

Towards a Representative Public Service



**Statistics as of
September 30, 2002**

Prepared by
**Training & Development Division
Human Resources**

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Employment Summary of GN Public Service

Category All Departments & Boards

	Total Positions			Inuit Employment	
	Total	Vacancies	% Capacity	Inuit Hired	% Capacity
Executive	33	0	100%	16	48%
Senior Management	119	7	94%	22	20%
Middle Management	345	57	83%	56	19%
Professional	951	138	85%	168	21%
Paraprofessional	968	236	76%	398	54%
Administrative Support	473	85	82%	311	80%
Total All Departments & Boards	2889	523	82%	971	41%

Department Totals

Community Government & Transportation	186	54	71%	52	39%
Culture, Language, Elders & Youth	52	22	58%	17	57%
Education	970	67	93%	402	45%
Executive & Intergovernmental Affairs	47	7	85%	19	48%
Finance & Administration	159	39	75%	44	37%
Health & Social Services	568	95	83%	202	43%
Human Resources	64	12	81%	11	21%
Justice	204	59	71%	47	32%
Office of the Legislative Assembly	30	9	70%	8	38%
Public Works & Services	231	57	75%	68	39%
Sustainable Development	171	62	64%	38	35%
Total GN Departments	2682	483	82%	908	41%

Board Totals

Nunavut Arctic College	136	20	85%	40	34%
Nunavut Housing Corporation	71	20	72%	23	45%
Total Boards	207	40	81%	63	38%
Total GN & Boards	2889	523	82%	971	41%

Employment Summary by Community

Community	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Arctic Bay	36	2	94%	20	59%
Qikiqtarjuaq	26	5	81%	12	57%
Cape Dorset	86	17	80%	34	49%
Clyde River	40	2	95%	18	47%
Grise Fiord	12	2	83%	3	30%
Hall Beach	33	4	88%	14	48%
Igloolik	133	28	79%	57	54%
Iqaluit	1130	253	78%	247	28%
Kimmirut	32	5	84%	16	59%
Nanisivik	11	1	91%	7	70%
Pangnirtung	106	19	82%	50	57%
Pond Inlet	103	21	80%	47	57%
Resolute Bay	18	4	78%	4	29%
Sanikiluaq	37	3	92%	18	53%
Total Baffin	1803	366	80%	547	38%
Arviat	163	26	84%	70	51%
Baker Lake	96	12	88%	34	40%
Chesterfield Inlet	23	2	91%	13	62%
Coral Harbour	41	4	90%	21	57%
Rankin Inlet	273	38	86%	99	42%
Repulse Bay	28	2	93%	14	54%
Whale Cove	20	2	90%	9	50%
Total Kivalliq	644	86	87%	260	47%
Bathurst Inlet	1	0	100%	1	100%
Umingmaktok	1	1	0%	0	0%
Cambridge Bay	176	28	84%	62	42%
Gjoa Haven	68	10	85%	33	57%
Kugluktuk	116	25	78%	36	40%
Kugaaruk	31	3	90%	11	39%
Taloyoak	36	3	92%	15	45%
Total Kitikmeot	429	70	84%	158	44%
Yellowknife	0	0	0%	0	0%
Winnipeg	7	1	86%	3	50%
Churchill	3	0	100%	2	67%
Ottawa	3	0	100%	1	33%
Other	0	0	0%	0	0%
Total Other	13	1	92%	6	50%
Total ALL	2889	523	82%	971	41%

Community Government & Transportation

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	3	0	100%	1	33%
Senior Management	18	2	89%	5	31%
Middle Management	40	11	73%	4	14%
Professional	41	13	68%	8	29%
Paraprofessional	55	18	67%	20	54%
Administrative Support	29	10	66%	14	74%
Total Department	186	54	71%	52	39%

Employment Summary, by Community

Chesterfield	1	0	100%	7	700%
Iqaluit	61	18	70%	7	16%
Cape Dorset	26	11	58%	5	33%
Igloolik	6	1	83%	3	60%
Nanisivik	5	1	80%	4	100%
Resolute Bay	1	0	100%	0	0%
Baker Lake	13	4	69%	6	67%
Rankin Inlet	39	13	67%	11	42%
Cambridge Bay	18	2	89%	9	56%
Gjoa Haven	7	0	100%	5	71%
Kugluktuk	9	4	56%	2	40%
Total Community	186	54	71%	52	39%

Employment Summary, By Headquarters & Region

Headquarters	119	34	71%	28	33%
Region	67	20	70%	24	51%
TOTAL	186	54	71%	52	39%

Culture, Language, Elders & Youth

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	2	0	100%	1	50%
Senior Management	5	1	80%	2	50%
Middle Management	7	1	86%	3	50%
Professional	26	13	50%	7	54%
Paraprofessional	8	3	63%	4	80%
Administrative Support	4	4	0%	0	0%
Total Department	52	22	58%	17	57%

Employment Summary, by Community

Iqaluit	24	11	54%	6	46%
Iglolik	19	6	68%	7	54%
Cambridge Bay	0	0	0%	0	0%
Kugluktuk	9	5	44%	4	100%
Total Community	52	22	58%	17	57%

Employment Summary, By Headquarters & Region

Headquarters	52	22	58%	17	57%
Region	0	0	0%	0	0%
TOTAL	52	22	58%	17	57%

***NOTE: 4 Positions are contracted to GNWT**

Education

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	3	0	100%	2	67%
Senior Management	17	0	100%	5	29%
Middle Management	92	2	98%	25	28%
Professional	494	15	97%	111	23%
Paraprofessional	248	31	88%	171	79%
Administrative Support	116	19	84%	88	91%
Total Department	970	67	93%	402	45%

Employment Summary, by Community

Arctic Bay	24	0	100%	14	58%
Qikiqtarjuaq	15	2	87%	7	54%
Cape Dorset	33	0	100%	18	55%
Clyde River	26	1	96%	12	48%
Grise Fiord	7	0	100%	1	14%
Hall Beach	22	0	100%	9	41%
Igloolik	43	3	93%	20	50%
Iqaluit	189	27	86%	53	33%
Kimmirut	19	2	89%	9	53%
Nanisivik	2	0	100%	0	0%
Pangnirtung	58	2	97%	33	59%
Pond Inlet	42	2	95%	26	65%
Resolute Bay	8	2	75%	0	0%
Sanikiluaq	25	1	96%	14	58%
Arviat	90	6	93%	39	46%
Baker Lake	62	6	90%	18	32%
Chesterfield Inlet	12	1	92%	8	73%
Coral Harbour	28	1	96%	15	56%
Rankin Inlet	65	3	95%	24	39%
Repulse Bay	18	0	100%	10	56%
Whale Cove	11	0	100%	5	45%
Bathurst Inlet	0	0	0%	0	0%
Umingmaktok	0	0	0%	0	0%
Cambridge Bay	50	6	88%	16	36%
Gjoa Haven	33	0	100%	19	58%
Kugluktuk	47	1	98%	16	35%
Kugaaruk	21	1	95%	8	40%
Taloyoak	20	0	100%	8	40%
Total Community	970	67	93%	402	45%

Education: Employment Summary, By Headquarters & Region

Headquarters	91	16	82%	31	41%
Region	879	51	94%	371	45%
TOTAL	970	67	93%	402	45%

Executive & Intergovernmental Affairs

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	5	0	100%	3	60%
Senior Management	6	0	100%	1	17%
Middle Management	0	0	0%	0	0%
Professional	17	2	88%	7	47%
Paraprofessional	8	2	75%	4	67%
Administrative Support	11	3	73%	4	50%
Total Department	47	7	85%	19	48%

Employment Summary, by Community

Iqaluit	44	7	84%	18	49%
Ottawa	3	0	100%	1	33%
Total Community	47	7	85%	19	48%

Employment Summary, By Headquarters & Region

Headquarters	47	7	85%	19	48%
Regions	0	0	0%	0	0%
TOTAL	47	7	85%	19	48%

Finance & Administration

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	3	0	100%	1	33%
Senior Management	13	1	92%	1	8%
Middle Management	26	8	69%	2	11%
Professional	15	6	60%	1	11%
Paraprofessional	86	22	74%	28	44%
Administrative Support	16	2	88%	11	79%
Total Department	159	39	75%	44	37%

Employment Summary, by Community

Igloolik	17	3	82%	13	93%
Iqaluit	110	28	75%	15	18%
Rankin Inlet	15	2	87%	8	62%
Cambridge Bay	13	2	85%	8	73%
Gjoa Haven	4	4	0%	0	0%
Total Department	159	39	75%	44	37%

Employment Summary, By Headquarters & Region

Headquarters	114	32	72%	15	18%
Region	45	7	84%	29	76%
TOTAL	159	39	75%	44	37%

Health & Social Services

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	3	0	100%	1	33%
Senior Management	10	1	90%	1	11%
Middle Management	79	8	90%	6	8%
Professional	171	40	77%	10	8%
Paraprofessional	133	30	77%	52	50%
Administrative Support	172	16	91%	132	85%
Total Department	568	95	83%	202	43%

Employment Summary, by Community

Arctic Bay	9	1	89%	5	63%
Qikiqtarjuaq	8	2	75%	4	67%
Cape Dorset	12	2	83%	7	70%
Clyde River	10	1	90%	5	56%
Grise Fiord	3	1	67%	1	50%
Hall Beach	8	3	63%	3	60%
Igloolik	11	2	82%	5	56%
Iqaluit	203	26	87%	56	32%
Kimmirut	8	1	88%	5	71%
Nanisivik	3	0	100%	2	67%
Pangnirtung	32	9	72%	13	57%
Pond Inlet	13	2	85%	5	45%
Resolute Bay	5	0	100%	3	60%
Sanikiluaq	8	1	88%	3	43%
Arviat	16	2	88%	8	57%
Baker Lake	16	0	100%	7	44%
Chesterfield Inlet	7	0	100%	4	57%
Coral Harbour	9	2	78%	4	57%
Rankin Inlet	66	9	86%	21	37%
Repulse Bay	8	2	75%	3	50%
Whale Cove	7	1	86%	3	50%
Bathurst Inlet	1	0	100%	1	100%
Umingmaktok	1	1	0%	0	0%
Cambridge Bay	32	8	75%	9	38%
Gjoa Haven	15	4	73%	5	45%
Kugluktuk	27	10	63%	7	41%
Kugaaruk	8	2	75%	2	33%
Taloyoak	12	2	83%	6	60%
Churchill	3	0	100%	2	67%
Winnipeg	7	1	86%	3	50%
Total Community	568	95	83%	202	43%

Employment Summary, By Headquarters & Region

Headquarters	96	25	74%	25	35%
Region	472	70	85%	177	44%
TOTAL	568	95	83%	202	43%

Human Resources

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	2	0	100%	1	50%
Senior Management	9	0	100%	2	22%
Middle Management	1	0	100%	0	0%
Professional	6	0	100%	0	0%
Paraprofessional	34	9	74%	5	20%
Administrative Support	12	3	75%	3	33%
Total Department	64	12	81%	11	21%

Employment Summary, by Community

Iqaluit	47	10	79%	3	8%
Iglolik	6	2	67%	2	50%
Rankin Inlet	6	0	100%	4	67%
Cambridge Bay	5	0	100%	2	40%
Total Community	64	12	81%	11	21%

Employment Summary, By Headquarters & Region

Headquarters	47	10	79%	3	8%
Region	17	2	88%	8	53%
TOTAL	64	12	81%	11	21%

Justice

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	2	0	100%	1	50%
Senior Management	7	1	86%	1	17%
Middle Management	20	7	65%	4	31%
Professional	18	6	67%	2	17%
Paraprofessional	134	39	71%	27	28%
Administrative Support	23	6	74%	12	71%
Total Department	204	59	71%	47	32%

Employment Summary, by Community

Cape Dorset	2	1	50%	0	0%
Iglolik	1	1	0%	0	0%
Iqaluit	186	54	71%	38	29%
Pond Inlet	2	0	100%	2	100%
Pangnirtung	1	1	0%	0	0%
Arviat	1	1	0%	0	0%
Baker Lake	1	1	0%	0	0%
Rankin Inlet	2	0	100%	1	50%
Cambridge Bay	2	0	100%	2	100%
Gjoa Haven	5	0	100%	4	80%
Kugluktuk	1	0	100%	0	0%
Total Community	204	59	71%	47	32%

Employment Summary, By Headquarters & Region

Headquarters	88	23	74%	25	38%
Region	116	36	69%	22	28%
TOTAL	204	59	71%	47	32%

Office of the Legislative Assembly

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	2	0	100%	1	50%
Senior Management	2	0	100%	0	0%
Middle Management	2	2	0%	0	0%
Professional	0	0	0%	0	0%
Paraprofessional	16	4	75%	2	17%
Administrative Support	8	3	63%	5	100%
Total Department	30	9	70%	8	38%

Employment Summary, by Community

Iqaluit	30	9	70%	8	38%
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Employment Summary, By Headquarters & Region

Headquarters	30	9	70%	8	38%
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Public Works & Services

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	3	0	100%	2	67%
Senior Management	6	0	100%	2	33%
Middle Management	22	4	82%	3	17%
Professional	53	16	70%	4	11%
Paraprofessional	114	30	74%	41	49%
Administrative Support	33	7	79%	16	62%
Total Department	231	57	75%	68	39%

Employment Summary, by Community

Arctic Bay	1	0	100%	1	100%
Arviat	3	0	100%	2	67%
Qikiqtarjuaq	1	0	100%	1	100%
Baker Lake	1	0	100%	1	100%
Bathurst Inlet	0	0	0%	0	0%
Cambridge Bay	29	7	76%	8	36%
Cape Dorset	1	1	0%	0	0%
Chesterfield Inlet	1	0	100%	1	100%
Clyde River	1	0	100%	1	100%
Coral Harbour	1	0	100%	1	100%
Gjoa Haven	1	1	0%	0	0%
Hall Beach	1	0	100%	1	100%
Iqloolik	2	1	50%	1	100%
Iqaluit	94	27	71%	14	21%
Kimmirut	1	0	100%	1	100%
Kugluktuk	3	1	67%	2	100%
Nanisivik	1	0	100%	1	100%
Pangnirtung	1	0	100%	1	100%
Pond Inlet	31	10	68%	10	48%
Rankin Inlet	53	7	87%	20	43%
Resolute Bay	2	1	50%	0	0%
Sanikiluaq	1	1	0%	0	0%
Whale Cove	1	0	100%	1	100%
Total Community	231	57	75%	68	39%

Employment Summary, By Headquarters & Region

Headquarters	114	29	75%	26	31%
Region	117	28	76%	42	47%
TOTAL	231	57	75%	68	39%

Sustainable Development

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	2	0	100%	1	50%
Senior Management	13	0	100%	1	8%
Middle Management	32	12	63%	4	20%
Professional	56	19	66%	10	27%
Paraprofessional	49	26	47%	13	57%
Administrative Support	19	5	74%	9	64%
Total Department	171	62	64%	38	35%

Employment Summary, by Community

Arctic Bay	1	0	100%	0	0%
Arviat	13	5	62%	3	38%
Baker Lake	1	0	100%	1	100%
Cambridge Bay	2	0	100%	1	50%
Cape Dorset	6	1	83%	2	40%
Chesterfield Inlet	1	1	0%	0	0%
Clyde River	1	0	100%	0	0%
Coral Harbour	1	0	100%	0	0%
Gjoa Haven	1	0	100%	0	0%
Grise Fiord	1	0	100%	1	100%
Hall Beach	1	0	100%	1	100%
Igloolik	23	9	61%	2	14%
Iqaluit	53	22	58%	7	23%
Kimmirut	2	0	100%	1	50%
Kugluktuk	17	4	76%	5	38%
Pangnirtung	11	7	36%	1	25%
Kugaaruk	1	0	100%	1	100%
Pond Inlet	14	7	50%	4	57%
Qikiqtarjuaq	1	1	0%	0	0%
Rankin Inlet	14	3	79%	5	45%
Repulse Bay	1	0	100%	1	100%
Resolute Bay	1	0	100%	1	100%
Sanikiluaq	1	0	100%	0	0%
Taloyoak	2	1	50%	1	100%
Whale Cove	1	1	0%	0	0%
Total Community	171	62	64%	38	35%

Employment Summary, By Headquarters & Region

Headquarters	119	48	60%	19	27%
Region	52	14	73%	19	50%
TOTAL	171	62	64%	38	35%

Nunavut Arctic College

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	1	0	100%	0	0%
Senior Management	7	1	86%	0	0%
Middle Management	13	1	92%	1	8%
Professional	45	4	91%	8	20%
Paraprofessional	50	11	78%	20	51%
Administrative Support	20	3	85%	11	65%
Total Board	136	20	85%	40	34%

Employment Summary, by Community

Arctic Bay	1	1	0%	0	0%
Qikiqtarjuaq	1	0	100%	0	0%
Cape Dorset	1	0	100%	1	100%
Clyde River	2	0	100%	0	0%
Grise Fiord	1	1	0%	0	0%
Hall Beach	1	1	0%	0	0%
Igloolik	5	0	100%	4	80%
Iqaluit	66	5	92%	18	30%
Kimmirut	2	2	0%	0	0%
Pangnirtung	3	0	100%	2	67%
Pond Inlet	1	0	100%	0	0%
Sanikiluaq	2	0	100%	1	50%
Arviat	10	3	70%	5	71%
Baker Lake	2	1	50%	1	100%
Chesterfield Inlet	1	0	100%	0	0%
Coral Harbour	2	1	50%	1	100%
Rankin Inlet	12	1	92%	5	45%
Repulse Bay	1	0	100%	0	0%
Cambridge Bay	13	2	85%	2	18%
Gjoa Haven	2	1	50%	0	0%
Kugluktuk	3	0	100%	0	0%
Kugaaruk	1	0	100%	0	0%
Taloyoak	2	0	100%	0	0%
Resolute Bay	1	1	0%	0	0%
Total Community	136	20	85%	40	34%

Employment Summary, By Headquarters & Region

Headquarters	16	3	81%	4	31%
Region	120	17	86%	36	35%
TOTAL	136	20	85%	40	34%

Nunavut Housing Corporation

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	2	0	100%	1	50%
Senior Management	6	0	100%	1	17%
Middle Management	11	1	91%	4	40%
Professional	9	4	56%	0	0%
Paraprofessional	33	11	67%	11	50%
Administrative Support	10	4	60%	6	100%
Total Corporation	71	20	72%	23	45%

Employment Summary, by Community

Arviat	30	9	70%	13	62%
Cambridge Bay	12	1	92%	5	45%
Cape Dorset	5	1	80%	1	25%
Iqaluit	23	9	61%	4	29%
Rankin Inlet	1	0	100%	0	0%
Total Community	71	20	72%	23	45%

Employment Summary, By Headquarters & Region

Headquarters	27	11	59%	6	38%
Region	44	9	80%	17	49%
TOTAL	71	20	72%	23	45%

Employment Summary of GN Public Service Review

Category All Departments & Boards

	Total Positions				Capacity (%)			
	Jun-99	Sep-01	Jun-02	Sep-02	Jun-99	Sep-01	Jun-02	Sep-02
Executive	25	32	33	33	92%	97%	91%	100%
Senior Management	75	119	115	119	77%	87%	93%	94%
Middle Management	110	303	341	345	42%	77%	81%	83%
Professional	308	910	928	951	33%	79%	81%	85%
Paraprofessional	423	974	957	968	34%	75%	77%	76%
Administrative Support	269	498	482	473	42%	78%	81%	82%
Total All Departments & Boards	1210	2836	2856	2889	42%	78%	81%	82%

Department Totals

Community Government & Transportation	195	179	185	186	22%	68%	76%	71%
Culture, Language, Elders & Youth	38	41	48	52	26%	59%	50%	58%
Education	113	923	930	970	34%	94%	92%	93%
Executive & Intergovernmental Affairs	49	42	44	47	67%	79%	84%	85%
Finance & Administration	131	148	161	159	50%	66%	74%	75%
Health & Social Services	73	628	583	568	34%	68%	79%	83%
Human Resources	47	54	62	64	47%	94%	77%	81%
Justice	159	194	198	204	47%	72%	71%	71%
Legislative Assembly	28	31	30	30	57%	84%	73%	70%
Public Works & Services	242	234	232	231	32%	67%	75%	75%
Sustainable Development	135	158	165	171	63%	68%	70%	64%
Total GN Departments	1210	2632	2638	2682	47%	78%	81%	82%

Board Totals

Nunavut Housing Corporation	CGT	59	65	71	CGT	81%	74%	72%
Divisional Education Councils	na	ED	ED	ED	na	ED	ed	ED
Health Boards	na	HSS	HSS	HSS	na	HSS	HSS	HSS
Nunavut Arctic College	na	145	153	136	na	72%	67%	85%
Total Boards	0	204	218	207	0%	71%	89%	81%
Total GN & Boards	1210	2836	2856	2889	42%	77%	80%	82%

Reviewing Inuit Employment: June 1999 to September 2002

Category All Departments & Boards

	Beneficiaries				IEP (%)			
	Jun-99	Sep-01	Jun-02	Sep-02	Jun-99	Sep-01	Jun-02	Sep-02
Executive	na	16	14	16	61%	52%	47%	48%
Senior Management	na	21	20	22	22%	20%	19%	20%
Middle Management	na	43	52	56	24%	18%	19%	19%
Professional	na	151	156	168	41%	21%	21%	21%
Paraprofessional	na	386	413	398	47%	53%	56%	54%
Administrative Support	na	307	322	311	64%	79%	83%	80%
Total All Departments & Boards	0	924	977	971	44%	42%	42%	41%

Department Totals

Community Government & Transportation	23	54	55	52	53%	45%	39%	39%
Culture, Language, Elders & Youth	9	20	19	17	90%	83%	79%	57%
Education	18	413	401	402	47%	48%	47%	45%
Executive & Intergovernmental Affairs	15	11	15	19	45%	33%	41%	48%
Finance & Administration	28	28	44	44	43%	29%	37%	37%
Health & Social Services	8	168	204	202	32%	40%	44%	43%
Human Resources	15	15	12	11	68%	29%	25%	21%
Justice	27	40	44	47	36%	29%	31%	32%
Office of the Legislative Assembly	11	12	9	8	69%	46%	41%	38%
Public Works & Service	32	65	70	68	42%	42%	40%	39%
Sustainable Development	34	39	40	38	40%	36%	35%	35%
Total of GN Depts	220	865	913	908	44%	42%	43%	41%

Board Totals

Nunavut Housing Corporation	CGT	19	23	23	CGT	40%	48%	45%
Divisional Education Councils	na	ED	ED	ED	na	ED	ED	ED
Health Boards	na	HSS	HSS	HSS	na	HSS	HSS	HSS
Nunavut Arctic College	na	40	41	40	na	38%	40%	34%
Total Boards	0	59	64	63	na	39%	43%	38%
Total of GN & Boards	220	924	977	971	44%	42%	43%	41%