



Executive & Intergovernmental Affairs

GOVERNMENT ORGANIZATION POLICY

PREAMBLE

The Government of Nunavut will establish the authority, responsibilities, and functions of government departments in a manner that ensures accountability, through Cabinet, to the Legislative Assembly of Nunavut and the public for the manner in which public business is conducted.

PRINCIPLES

This policy is based on the following principles:

1. Ministers are accountable for the organizational decisions within assigned portfolios subject only to the collective authority of Cabinet for structural change within departments.
2. The government shall be structured to allow Cabinet to account to the Legislative Assembly and the public for its actions.
3. The organizational design of government departments shall be standardized where practical and adhere to the basic principles of organizational design in order to:
 - I. Reflect the stated priorities of the Government of Nunavut;
 - II. Result in effective and efficient utilization of resources;
 - III. Allow for flexibility to accommodate program growth and ability to adjust to anticipated changes to priorities, policies or programs;
 - IV. Remain in keeping with the government's decentralization plan; and
 - V. Support the government's achievement of its Inuit Employment plan.

APPLICATION

This directive applies to all departments of the Government of Nunavut.

DEFINITIONS

Cabinet

Means the Executive Council of the Government of Nunavut.

Departments

Means a department or agency of the Government of Nunavut established by authority of the Executive Council and can include bureau, commission or crown operations.

Department Head

Means the non-elected head of a department of the Government of Nunavut, whether the title for the position is “deputy head”, “deputy minister,” “president” or a similar description.

Major Change

(a) means a change of the authority, responsibilities, or functions of a department or agency;

(b) means a change that would result in the transfer of positions from one community to another.

(c) means a change in the structure of senior personnel at the Department Head, Assistant Department Head, or Director level.

(d) means a change which will have budget implications.

Minor Change

(a) means an organizational change to the internal structure of a department or agency, below the level of a division or its equivalent, which is not a Major Change as describe above.

(b) does not mean a reevaluation of a position description. Such requests may be referred directly to the Department of Human Resources.

ROLES AND RESPONSIBILITIES

Cabinet

Cabinet must approve all major changes to a Department’s function or structure.

Financial Management Board

Financial Management Board must approve all changes to the financial allocation of departments resulting from changes to the organization of a department after a Cabinet has approved the organizational change.

Ministers

Ministers have the authority to approve minor organizational change within his/her assigned portfolios or responsibilities.

Departments

1. Department Heads are responsible for implementing major changes to their organization.
2. Departments are responsible for documenting minor changes for written approval by the Minister; and for major changes in a request for decision (RFD) by Cabinet.

Department of Human Resources

1. The Department of Human Resources is accountable through the responsible Minister for recommending on all organizational proposals in respect to:
 - i. organizational design;
 - ii. human relations effects of proposed changes;
 - iii. conflicts or overlaps with union agreements;
 - iv. evaluation, staff training and development; and
 - v. employment of Inuit.

PREROGATIVE OF THE EXECUTIVE

Nothing in this directive shall in any way be construed to limit the organization of the Government of Nunavut, outside the provisions of this directive.

SUNSET

This policy will be effective from the date of signature until April 30, 2009.

Approved by:
Paul Okalik, Premier