

**ACTION PLAN IMPLEMENTATION STATUS UPDATE
REPORT TO THE AUDIT COMMITTEE
AS OF DECEMBER 31, 2012**

Northern Affairs Organization, NWT Region			
<i>Audit of Entity-Level Controls in the Northwest Territories</i>			
APPROVAL DATE: 09/28/2012			
PROJECT RECOMMENDATIONS	ACTION PLAN	EXPECTED COMPLETION DATE	PROGRAM RESPONSE
<p>Territories Executive Office to improve the distribution of strategic and operational leadership roles.</p>	<p>refined and cascaded through the Executive Committee EPA agreements.</p> <ul style="list-style-type: none"> Distribute and implement Executive Transition plan documenting the above to all relevant Regional and NAO staff and management bodies. 	<p>November 2012</p>	<p>All-Staff Town Hall.</p> <p>AES: Implemented. Closed.</p>
<p>3. The Assistant Deputy Minister (ADM) of the Northern Affairs Organization (NAO) should work with the Northwest Territories Regional Office to develop an approach to strategic priority setting and resource allocation that includes discussion and challenge amongst regional management of proposed priorities and associated budget implications.</p>	<ul style="list-style-type: none"> Revise and implement governance and decision making models. Ensure inclusion of a collective priority setting exercise into the Region's planning process. The integrated business planning process will describe a clear role for Regional Executive Committee (REC) in setting, discussing and contributing to resources allocation decisions. 	<p>December 2012</p> <p>Inclusive priority setting exercise-Mid Year review-Oct16-17, 2012</p> <p>Inclusion in IBP process Jan 2013</p>	<p>Status: Completed</p> <p>The new governance and decision making model has been developed and the collective priority setting exercise is performed through the Integrated Business Planning working group which report directly to the Senior Management Committee (previously REC). Ultimately, SMC and the RDG approve or make any necessary amendments to the process or the priorities themselves.</p> <p>AES: Implemented. Closed.</p>
<p>4. The Assistant Deputy Minister (ADM) of the Northern Affairs Organization (NAO) should work</p>	<ul style="list-style-type: none"> Develop and implement, in conjunction with HQ, a consistent case managed approach to the interpretation 	<p>Ongoing</p>	<p>Status:</p> <p>Integrated HR planning and Labor Relations approach established by new Director/Manager Human Resources working</p>

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with the Northwest Territories Regional Office and the Headquarters' Human Resources and Workplace Services Branch to resolve current <i>Isolated Posts and Government Housing Directive</i> (IPGHD) application issues and, going forward, on how to interpret and apply the IPGHD in the NT Region, distribute guidance to staff, and document decisions and supporting rationale in human resource files.	<p>and application of IPGHD.</p> <ul style="list-style-type: none"> • Have FAQ's/interpretation available on CIDM for staff, Managers to access- sessions to educate. • The HR directorate will ensure all IPGHD decisions are documented and placed on file. 	<p>November 2012</p> <p>Ongoing</p>	<p>with Corporate Labour Relations, to ensure IPGHD advice obtained, on cases. HR Advisor communicates advice in writing, thus establishing effective case management and ensures advice documented regarding decisions. Regional Labor Relations/IPGHD case management summary/tracking report established and reviewed on a regular basis.</p> <p>IPGHD FAQ is being developed in context of Devolution. Corporate Labor Relations and NWT Region HR working collaboratively to ensure identification of questions and establish coordinated answers that will be available to employees on the Department's Intranet site.</p> <p>AES: Significantly implemented. Closed.</p>
5. The Assistant Deputy Minister (ADM) of the Northern Affairs Organization (NAO) should work with the Northwest Territories Regional Office and the Headquarters' Human Resources and Workplace Services Branch to define automated monitoring system	<ul style="list-style-type: none"> • Adopt and utilize AANDC HR dashboard as an automated monitoring system. • Develop and implement training plan to ensure managers are aware of their delegated authorities. • Ensure this issue is incorporated into NT transition and implementation plans for 	<p>November 2012</p> <p>November 2012</p>	<p>Status:</p> <p>In context of new organization and devolution HR planning, employee entitlements to IPGHD will be a central transition/workforce management issue; and is reflected on Devolution Operational HR Plan.</p> <p>Workforce Management Training to Managers will be required, to treat IPGHD components of workforce management transition.</p>

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controls for the monitoring of <i>Isolated Posts and Government Housing Directive</i> (IPGHD) entitlements.	the HR hubs and residual regional organization.		Draft training plan prepared by Corporate Labor Relations, for implementation Q4-2013. Regional Liaison HR Advisors to be trained. AES: Significantly implemented. Closed.