officer of the Equal Employment Directorate.
- (ii) Consults with Deputy Ministers in the development of Affirmative Action plans.
- (iii) Implements Affirmative Action plans within their regions.
- (iv) Provides Affirmative Action progress reports to the Equal Employment Directorate as required.

2. Prerogative of Executive Council

Nothing in this Directive shall in any way be construed to limit the prerogative of the Executive Council to make decisions to take action, respecting Affirmative Action for other under-represented groups, or any actions outside the provisions of this Directive.



Commissioner and
Chairman of the Executive Council
8502-18

