

OUR PEOPLE
OUR FUTURE
OUR DÉLIÑĒ

DéliñĒ Self-Government

Transitioning to Self
Government: Information for
Staff of CCD, DLC, DFN
September 2015

Background

- The Self Government agreement was negotiated over 19 years, to create one government in Deline;
- The agreement was ratified in March 2014 by our members;
- In March 2015 the GNWT passed a law recognizing the agreement as the basis for our community self government, then Canada passed its law in June 2015;
- Effective Date (the day the DGG starts operating) is September 01, 2016;

What do we have to do before Effective Date?

- Before Effective Date, we must:
 - dissolve the DLC, DFN and CCD,
 - create the DGG (assets, policies, accounting system, budgeting process, staff and management structure, institutions, basic laws), and
 - ensure all of our programs and services keep running without any interruption.

In this presentation...

- What is going to happen before Effective Date;
- Describe how we will make sure no programs or administration are interrupted by Transition;
- Discuss how existing positions and employees may be affected;
- Describe the Deline Gotine Government organizational structure;
- Describe what will happen after Effective Date.

It will be hard work.

- All staff will be asked to work together to make this transition happen;
- This government is OUR government;
- We may not get it perfect, and we have an obligation to make sure we do the best we can and make adjustments as we go, to get it right;
- No other community in the NWT or Canada has done what we are doing: everyone will be watching, and many will be inspired by what we do.

Major Dates and Milestones

- Effective Date is September 01, 2016 – everything must be completed by that date!
- August 2015 – confirmed Transition funding to September 2016, organized technical team, asked GNWT for specific in-kind support;
- January 2016 – administration, accounting, financial, policy, basic laws completed;
- February 2016 – Beneficiary Board consultations complete;
- March 2016 – HR work (job descriptions and organizational structure) finalized;
- April 2016 - hire DGG CEO and recruit/confirm senior managers;
- May 2016
 - Formal job offers made to current staff & recruit new positions;
 - First Elections completed, those elected form the leadership council and begin orientation leading to Effective Date;
 - May – August 2016 – staff training; office space changes confirmed;
- June 2016 – all organizations switch to new financial system;
- August 2016 – Prepare for Effective Date!

What's the plan?

- Administration: policies, asset management, accounting and financial system, funding flow;
- HR function: policies, job descriptions, recruitment;
- Basic Laws;
- Lands Department established;
- Beneficiaries Board established;
- Guidelines and policies for how Councils (Main, Elders, Justice) will function;
- Dissolve existing organizations;
- First Elections and establishing a leadership council that will be briefed on their roles as of Effective Date; how the new organization will function, budget priorities and process;
- Training and orientation of staff & constant information and updates to beneficiaries.

Who is involved?

- The Transition Team:
 - Paulina Roche, DFN;
 - Christine Allen, DLC;
 - Kirk Dolphus, CCD;
 - Phebie Kenny, Housing;
 - will make major decisions and direct the work of the technical advisors;
- The Transition Team will ask their staff to provide information and participate in activities related to transitioning from current operations to the DGG.

Who is involved?

- Much of the transition work is detailed administrative tasks that need to be sequenced in relation to each other.
- Technical Team:
 - Danny Gaudet, Chief Negotiator
 - Patricia Modeste, Administrator
 - Raymond Tutcho, Communications
 - Stephanie Fox, Implementation Director
 - Rosanna Nicol, Implementation Researcher
 - Shannon Ward, Lands Advisor
 - Alex Ker, Financial Advisor
 - Jessica Iveson, Legal Advisor – Transition
 - Brian Crane, Legal Advisor – Tax and Negotiations
- GNWT Officials will provide expertise in their areas;
- Volunteer Advisors from Canadian Executive Services Overseas will review work being done and advise and help where needed.

How will I contribute to the Transition effort?

- Transition Team members will direct their staff to provide information to technical team;
- Staff will be asked for input on ongoing planning;
- Ideas are welcome!

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How is HR planning being done?



- The GNWT has offered us their expertise to:
 - Review and adjust job descriptions;
 - Assist us with establishing HR policies;
 - Advice on dealing with transfer of unionized employees;

- We will work with expert advisors on:
 - Setting up an HR Management system (systems and forms to fill out for time, leave, and benefits);
 - Determining pay scales to ensure all positions have fair compensation.

- We will ensure ongoing communication with employees as the HR planning progresses.

Diagram 2 Délíné Got'íné Government: Proposed Effective Date Organizational Structure

Legend
* Indicates the position is funded by non-self government programs and funding arrangements with GNWT, Canada and Others.

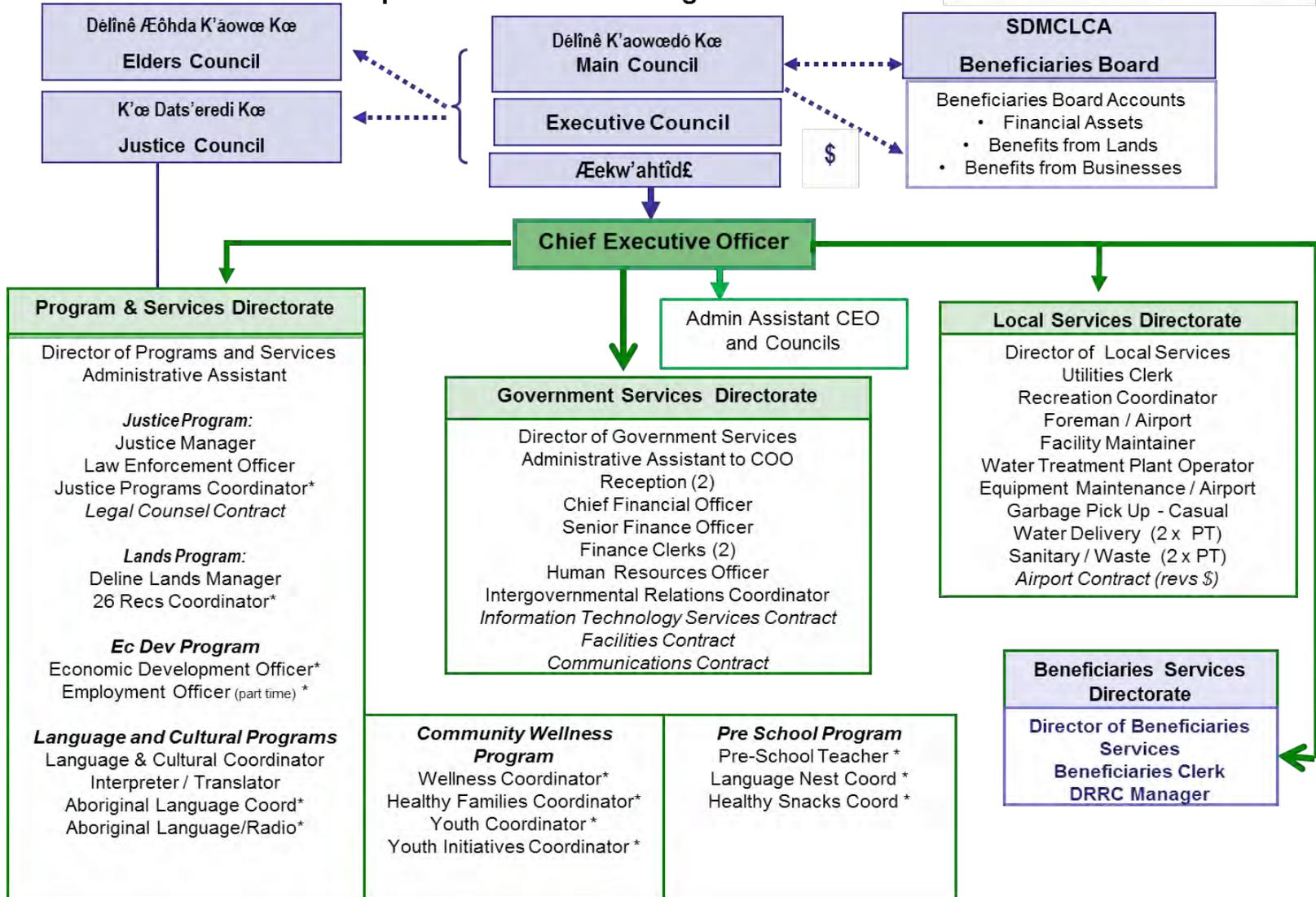
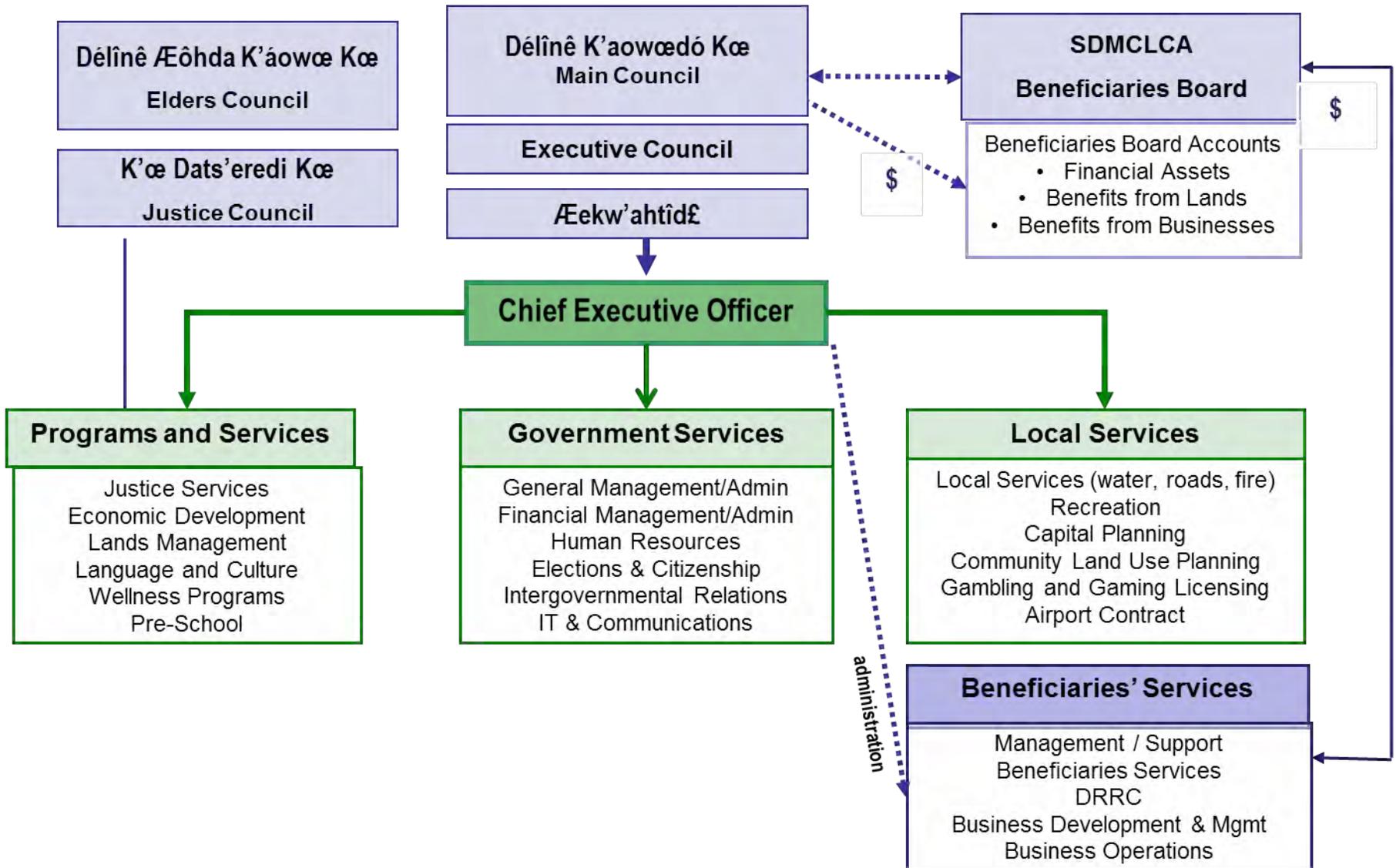


Diagram 1

Délinê Got'îné Government : Organizational Structure - Main Functions
Years 1 to 5



What ways might my position be affected?

- Your position will be evaluated and matched to a position planned within the DGG;
- The matching process will indicate if a position may include new responsibilities;
- Where new responsibilities may be included, a discussion will take place with current employees about whether their skill set is compatible with the new responsibilities;
- Employees will be offered training to ensure they have the skill set to take on any new responsibilities.

What can you tell me for sure about my job?

- Your new employer will be the Deline Gotine Government.
- You will still have a job (if you want it) when the Deline Gotine Government starts operating.
- You will have the same pay and benefits or more; no one's pay and benefits will decrease as a result of the Transition.

What is not certain about my job? When will I know?

- Where you will be located – some offices will move;
- Whether your job will be exactly the same or if there may be some changes to your job description;
- When professional development will be provided to ensure you have the skill set required by any change to your duties;
- Who will be your manager;
- Whether your pay or benefits will increase because it is being brought in line with the DGG's new pay and benefits system.

When will I know?

- Physical space planning: April 2016
- Job descriptions: May 2016
- Training: April – August 2016
- Senior Managers confirmed: May 2016
- Pay and benefits changes (if any): Fall 2016

Questions?



Mahsi!