POLICY STATEMENT

The Government of Nunavut is committed to a decentralized government that provides community opportunities for building capacity while strengthening and diversifying local economies.

The Government of Nunavut will organize its functions in a manner that ensures accountability, through Cabinet, to the Legislative Assembly of Nunavut and the public.

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. Ensure the government's decentralization commitments are maintained; and
   V. Support the government's achievement of its Inuit employment plans.

APPLICATION

This policy applies to all Government of Nunavut departments and public agencies.

DEFINITIONS

<u>Cabinet</u>
Means the Executive Council of the Government of Nunavut.

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

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.

PROVISIONS

Major Change
In this policy, a Major Change means:

(a) a change of the authority, responsibilities, or functions of a department or agency;
(b) a change that would result in the transfer of a position, or the core functions of a position, from one community to another;
(c) a change in the structure of senior personnel at the Department Head, Assistant Department Head, or Director level;
(d) an organizational change to the internal structure of a department or agency at the division level;
(e) a change which will have budget implications;
(f) a change that would result in the transfer of a position from one department to another.

Minor Change
In this policy, a 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 described above;
(b) does not mean a reevaluation of a position description. Such requests may be referred directly to the Department of Finance.

Departments are responsible for documenting minor changes for written approval by the Minister and for major changes in a request for decision (RFD) to Cabinet.

All changes (major and minor) must be implemented in conjunction with the Department of Finance. A change is not considered to have taken place until the appropriate paperwork has been submitted and processed through the Department of Finance.

ROLES AND RESPONSIBILITIES

Cabinet
Major Changes to a department’s function or structure must be submitted to Cabinet for approval.

Financial Management Board
Changes to budget allocations resulting from changes to the organization of a department must be submitted to the Financial Management Board for approval subsequent to Cabinet approval of organizational change.

Department of Finance
The Department of Finance is accountable through the Deputy Minister for providing analysis of and recommendations on all organizational proposals with 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;
v. employment of Inuit; and
vi. decentralization.

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

Departments
Department Heads are responsible for implementing major changes to their organization within two years of Cabinet approval.

PREROGATIVE OF EXECUTIVE COUNCIL

Nothing in this policy shall in any way be construed to limit the prerogative of Cabinet regarding the organization of the Government of Nunavut.

SUNSET

This policy is effective from the date of Cabinet approval until December 12, 2018.

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Honorable Peter Taptuna
Premier