





Recognizing our obligation to assist in the development of a strong workforce that is both qualified and representative of our territory's population, QEC will work closely with the Department of Finance and the Department of Executive and Intergovernmental Affairs to implement the GN's Human Resources Strategy priorities and will continue to focus on recruitment and development opportunities for Nunavut Inuit.

### ***Corporate Expectations and Priorities for 2017-2018***

The Board along with the dedication of the senior management will continue to focus on the following key items:

#### Harassment Free Workplace

The Board fully supports the GN's policy on a harassment free workplace and we commit to overseeing the review and update of QEC's policies to ensure that employees are provided a safe and respectful work environment. The President and CEO has been made aware of the responsibility to uphold and promote QEC's Respectful Workplace policy across the corporation. To constantly be at the forefront on this important topic QEC had invited Workers' Safety and Compensation Commission for a series of Safety Talks regarding new Occupational Health and Safety regulations dealing specifically with Workplace Violence and Harassment.

#### Human Resources

Our employees continue to be the backbone of the Corporation. The Board will strive to restore QEC's reputation as the employer of choice in Nunavut, and will actively engage with senior management to identify ways to help boost employee morale and promote a culture of strong and accountable leadership.

As we move forward, we will continue to focus on increasing Inuit employment in skilled trades and at the professional and management level within the corporation. We believe that a workforce representative of Nunavut's population is pivotal to the success of QEC and as of March 31, 2017, 50% of QEC's employees are Inuit. QEC's long-term plan for increasing Inuit employment is through supportive education and work experience initiatives for both power plant staff and office staff, which is achieved through QEC's Inuit Leadership Development Program (ILDP) and the Apprentice Program. We expect 3 Inuit employees from these programs to be full-time by the end of 2017.

#### Uqausivut Plan

The Corporation has worked to implement the Uqausivut Comprehensive Plan and enhance its efforts to serve our customers in their official language of choice and to comply with the *Official Languages Act* and the *Inuit Language Protection Act*. Earlier this year our staff provided their





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Qulliq Energy Corporation  
Société d'énergie Qulliq  
Qulliq Alruyaktuqtunik Ikumatjutiit

Jeff Chown, Deputy Minister, Department of Finance