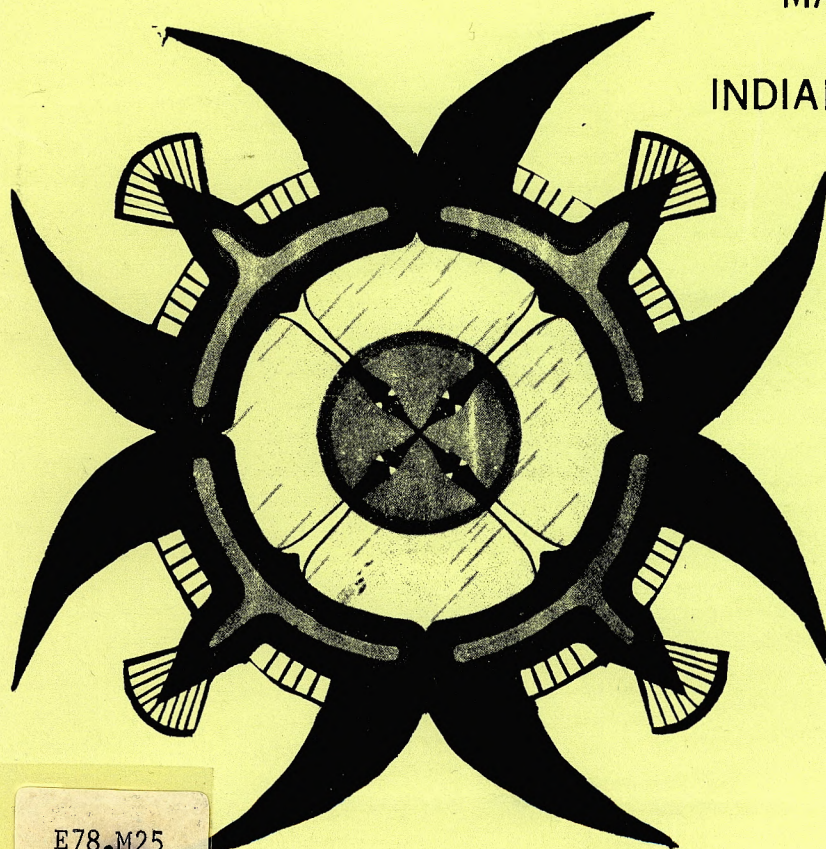


# OBJECTIVES & GOALS 1979-80

MANITOBA REGION

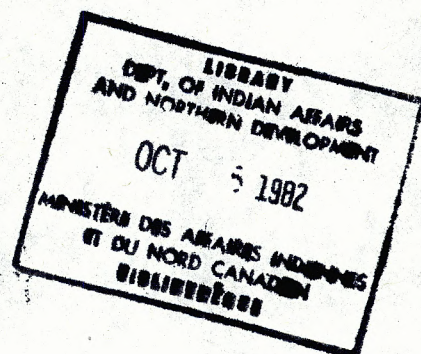
INDIAN & INUIT AFFAIRS  
PROGRAM



E78.M25  
C35  
1979/80



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## OBJECTIVES AND THRUSTS

INDIAN & INUIT PROGRAM OBJECTIVES

INDIAN & INUIT PROGRAM SUB-OBJECTIVES

MANITOBA REGIONAL THRUSTS

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INDIAN AND INUIT AFFAIRS PROGRAM

OBJECTIVE

IN KEEPING WITH THE PRINCIPLES OF SELF-DEVELOPMENT, ACCESS OF OPPORTUNITY, RESPONSIBILITY AND JOINT PARTICIPATION WITHIN CANADIAN SOCIETY, TO ASSIST AND SUPPORT INDIANS AND INUIT IN ACHIEVING THEIR CULTURAL, SOCIAL AND THEIR ECONOMIC NEEDS AND ASPIRATIONS, AND TO ENSURE THAT CANADA'S CONSTITUTIONAL AND STATUTORY OBLIGATIONS AND RESPONSIBILITIES TO THE INDIAN AND INUIT PEOPLES ARE FULFILLED.

INDIAN AND INUIT AFFAIRS PROGRAM

SUB-OBJECTIVES

OBLIGATIONS AND RESPONSIBILITIES

TO ENSURE THAT CANADA'S CONSTITUTIONAL OBLIGATIONS AND RESPONSIBILITIES TO INDIAN AND INUIT PEOPLES UNDER TREATIES, THE INDIAN ACT, AND OTHER ACTS AND AGREEMENTS ARE MET.

ENVIRONMENTAL PROTECTION

TO ASSIST AND SUPPORT THE INDIANS AND INUIT IN CONSERVING THE NATURAL ENVIRONMENT IN THEIR COMMUNITIES.

INDIAN AND INUIT BAND GOVERNMENT

TO ASSIST AND SUPPORT INDIANS AND INUIT IN THE PLANNING, DEVELOPMENT AND MANAGEMENT OF THEIR COMMUNITY AND OTHER AFFAIRS.

EDUCATION

TO ASSIST AND SUPPORT INDIANS AND INUIT IN HAVING ACCESS TO EDUCATIONAL PROGRAMS AND SERVICES WHICH ARE RESPONSIVE TO THEIR NEEDS AND ASPIRATIONS AND CONSISTENT WITH THE CONCEPT OF INDIAN CONTROL OF EDUCATION.

CULTURAL IDENTITY

TO ASSIST AND SUPPORT THE INDIAN AND INUIT PEOPLES IN PRESERVING, DEVELOPING AND EXPRESSING THEIR CULTURAL IDENTITY, WITH EMPHASIS UPON THEIR NATIVE LANGUAGES.



INDIAN AND INUIT AFFAIRS PROGRAM

SUB-OBJECTIVES

OCCUPATIONAL NEEDS

TO ASSIST INDIANS AND INUIT IN DEVELOPING OR HAVING ACCESS TO MEANINGFUL OCCUPATIONAL OPPORTUNITIES CONSISTENT WITH THEIR COMMUNITY AND INDIVIDUAL NEEDS AND ASPIRATIONS.

ECONOMIC DEVELOPMENT

TO ASSIST AND SUPPORT INDIANS AND INUIT IN IDENTIFYING, PLANNING, DEVELOPING AND UTILIZING COLLECTIVE AND INDIVIDUAL RESOURCES AND OPPORTUNITIES FOR ECONOMIC SELF-RELIANCE.

SOCIAL DEVELOPMENT

TO ASSIST AND SUPPORT INDIANS AND INUIT IN IDENTIFYING, PLANNING, DEVELOPING OR HAVING ACCESS TO DEVELOPMENTAL AND SUPPORTIVE SOCIAL, RECREATIONAL AND OTHER SERVICES CONSISTENT WITH AND SENSITIVE TO THEIR NEEDS.

COMMUNITY FACILITIES

TO ASSIST AND SUPPORT INDIANS AND INUIT COMMUNITIES AND INDIVIDUALS TO MEET THEIR REQUIREMENTS IN HOUSING AND OTHER PHYSICAL FACILITIES.



INDIAN AND INUIT AFFAIRS PROGRAM

REGIONAL THRUSTS

- I LOCAL CONTROL BY INDIAN COMMUNITIES
- II TRAINING AND EMPLOYMENT FOR INDIAN PEOPLE
- III EDUCATION AT POST-SECONDARY LEVEL
- IV IMPROVED COMMUNITY FACILITIES
- V PREVENTIVE SOCIAL SERVICES



# **LOCAL GOVERNMENT**

**INDIAN TRIBAL GOVERNMENT**

**BAND SUPPORT AND DEVELOPMENT**

**COMMUNITY INFRASTRUCTURE AND IMPROVEMENT**

**PROGRAM MONITORING, EVALUATION AND ADMINISTRATION**



INDIAN TRIBAL GOVERNMENT

PROVIDE ADEQUATE RESOURCES, FISCAL AND HUMAN AND SUPPORTIVE SERVICES TO MAINTAIN THOSE ESTABLISHED PROGRAMS WHICH HAVE BEEN TRANSFERRED TO BAND AND TRIBAL COUNCILS AND TO CONTINUE THE DEVELOPMENT OF TRIBAL GOVERNMENT EMPHASIZING THE OVERALL OBJECTIVE OF LONG TERM PLANNING TO FACILITATE A DIMINISHING AND CHANGING DEPARTMENTAL ROLE.

1. DEVELOP A STRATEGIC PLAN OF ACTION ON THE DEVELOPMENT OF TRIBAL GOVERNMENT THROUGH LONG TERM PLANNING.  
TARGET MARCH 31, 1980
2. ASSIST IN THE DEVELOPMENT OF BAND AUTHORITIES TO IDENTIFY AND ADMINISTER PHYSICAL COMMUNITY NEEDS IN THE AREAS OF HOUSING, WATER, SANITATION AND OTHER FACILITIES.  
TARGET MARCH 31, 1980
3. DEVELOP SPECIFIC AREAS OF TRAINING FOR BAND AUTHORITIES AND ASSIST IN CO-ORDINATING THIS ACTIVITY.  
TARGET MARCH 31, 1980
4. DEVELOP IN CONJUNCTION WITH OTHER PROGRAMS, BANDS AND THEIR TRIBAL COUNCILS: CONTRIBUTION AGREEMENTS FOR VOTE 15 FUNDING. DRAFTS TO BE REVIEWED BY SEPTEMBER 30, 1979.  
FINAL AGREEMENTS FOR UTILIZATION APRIL 1, 1980.
5. DEVELOP, THOUGH INVOLVING THE D.O.T.C., A CONSOLIDATED CONTRIBUTION AGREEMENT WHICH WILL BE TESTED WITH THE D.O.T.C. AND TWO BANDS.  
TARGET SEPTEMBER 30, 1979



BAND SUPPORT AND DEVELOPMENT

DEVELOP AND IMPLEMENT A REGIONAL PROCESS WHICH WILL ALLOW FOR THE IDENTIFICATION AND JUSTIFICATION OF ADDITIONAL OVERHEAD FOR BAND COUNCILS AND TRIBAL COUNCILS UPON THE TRANSFER OF A PROGRAM FUNCTION FROM THE DEPARTMENT.

1. IDENTIFY A REALISTIC AND ACCURATE COST ESTIMATE OF DIRECT SERVICE AND PROGRAM DELIVERY BY A BAND COUNCIL OR TRIBAL COUNCIL AS OPPOSED TO DELIVERY COST BY DEPARTMENT.  
TARGET AUGUST 1, 1979
2. DEVELOP A BASE SUBSTANTIATED REQUEST FOR ENRICHMENT OF THE REGIONAL BUDGET RATHER THAN SHIFTING FUNDS WITHIN EXISTING ALLOCATIONS TO MEET THIS NEED.  
TARGET SEPTEMBER 1, 1979
3. CO-ORDINATE INCLUSION OF THIS PROCESS AND ESTIMATED COSTS INTO FUTURE PROGRAM FORECASTS AND ESTIMATES.  
TARGET OCTOBER 1, 1979
4. PREPARE TREASURY BOARD SUBMISSIONS IF REQUIRED TO MEET THIS GOAL.  
TARGET OCTOBER 1, 1979
5. IDENTIFY AND COMPILE A LISTING OF ALL TRANSFERRABLE PROGRAMS.  
TARGET JULY 1, 1979



BAND SUPPORT AND DEVELOPMENT  
(CONTD)

6. NEGOTIATE WITH BAND COUNCILS AND TRIBAL COUNCILS TO DETERMINE WHICH PROGRAMS AND FUNCTIONS ARE REQUIRED BY THEM TO ACHIEVE A GREATER DEGREE OF LOCAL CONTROL.  
TARGET MARCH 31, 1980
7. DEVELOP AND ESTABLISH BY BAND A STRATEGIC PLAN OF ACTION WITH DEFINITE TIME FRAMES TO EFFECT AN ORDERLY TRANSFER OF PROGRAMS AND FUNCTIONS.  
TARGET MARCH 31, 1980
8. IDENTIFY THOSE SEGMENTS AND POSITIONS WHICH WILL BECOME REDUNDANT OR SURPLUS BECAUSE OF TRANSFERS TO BAND COUNCILS AND TRIBAL COUNCILS.  
TARGET JANUARY 1, 1980
9. DEVELOP A PLAN FOR REALLOCATION OF CERTAIN POSITIONS WITHIN THE LOCAL GOVERNMENT TO OTHER AREAS NOT AFFECTED BY PROGRAM TRANSFER.  
TARGET JANUARY 1, 1980



## COMMUNITY INFRASTRUCTURE AND IMPROVEMENTS

DEVELOP A DELIVERY MECHANISM CAPABLE OF PROVIDING BAND COUNCILS AND BAND AUTHORITIES WITH SUFFICIENT LATITUDE AND FLEXIBILITY TO ENGAGE THE VARIOUS AGENCIES AND SOURCES OF FUNDING AND TO COMBINE THESE RESOURCES FOR THE PURPOSE OF LOCAL CONTROL OF THE HOUSING PROGRAM AND OTHER RELATED COMMUNITY INFRASTRUCTURE PROJECTS OR ACTIVITIES.

1. DRAFT A REGIONAL HOUSING PROGRAM BASED UPON THE REVISION OF PROGRAM CIRCULAR 57.  
TARGET JULY 1, 1979
2. LIAISE WITH BAND COUNCILS AND BAND AUTHORITIES TO GAIN THEIR INPUT INTO THE DEVELOPMENT OF A DELIVERY MECHANISM AS IT RELATES TO HOUSING PROGRAMS ON INDIAN RESERVES.  
TARGET MARCH 31, 1980
3. LIAISE WITH OTHER AGENCIES INVOLVED AND GAIN THEIR INPUT INTO THE DEVELOPMENT OF A DELIVERY MECHANISM AS IT RELATES TO HOUSING PROGRAMS ON INDIAN RESERVES.  
TARGET JULY 1, 1979
4. DEVELOP AND CONDUCT ONE DAY SEMINARS TO EXPLAIN THE REGIONAL HOUSING POLICY, ITS PHILOSOPHY, PURPOSE, POSSIBLE IMPACT AND IMPLICATIONS.  
TARGET DECEMBER 1, 1979



COMMUNITY INFRASTRUCTURE AND IMPROVEMENTS  
(CONTD)

5. ANALYSE THE PERFORMANCE OF BAND COUNCILS AND TRIBAL COUNCILS TO ADMINISTER COMMUNITY IMPROVEMENT PROGRAMS.  
TARGET MARCH 1, 1980
6. EXAMINE WITH BAND COUNCILS AND TRIBAL COUNCILS THE AREAS OF CONCERN WITHIN A SPECIFIC PROGRAM AREA WHICH MAY AFFECT THE ADMINISTRATIVE PERFORMANCE OF DELIVERING THAT PROGRAM SERVICE.  
TARGET JANUARY 1, 1980
7. EXAMINE WITH BAND COUNCILS AND TRIBAL COUNCILS METHODS OF IMPROVING THE DELIVERY OF SERVICE AT THE LOCAL LEVEL BOTH PRESENT AND FUTURE.  
TARGET MARCH 1, 1980



PROGRAM MONITORING, EVALUATION AND ADMINISTRATION

PROVIDE OPERATIONAL SUPPORT AND ADMINISTRATION OF THE LOCAL GOVERNMENT PROGRAM INCLUSIVE OF BAND GOVERNMENT AND COMMUNITY INFRASTRUCTURE AND SERVICES TO ENSURE THE AVAILABILITY OF EXISTING ACTIVITIES AND FUNCTIONS TO ALL BANDS.

1. MONITOR THROUGH LOCAL GOVERNMENT TEAMS ALL JOINT ADMINISTRATION AGREEMENTS WITH BANDS TO DETERMINE JOINTLY WHAT SOLUTIONS ARE NEEDED TO EXISTING PROGRAM AREAS AND ONCE IDENTIFIED JOINTLY WITH THE BAND, PUT NECESSARY CORRECTIVE MEASURES IN PLACE TO LEAD TO THE EFFECTIVE TERMINATION OF JOINT AGREEMENTS.  
TARGET ONGOING
2. DELIVER AND MONITOR THE C.M.H.C. ON AND OFF RESERVE HOUSING PROGRAM BY ASSISTING TWENTY-FIVE SUCCESSFUL OFF RESERVE APPLICANTS AS WELL AS THE ONGOING PROVISION OF COUNSELLING AND ADVICE TO THE CURRENT SUCCESSFUL CLIENTS.  
TARGET MARCH 31, 1980
3. CO-ORDINATING THE DELIVERY AND CONSTRUCTION OF SERVICES AND INFRASTRUCTURE COST SHAREABLE UNDER THE MANITOBA NORTHLANDS AGREEMENT FOR THOSE COMMUNITIES ELIGIBLE TO ENSURE THAT THE BEST UTILIZATION OF FUNDING RESULTS IN MEETING COMMUNITY NEEDS REPRESENTING YEAR IV OF THE AGREEMENT.  
TARGET FEBRUARY 1, 1980



PROGRAM MONITORING, EVALUATION AND ADMINISTRATION  
(CONTD)

4. CO-ORDINATE AND ASSIST BANDS THROUGH THE LOCAL GOVERNMENT TEAMS THE EFFECTIVENESS AND AWARENESS OF BAND AUDIT EVALUATIONS AND BUDGET REQUIREMENTS EXPRESSING SUBSTANTIATED NEEDS FOR RESOURCES, AS WELL AS IDENTIFYING GOOD FINANCIAL AND ADMINISTRATIVE MEASURES TO OBTAIN THE MOST EFFECTIVE UTILIZATION OF RESOURCES TO MEET THE NEEDS.  
TARGET MARCH 31, 1980
5. NEGOTIATE JOINTLY WITH THE MANITOBA INDIAN BROTHERHOOD FOR BETTER HYDRO AGREEMENTS WITH MANITOBA HYDRO IN THE AREAS OF BETTER RATES, AS WELL AS BETTER AND LESS RESTRICTIVE LEVELS OF ELECTRICAL SERVICES PROVIDED BY DIESEL GENERATION.  
TARGET MARCH 31, 1980
6. DEVELOP NEW BAND OPERATING ANNUAL OPERATING AND MAINTENANCE BUDGET FORMATS COMPATIBLE TO THE NEW ACTIVITY STRUCTURE AND VOTE CONTROLS.  
TARGET SEPTEMBER 1, 1979
7. ENSURE THAT THE CAPITAL PROJECT CONTROL SYSTEM IS MAINTAINED AND CONTROLLED RELATED TO LOCAL GOVERNMENT CAPITAL ALLOCATIONS AND THAT SERVICES TO BANDS AND TRANSFERS OF RESOURCES TO BANDS ARE TIMELY TO EACH BANDS REQUIREMENTS.  
TARGET NOVEMBER 1, 1979



INDIAN CONTROL OF INDIAN EDUCATION

PROVIDE RESOURCES AND SUPPORT SERVICES RESPONSIVE TO THE EDUCATIONAL NEEDS AND ASPIRATIONS AND TO ASSIST INDIAN PEOPLE IN ACHIEVING INDIAN CONTROL OF INDIAN EDUCATION.

1. DEVELOP AN ORIENTATION PACKAGE ON INDIAN CONTROL OF INDIAN EDUCATION AND DISTRIBUTE TO ALL BANDS.  
TARGET DECEMBER 30, 1979
2. DEVELOP SPECIFIC AREAS OF TRAINING FOR THE BAND EDUCATION AUTHORITIES AND PROVIDE TRAINING FOR TEN GROUPS.  
TARGET MARCH 31, 1980
3. ASSIST TEN BANDS OPTING OUT OF THE MASTER TUITION AGREEMENT TO DEVELOP SATISFACTORY BILATERAL AGREEMENTS.  
TARGET MARCH 31, 1980
4. TRANSFER ONE FEDERAL SCHOOL TO BAND CONTROL.  
TARGET SEPTEMBER 1, 1979



ELEMENTARY AND SECONDARY EDUCATION

PROVIDE PRE-SCHOOL, ELEMENTARY AND SECONDARY EDUCATION FOR INDIAN CHILDREN AND ASSIST AND SUPPORT INDIAN PEOPLE IN HAVING ACCESS TO POST-SECONDARY EDUCATION.

1. INCORPORATE THE PROVINCIAL CURRICULUM WITH THE LOCAL CULTURE BY RECRUITING THIRTY QUALIFIED NATIVE TEACHERS.  
TARGET SEPTEMBER 1, 1979
2. COMMENCE AND ENHANCE NATIVE STUDIES IN FIFTY FEDERAL AND INTEGRATED SCHOOLS.  
TARGET MARCH 31, 1980
3. SUPPORT THE BILINGUAL PROGRAM WITH BUDGET AND TRAINING EQUAL TO \$25,000.  
TARGET SEPTEMBER 30, 1979
4. COMMENCE AND ENHANCE THE T.E.S.L. PROGRAM IN THIRTY-ONE FEDERAL SCHOOLS.  
TARGET JANUARY 30, 1980
5. FINALIZE AND IMPLEMENT THE NEW GUIDANCE PROGRAM IN TWENTY-FIVE SCHOOLS.  
TARGET SEPTEMBER 30, 1979
6. IMPLEMENT A TRIMESTER SYSTEM FOR HIGH SCHOOLS ON THREE RESERVES.  
TARGET SEPTEMBER 30, 1979



ELEMENTARY AND SECONDARY EDUCATION  
(CONTD)

7. DEVELOP A SUMMER PILOT PROGRAM FOR FIFTEEN STUDENTS IN A COMPREHENSIVE HIGH SCHOOL AND FINALIZE ARRANGEMENTS.  
TARGET MARCH 31, 1980
8. EXTEND THREE ADDITIONAL SCHOOLS INTO THE HIGH SCHOOL GRADES.  
TARGET SEPTEMBER 1, 1979
9. DEVELOP AN IMPLEMENTATION PLAN FOR THE RECOMMENDATIONS IN THE V. KIRKNESS STUDY ON "EDUCATION OF INDIANS IN FEDERAL AND PROVINCIAL SCHOOLS IN MANITOBA".  
TARGET APRIL 31, 1979
10. SUMMARIZE THE EFFECT OF THE OPEN COURT READING PROGRAM.  
TARGET MARCH 31, 1980
11. SUMMARIZE THE RESULTS OF THE DIAGNOSTIC TESTING PROGRAM AND PREPARE RECOMMENDATIONS FOR DIRECTOR GENERAL.  
TARGET DECEMBER 1, 1979
12. SUMMARIZE THE RESULTS TO ESTABLISH A REMEDIAL PROGRAM AND PREPARE RECOMMENDATIONS FOR DIRECTOR GENERAL.  
TARGET JANUARY 1, 1980
13. SUMMARIZE THE RESULTS AND IMPACT OF THE NEW GUIDANCE PROGRAM AND PREPARE RECOMMENDATIONS FOR DIRECTOR GENERAL.  
TARGET JANUARY 1, 1980



CONTINUING EDUCATION AND SPECIAL SERVICES

PROMOTE AND FACILITATE CONTINUING EDUCATION AND SPECIAL SERVICES BY PROVIDING RESOURCES AND SUPPORT SERVICES TO INDIAN STUDENTS IN ACADEMIC, VOCATIONAL AND PROFESSIONAL PROGRAMS.

1. MAINTAIN AND REVISE A BAND INFORMATION AND REFERRAL SYSTEM RELATING TO VOCATIONAL, PROFESSIONAL, SOCIAL AND ECONOMIC DEVELOPMENT TRAINING.  
TARGET OCTOBER 30, 1979
2. CO-ORDINATE PROJECT MANAGEMENT TRAINING FOR THIRTY STUDENTS.  
TARGET JANUARY 31, 1980
3. CO-ORDINATE TRAINING FOR B.T.S.D. FOR SIXTY STUDENTS.  
TARGET JANUARY 31, 1980
4. CO-ORDINATE B.J.R.T. TRAINING AND JOB EXPOSURE FOR SIXTY STUDENTS.  
TARGET JANUARY 31, 1980
5. CO-ORDINATE TRAINING ON THE JOB AND/OR APPRENTICESHIP OPPORTUNITIES FOR FIFTEEN TRAINEES.  
TARGET MARCH 31, 1980
6. DEVELOP AND IMPLEMENT A FOLLOW-UP PROGRAM OF STUDENTS REGISTERED IN UNIVERSITIES--PROFESSIONAL AND VOCATIONAL PROGRAMS.  
TARGET APRIL 15, 1979



CONTINUING EDUCATION AND SPECIAL SERVICES  
(CONTD)

7. CONDUCT AN EVALUATION RELATIVE TO THE NEED OF SPECIAL PROGRAMS FOR INDIAN STUDENTS AT THE POST-SECONDARY LEVEL.  
TARGET DECEMBER 30, 1979
8. CONDUCT AN EVALUATION TO DETERMINE THE CONTINUED NEED OF STUDENT RESIDENCE PROGRAM.  
TARGET DECEMBER 15, 1979
9. JOINTLY, WITH THE MANITOBA INDIAN BROTHERHOOD AND THE INTERIM POST-SECONDARY EDUCATION COMMITTEE, DEVELOP FLEXIBLE GUIDELINES TO PROVIDE MAXIMUM RETURN FOR POST-SECONDARY EDUCATION BUDGET BY EXTENDING SPONSORSHIP TO DESERVING STUDENTS.  
TARGET APRIL 30, 1979
10. DEVELOP AN IMPROVED SYSTEM OF BUDGET CONTROL, COMMITMENT CONTROL AND EXPENDITURE CONTROL.  
TARGET APRIL 30, 1979
11. DEVELOP AN EFFICIENT SYSTEM OF BAND COUNCIL RESOLUTION CONTROL.  
APRIL 30, 1979
12. DEVELOP AN IMPROVED SYSTEM OF STATISTICAL GATHERING AND REPORTING.  
TARGET JULY 30, 1979



BAND STAFF TRAINING

IN CONSULTATION WITH BAND COUNCILS AND INDIAN ASSOCIATIONS, PROVIDE TRAINING FOR INDIAN LEADERS AND BAND ADMINISTRATIVE STAFF TO ENABLE THEM TO EFFECTIVELY ADMINISTER PROGRAMS TO MEET COMMUNITY NEEDS, CONSISTENT WITH THEIR OBJECTIVES.

1. CONDUCT A TWO-DAY INFORMATION SEMINAR ON LOCAL CONTROL OF EDUCATION TO ONE HUNDRED AND FIFTEEN TRAINEES.  
TARGET OCTOBER 31, 1979
2. CONDUCT SIXTY DAYS OF TRAINING FOR TWELVE BAND ECONOMIC DEVELOPMENT CO-ORDINATORS.  
TARGET OCTOBER 31, 1979
3. CONDUCT SIXTY DAYS OF TRAINING FOR SIXTEEN BAND MANAGEMENT TRAINEES.  
TARGET MARCH 31, 1980
4. CO-ORDINATE BAND CONSTABLE TRAINING FOR TWENTY-FIVE TRAINEES.  
TARGET JUNE 30, 1979
5. CO-ORDINATE THIRTY-FIVE DAYS OF PROJECT SUPERVISOR TRAINING FOR TEN TRAINEES.  
TARGET DECEMBER 31, 1979



BAND STAFF TRAINING  
(CONTD)

6. CO-ORDINATE TRAINING FOR FIFTY-SEVEN BAND WELFARE ADMINISTRATORS.  
TARGET NOVEMBER 30, 1979
7. CO-ORDINATE TRAINING FOR ONE HUNDRED TRIBAL COUNCIL AND MANITOBA INDIAN BROTHERHOOD STAFF.  
TARGET MARCH 31, 1980
8. CO-ORDINATE LOCAL GOVERNMENT TRAINING FOR TWO HUNDRED CHIEFS AND COUNCILS.  
TARGET MARCH 31, 1980



BAND STAFF TRAINING  
(CONTD)

6. CO-ORDINATE TRAINING FOR FIFTY-SEVEN BAND WELFARE ADMINISTRATORS.  
TARGET NOVEMBER 30, 1979
7. CO-ORDINATE TRAINING FOR ONE HUNDRED TRIBAL COUNCIL AND MANITOBA INDIAN BROTHERHOOD STAFF.  
TARGET MARCH 31, 1980
8. CO-ORDINATE LOCAL GOVERNMENT TRAINING FOR TWO HUNDRED CHIEFS AND COUNCILS.  
TARGET MARCH 31, 1980



BAND STAFF TRAINING  
(CONTD)

6. CO-ORDINATE TRAINING FOR FIFTY-SEVEN BAND WELFARE ADMINISTRATORS.  
TARGET NOVEMBER 30, 1979
7. CO-ORDINATE TRAINING FOR ONE HUNDRED TRIBAL COUNCIL AND MANITOBA INDIAN BROTHERHOOD STAFF.  
TARGET MARCH 31, 1980
8. CO-ORDINATE LOCAL GOVERNMENT TRAINING FOR TWO HUNDRED CHIEFS AND COUNCILS.  
TARGET MARCH 31, 1980



CAPITAL CONSTRUCTION AND MAINTENANCE

TO PROVIDE LONG TERM PROGRAM PLANNING AND OPERATIONAL IMPLEMENTATION  
FOR CAPITAL CONSTRUCTION OF NEW FEDERAL SCHOOLS AND MAINTENANCE OF  
EXISTING FACILITIES.

1. DEVELOP A SHORT AND LONG RANGE PLANNING SYSTEM FOR  
EDUCATIONAL FACILITIES.  
TARGET DECEMBER 15, 1979
2. DEVELOP A LONG TERM CAPITAL PLAN REFLECTING INCREASED  
BAND CONTROL AND DIMINISHING DEPARTMENTAL ROLE.  
TARGET FEBRUARY 15, 1980
3. ENTER INTO NINE CONTRACTS WITH BANDS TO UNDERTAKE  
CAPITAL CONSTRUCTION OF EDUCATIONAL FACILITIES.  
TARGET DECEMBER 31, 1979
4. UPGRADE THE FIRE SAFETY STANDARDS IN DEPARTMENTAL  
SCHOOLS AND RESIDENCES WITH IMPROVED EQUIPMENT AND  
SENSOR DEVICES.  
TARGET OCTOBER 1, 1979
5. ESTABLISH AN INVENTORY OF MAINTENANCE MATERIALS, EQUIP-  
MENT AND TOOLS IN AT LEAST FIVE SCHOOLS.  
TARGET FEBRUARY 15, 1980
6. DEVELOP MAINTENANCE SERVICE CONTRACTS FOR MECHANICAL  
EQUIPMENT IN TEN SCHOOLS.  
TARGET NOVEMBER 15, 1979



CAPITAL CONSTRUCTION AND MAINTENANCE  
(CONTD)

7. DEVELOP SERVICE CONTRACTS FOR FIRE ALARMS AND CLOCK  
SYSTEMS IN TEN SCHOOLS.  
TARGET NOVEMBER 1, 1979
8. DEVELOP AND MONITOR A SUMMER REPAIR PROGRAM.  
TARGET SEPTEMBER 15, 1979
9. COMPLETE AGREEMENTS WITH BANDS TO UNDERTAKE REPAIR  
AND MAINTENANCE OF SCHOOLS AND TEACHERAGE FACILITIES.  
TARGET SEPTEMBER 1, 1979
10. DEVELOP, IN CONSULTATION WITH BANDS, CRITERIA AND  
EVALUATION SCHEDULES OF REPAIR AND MAINTENANCE  
PROGRAM FOR ULTIMATE ADMINISTRATION BY BAND EMPLOYEES.  
TARGET MARCH 31, 1980

PROJECT DEVELOPMENT AND ADVISORY SERVICES

ASSIST IN THE DEVELOPMENT AND EXPANSION OF SOCIO-ECONOMIC BASE FOR  
MEDIUM AND LONG TERM EMPLOYMENT OPPORTUNITIES.

1. PROVIDE RESOURCES AND SUPPORT IN THE DEVELOPMENT OF THREE  
TRIBAL COUNCILS OR INDIAN ORGANIZATIONS.  
TARGET MARCH 31, 1980
2. PROVIDE ADVISORY SERVICES AND FUNDS FOR NEW PROJECTS TO  
CREATE TWO HUNDRED FOURTEEN NEW JOBS.  
TARGET MARCH 31, 1980
3. PROVIDE ADVISORY SERVICES AND FUNDS TO EXISTING PROJECTS  
AND COMMUNITY ACTIVITIES TO MAINTAIN FOUR HUNDRED SIXTY  
FOUR EXISTING JOBS.  
TARGET MARCH 31, 1980
4. CONDUCT TWO SEMINARS FOR TRIBAL COUNCILS OR INDIAN ORGANIZATIONS  
ON BUSINESS DEVELOPMENT.  
TARGET JULY 30, 1979  
TARGET MARCH 31, 1980
5. ESTABLISH TEN NEW BAND ECONOMIC DEVELOPMENT COMMITTEES.  
TARGET APRIL 30, 1979



PROJECT DEVELOPMENT AND ADVISORY SERVICES  
(CONTD)

6. PARTICIPATE IN TWENTY BAND ECONOMIC DEVELOPMENT COMMITTEE MEETINGS.  
TARGET MARCH 31, 1980
7. ACTIVATE THE BAND ECONOMIC DEVELOPMENT PROGRAM IN THOMPSON AND ISLAND LAKE DISTRICTS TO INCLUDE DISTRICT DEVELOPMENT COUNCIL.  
TARGET APRIL 30, 1979
8. CO-ORDINATE TRAINING PROGRAM FOR FORTY BAND ECONOMIC DEVELOPMENT COMMITTEE MEMBERS.  
TARGET MAY 1, 1979
9. CO-ORDINATE ONE DAY INFORMATION SEMINAR FOR C.E.S.O. VOLUNTEERS.  
TARGET JUNE 30, 1979



PROGRAM NEGOTIATION AND SECTORAL PROJECTS

ASSIST IN THE EVOLVING SOCIO-ECONOMIC DEVELOPMENT BY EVALUATING EXISTING PROGRAMS AND CO-ORDINATING NEGOTIATIONS FOR NEW PROGRAMS CONSISTENT WITH THE NEEDS AND ASPIRATIONS OF THE INDIAN PEOPLE IN MANITOBA.

1. IN CONSULTATION WITH BANDS AND INDIAN ASSOCIATIONS, DETERMINE THE FUTURE OF THE ISLAND LAKE FISHERY.  
TARGET MAY 15, 1979
2. CONDUCT AN ANALYSIS ON THE PEGUIS RESERVE TO QUANTIFY THE ECONOMIC IMPACT OF THE MANITOBA INDIAN AGRICULTURAL PROGRAM.  
TARGET JULY 1, 1979
3. CO-ORDINATE TREASURY BOARD PROGRAM DOCUMENT FOR THE FIVE YEAR MANITOBA INDIAN AGRICULTURAL PROGRAM EXTENSION.  
TARGET JUNE 1, 1979
4. IN CONSULTATION WITH BANDS AND INDIAN ASSOCIATIONS, DETERMINE THE FUTURE OF THE WILD FUR SECTORAL PROGRAM.  
TARGET OCTOBER 1, 1979
5. DEVELOP AN OPERATIONAL FORMAT IDENTIFYING THE REQUIREMENTS TO SECTORALIZE STORES IN MANITOBA.  
TARGET SEPTEMBER 1, 1979

PROGRAM NEGOTIATION AND SECTORAL PROJECTS  
(CONTD)

6. CO-ORDINATE ACTIVITIES WITH INTERDEPARTMENTAL AGENCIES AND BANDS IN THE DEVELOPMENT GOVERNMENT POLICY REGARDING THE CONTINUATION OF FRESHWATER FISHERIES IN MANITOBA.  
TARGET MARCH 31, 1980
7. CONDUCT TWELVE PROJECT REVIEWS ON SELECTED COMMERCIAL ACCOUNTS.  
TARGET SEPTEMBER 30, 1979  
TARGET MARCH 31, 1980
8. DEVELOP EVALUATION CRITERIA FOR PERFORMANCE ASSESSMENT OF TRIBAL COUNCIL DEVELOPMENT ACTIVITY.  
TARGET JULY 1, 1979



BUSINESS LOANS AND FUND ADMINISTRATION

CONSOLIDATE PROJECT REVIEW AND OPERATIONAL SYSTEMS FOR THE ADMINISTRATION AND CONTROL OF THE REGIONAL INDIAN ECONOMIC DEVELOPMENT FUND. PROVIDE ADMINISTRATIVE SERVICES TO THE SOCIO-ECONOMIC DEVELOPMENT PROGRAM.

1. CONDUCT A PROJECT REVIEW ON TWELVE SELECTED COMMERCIAL ACCOUNTS TO BE REVIEWED BY THE REGIONAL LOAN BOARD.  
TARGET SEPTEMBER 30, 1979  
TARGET MARCH 31, 1980
2. ESTABLISH A PROGRAM SUPPORT UNIT RESPONSIBLE FOR ALL ADMINISTRATIVE REQUIREMENTS OF THE PROGRAM AND LOAN FUND.  
TARGET JUNE 1, 1979
3. CONDUCT TWO ONE-DAY SEMINARS DURING THE FISCAL YEAR WITH DEPARTMENT AND TRIBAL COUNCIL ECONOMIC DEVELOPMENT STAFF TO REVIEW PROCEDURES AND DEVELOP RECOMMENDATIONS FOR CHANGE.  
TARGET JUNE 30, 1979  
TARGET FEBRUARY 28, 1980
4. CO-ORDINATE PROJECT WORKSHOPS ON A MONTHLY BASIS TO REVIEW EXISTING ACCOUNTS AND PRODUCE A REPORT ON EACH WHICH WILL INCLUDE A RECOMMENDATION FOR FUTURE COMMITMENT OF RESOURCES.

BUSINESS LOANS AND FUND ADMINISTRATION  
(CONTD)

5. CONDUCT A ONE DAY SEMINAR WITH DEPARTMENT AND TRIBAL COUNCIL ECONOMIC DEVELOPMENT STAFF AND MANITOBA INDIAN BROTHERHOOD TO PRIORIZE PROJECTS REQUIRING CONTRIBUTION FUNDING AND TO ESTABLISH THE WORK LOAD IN EACH AREA.  
TARGET MAY 31, 1979
6. PROCESS STABILIZATION ACCOUNTS YEAR III CONTRIBUTIONS \$87,000.  
DELETIONS \$350,000.  
TARGET JANUARY 31, 1980



# ***EMPLOYMENT PROGRAM***

EMPLOYMENT PROGRAM

ASSIST INDIAN BANDS IN THE IDENTIFICATION AND DEVELOPMENT OF  
EMPLOYMENT OPPORTUNITIES BY CO-OPERATING WITH OTHER PROGRAMS .  
TO DEVELOP INFRASTRUCTURE, COMMERCIAL AND INDUSTRIAL SITUATIONS  
CONDUCTIVE TO JOB CREATION.

1. PROVIDE LIAISON WITH FEDERAL AND PROVINCIAL AGENCIES AND  
INDIAN BANDS TO MAXIMIZE FUNDS AVAILABLE.  
TARGET MARCH 31, 1980
2. DEVELOP AN INDUSTRIAL BASE ON SEVEN RESERVES.  
TARGET DECEMBER 31, 1979
3. DEVELOP A COMMERCIAL BASE ON FIVE RESERVES.  
TARGET DECEMBER 31, 1979
4. ASSIST IN THE CONSTRUCTION AND RENOVATION OF THREE HUNDRED  
HOUSING UNITS.  
TARGET MARCH 31, 1980
5. UNDERTAKE EXPLORATORY WORK IN AT LEAST TWO COMMUNITIES  
INVOLVING AN EXPANDED ROLE FOR THE BANDS IN MAJOR CAPITAL  
FACILITIES.  
TARGET DECEMBER 31, 1979
6. ASSIST IN THE CREATION OF TWO HUNDRED LONG TERM JOBS.  
TARGET MARCH 31, 1980



EMPLOYMENT PROGRAM  
(CONTD)

7. DEVELOP A REGIONAL STRATEGY FOR NEW PROGRAMS BEING DEVELOPED BY OTHER AGENCIES, ESPECIALLY IN YOUTH EMPLOYMENT, IN ORDER THAT BANDS CAN MAXIMIZE EMPLOYMENT OPPORTUNITIES IN THEIR COMMUNITIES.  
TARGET JUNE 30, 1979
8. PARTICIPATE IN THE ESTABLISHMENT OF A MULTIMODULE TRAINING SESSION FOR PROJECT SUPERVISORS.  
TARGET SEPTEMBER 30, 1979
9. ASSIST IN THE CREATION OF FIVE HUNDRED SHORT TERM POSITIONS.  
TARGET MARCH 31, 1980
10. PROVIDE FUNDING AND GUIDANCE TO EMPLOY THREE HUNDRED AND FIFTY SUMMER STUDENTS.  
TARGET SEPTEMBER 30, 1979
11. EMPLOY A MINIMUM OF TEN EMPLOYMENT FACILITATORS IN SELECTED COMMUNITIES AND TRIBAL ORGANIZATIONS FOR THE DEVELOPMENT OF LONG TERM TRIBAL STRATEGIES.  
TARGET DECEMBER 31, 1979

# ***SOCIAL DEVELOPMENT***

***PROGRAM DEVELOPMENT***

***PROGRAM NEGOTIATION***

***TRAINING DEVELOPMENT AND MONITORING***



PROGRAM DEVELOPMENT

ASSIST IN THE DEVELOPMENT OF A HEALTHY, SOCIO-ECONOMIC CLIMATE  
WITHIN COMMUNITIES THROUGH PREVENTIVE SERVICES AND MEANINGFUL  
OCCUPATIONAL OPPORTUNITIES.

1. DEVELOP WITH BANDS AN ENRICHED HOUSING PROGRAM AND HOME  
SUPPORT SERVICE TO THE ELDERLY AND DISABLED.  
TARGET MARCH 31, 1980
2. DEVELOP THREE GROUP FOSTER HOMES ON RESERVES NOT SERVICED  
BY CHILDREN'S AID SOCIETY IN THE DAUPHIN AREA.  
TARGET DECEMBER 31, 1979
3. CREATE PREVENTIVE SERVICE OR CHILD CARE POSITION IN THE  
ISLAND LAKE AREA.  
TARGET JUNE 30, 1979
4. CREATE PREVENTIVE SERVICE OR CHILD CARE POSITION IN THE  
NORTHERN MANITOBA AREA.  
TARGET AUGUST 30, 1979
5. ASSIST TO ORGANIZE BAND MEETINGS TO DISCUSS RESERVE LIFE  
AND ATTEMPTS AND SUCCESSES OF WORK ACTIVITIES FOR COMMUNITY  
VIABILITY.  
TARGET MARCH 31, 1980

PROGRAM DEVELOPMENT  
(CONTD)

6. REVIEW AND AMEND ELIGIBILITY CRITERIA UNDER THE BAND WORK  
PROCESS FOR IMPROVED EFFECTIVENESS.  
TARGET MAY 10, 1979
7. ASSESS THE HOMEMAKER PROGRAM AND PREPARE RECOMMENDATIONS  
FOR IMPROVEMENT.  
TARGET JUNE 15, 1979
8. ASSIST BANDS IN STRENGTHENING THE CHILD CARE AND PREVENTIVE  
SERVICE PROGRAMS UNDER THEIR SUPERVISION.  
TARGET FEBRUARY 15, 1980



PROGRAM NEGOTIATION

ASSIST IN THE DEVELOPMENT OF LONG TERM STRATEGY AND PROGRAM CRITERIA  
IN CONSULTATION WITH BANDS AND TRIBAL COUNCILS, EMPHASIZING COMMUNITY  
BASED PREVENTIVE SERVICES.

1. CONTINUE NEGOTIATION WITH THE TRIPARTITE SUBCOMMITTEE ON  
CHILD WELFARE SERVICES TO DEVELOP AN EFFECTIVE PROGRAM.  
TARGET MARCH 31, 1980
2. RENEGOTIATE FEDERAL/PROVINCIAL AGREEMENT ON CHILD CARE TO  
ENSURE UNUSED PORTION OF BUDGET IS ALLOCATED FOR PREVENTIVE  
SERVICES.  
TARGET JUNE 1, 1979
3. NEGOTIATE WITH PROVINCIAL DEPARTMENT OF HEALTH AND COMMUNITY  
SERVICES FOR PROVISION OF REHABILITATION SERVICES TO OFF  
RESERVE TREATY INDIANS.  
TARGET DECEMBER 1, 1979
4. DEVELOP THREE CHILD CARE OR PREVENTIVE SERVICE COMMITTEES WITH  
BANDS TO CO-ORDINATE COMMUNITY AWARENESS OF NEEDS AND PLAN  
INTERVENTIONS FOR SOCIAL PROBLEMS.  
TARGET MARCH 31, 1980
5. MEASURE EFFECTIVENESS OF FEDERAL/PROVINCIAL AGREEMENT AND RESOURCE  
WORKER AGREEMENT IN CONSULTATION WITH BANDS AND TRIBAL COUNCILS.  
TARGET FEBRUARY 1, 1980

PROGRAM NEGOTIATION  
(CONTD)

6. CONDUCT TWO INTERDEPARTMENTAL AWARENESS SESSIONS WITH BANDS, PROBATION SERVICES, HEALTH AND SOCIAL DEVELOPMENT, MEDICAL SERVICES AND JOB CREATION BRANCH.

TARGET JUNE 1, 1979

TARGET MARCH 31, 1980



TRAINING DEVELOPMENT AND MONITORING

ENSURE EFFECTIVE SOCIAL DEVELOPMENT ADMINISTRATION ACCORDING TO ESTABLISHED PROCEDURES AND PROVIDE TRAINING CONSISTENT WITH THE NEEDS OF THE COMMUNITY TO ENCOURAGE LOCAL CONTROL.

1. PROVIDE BAND COUNCILS WITH A COPY OF THE SOCIAL ASSISTANCE PROGRAM AGREEMENT AT A LOCAL GOVERNMENT TEAM MEETING HELD IN THE COMMUNITY FOR DISCUSSION PURPOSES AND ENSURE UNDERSTANDING OF THE AGREEMENT.  
TARGET JULY 10, 1979
2. DEVELOP A METHOD OF PREAUDITING SOCIAL SERVICE REPORTS BY THE ADMINISTRATORS.  
TARGET MAY 30, 1979
3. CO-ORDINATE EFFECTIVE TRANSFER OF BANDS UNDER JOINT ADMINISTRATION TO FULL BAND ADMINISTRATION.  
TARGET APRIL 1, 1980
4. COMPLETE DATA BASE FOR 1978-79 WITH ACTUAL UNIT AND UNIT COST.  
TARGET APRIL 30, 1979
5. IMPLEMENT MANUAL CONTROL SYSTEM OVER CASH ADVANCES, EXPENDITURES AND UNITS AS DEVELOPED BY THE PROGRAM.  
TARGET APRIL 1, 1979

TRAINING DEVELOPMENT AND MONITORING  
(CONTD)

6. ASSIST TRIBAL GOVERNMENTS BY ACTIVE PARTICIPATION DURING THE TRANSITIONAL PROCESSES.  
TARGET MARCH 31, 1980
7. REVISE FUELWOOD GUIDELINES TO INCLUDE REQUIREMENTS FOR CASH ADVANCES TO OLD AGE SECURITY RECIPIENTS.  
TARGET JULY 1, 1979
8. COMPLETE MODULES III AND IV OF THE SOCIAL DEVELOPMENT TRAINING FOR BAND WELFARE ADMINISTRATORS AND PROVIDE SUPPLEMENTARY TRAINING FOR WELFARE ADMINISTRATORS.  
TARGET DECEMBER 15, 1979
9. DRAFT TERMS OF EMPLOYMENT FOR WELFARE ADMINISTRATORS AND AIDES IN THE ISLAND LAKE AREA WITH A VIEW TO UTILIZING SIMILAR CRITERIA IN OTHER AREAS OF THE REGION.  
TARGET JULY 30, 1979
10. INITIATE THE INTEGRATION OF WELFARE ADMINISTRATORS FROM A SOCIAL ASSISTANCE PERSON TO A RESOURCE PERSON BY FOSTERING DISSEMINATION OF INFORMATION, PROVIDING COUNSELLING, TRAINING AND SUPERVISION.  
TARGET MARCH 31, 1980
11. CONDUCT TWO GENERAL SEMINARS FOR FIELD STAFF TO REVIEW POLICIES, IMPLEMENT CHANGES AND DEVELOP ADMINISTRATIVE AND FINANCIAL SKILLS REQUIRED TO FULFILL RESPONSIBILITIES.  
TARGET FEBRUARY 1, 1980



# ***INFORMATION SERVICES***

***MEDIA LIAISON AND ADVISORY SERVICES***

***INFORMATION RESOURCE DEVELOPMENT***

MEDIA LIAISON AND ADVISORY SERVICES

DEVELOP AND MANAGE A LIAISON SERVICE AND ADVISORY FUNCTION TO SUPPORT MANAGEMENT AND BANDS WITH MEDIA RELATIONS, PRESS CONFERENCES, SPEECH MATERIAL AND OTHER RELATED ACTIVITIES.

1. INITIATE LIAISON WITH ALL MEDIA OUTLETS TO ENSURE THE ROLE OF INFORMATION SERVICES IS UNDERSTOOD AND UTILIZED.  
TARGET AUGUST 1, 1979
2. DEVELOP AND MAINTAIN A COMPREHENSIVE MEDIA PROFILE ON ALL PRODUCTION AND DEADLINE DATA, COVERAGE AND CIRCULATION.  
TARGET JUNE 30, 1979
3. MAINTAIN A DAILY PRESS MONITORING AND CLIPPING SERVICE FOR ALL MANAGERS.  
TARGET JUNE 30, 1979
4. DEVELOP A LISTING OF AVAILABLE LOCATIONS FOR PRESS CONFERENCES TO INCLUDE FINANCIAL AND PERSONNEL DATA.  
TARGET AUGUST 1, 1979
5. MAINTAIN A MONTHLY INFORMATION BRIEFING SYSTEM ON CURRENT ISSUES WITHIN THE REGION FOR SENIOR MANAGEMENT REVIEW.  
TARGET SEPTEMBER 1, 1979



MEDIA LIAISON AND ADVISORY SERVICES  
(CONTD)

6. CONTRACT AND CO-ORDINATE A NORTHERN RADIO BROADCAST FOR EFFECTIVE TRANSMITTAL OF DEPARTMENTAL PROGRAM INFORMATION AND ACTIVITIES UTILIZING NORTHERN COMMUNICATIONS.
7. CO-ORDINATE REGIONAL ACTIVITY AND INPUT FOR THE CANADIAN BROADCASTING CORPORATION RADIO PRODUCTION IN NORTHERN MANITOBA.  
TARGET MARCH 31, 1980
8. DEVELOP AUDIO-VISUAL PRESENTATIONS AS REQUESTED ON VARIOUS PROGRAM ACTIVITIES AND BAND PRESENTATIONS.

INFORMATION RESOURCE DEVELOPMENT

ORGANIZE AND MAINTAIN AN EFFECTIVE RESOURCE CENTRE ON DEPARTMENTAL AND INDIAN DATA, FILMS, PUBLICATIONS AND EXHIBITS FOR DISTRIBUTION AND INFORMATION TO THE GENERAL PUBLIC AND OTHER INTERESTED PARTIES.

1. ESTABLISH AND MAINTAIN A PROGRAM OF ONGOING PUBLIC EXHIBITS AND DISPLAY ACTIVITIES FOR USE AT CONFERENCES, MEETINGS AND SCHOOLS.  
TARGET MARCH 31, 1980
2. ESTABLISH AN EXTENSIVE RESOURCE LIBRARY FOR PUBLICATIONS. PERIODICALS, PAMPHLETS AND BOOKS RELATING TO INDIAN ISSUES, CULTURE, PROGRAMS AND ACTIVITIES.  
TARGET MARCH 31, 1980
3. ESTABLISH A FILM AND VIDEO-TAPE LIBRARY AND DISTRIBUTION CENTRE.  
TARGET MARCH 31, 1980
4. CO-ORDINATE AND RESPOND TO INFORMATION REQUESTS TO ENSURE AN EFFECTIVE AND POSITIVE IMAGE OF THE DEPARTMENT AND INDIAN BANDS IS PROJECTED TO THE GENERAL PUBLIC.



INFORMATION RESOURCE DEVELOPMENT  
(CONTD)

5. DESIGN A PAMPHLET ON THE MANITOBA REGION ILLUSTRATING THE DEPARTMENTAL PROGRAMS AND BAND ACTIVITIES FOR GENERAL DISTRIBUTION AND EXHIBIT IN RECEPTION AREAS.
6. ASSIST WITH THE DEVELOPMENT OF REGIONAL PRESENTATIONS FOR CONFERENCES AND MEETINGS AND CO-ORDINATE RELATED ACTIVITIES.
7. ESTABLISH A LIBRARY OF REGIONAL PRESENTATIONS, MINISTERIAL SPEECHES AND RELATED CHARTS AND EXHIBITS.  
TARGET MARCH 31, 1980

# ***PROGRAM PLANNING AND MANAGEMENT SUPPORT***

***PROGRAM PLANNING AND REVIEW PROCESS***

***PLANNING AND EVALUATION***

***CONSULTATION AND NEGOTIATION***



PROGRAM PLANNING AND REVIEW PROCESS

CO-ORDINATE THE REGIONAL PLANNING ACTIVITIES FOR 1979-80 AND PROVIDE RELATED SUPPORT SERVICES TO SENIOR MANAGEMENT AND REGIONAL PROGRAM MANAGERS.

1. DEVELOP AND DISTRIBUTE THE REGIONAL CALENDAR AND PLANNING MANUAL.  
TARGET APRIL 30, 1979
2. SUBMIT STATUS REPORTS ON CURRENT ACTIVITIES AND UPCOMING EVENTS.  
TARGET MONTHLY
3. PREPARE AND DISTRIBUTE TO BANDS, INDIAN ORGANIZATIONS AND STAFF THE 1978-79 ANNUAL REPORT.  
TARGET JUNE 30, 1979
4. PREPARE AND DISTRIBUTE TO BANDS, INDIAN ORGANIZATIONS AND STAFF THE 1979-80 OBJECTIVES AND GOALS.  
TARGET APRIL 1, 1979
5. DEVELOP GUIDELINES AND DRAFT CALL LETTERS FOR MANAGEMENT EVALUATION OF 1979-80 THRUSTS, OBJECTIVES, GOALS, BUDGETS AND PERSON-POWER UTILIZATION BY THE REGIONAL SENIOR EXECUTIVE COMMITTEE.  
TARGET SIX MONTH REVIEW AUGUST 31, 1979  
TARGET NINE MONTH REVIEW NOVEMBER 30, 1979

PROGRAM PLANNING AND REVIEW PROCESS  
(CONTD)

6. MONITOR IMPLEMENTATION OF ACTION PLANS FOR MANAGEMENT EVALUATIONS AND PROVIDE PROGRESS REPORTS TO THE REGIONAL SENIOR EXECUTIVE COMMITTEE.  
TARGET SIX MONTH REVIEW OCTOBER 31, 1979  
NOVEMBER 16, 1979  
NOVEMBER 30, 1979  
  
TARGET NINE MONTH REVIEW JANUARY 31, 1980  
FEBRUARY 15, 1980  
FEBRUARY 29, 1980
7. COMPLETE AN ASSESSMENT OF THE SYSTEMS AND PROCEDURES FOR INPUT BY BANDS AND INDIAN ORGANIZATIONS IN THE IDENTIFICATION OF SERVICE NEEDS AND PRIORITIES, LEADING TO THE DEVELOPMENT OF REGIONAL THRUSTS, OBJECTIVES AND GOALS AND RESOURCE PLANS FOR 1980-81.  
TARGET SEPTEMBER 1, 1979
8. CO-ORDINATE THE DEVELOPMENT OF A REGIONAL PROGRAM PLANNING GUIDE FOR APPLICATION TO THE 1980-81 ESTIMATES AND 1981-82 FORECAST.  
TARGET OCTOBER 31, 1979
9. COMPLETE A COMPREHENSIVE ASSESSMENT OF THE IMPLEMENTATION OF THE REGIONAL/NATIONAL CALENDARS AND SUBMIT RECOMMENDATIONS ON CORRECTIVE MEASURES.  
TARGET 1978-79 APRIL 20, 1979  
TARGET 1979-80 MARCH 31, 1980



PROGRAM PLANNING AND REVIEW PROCESS  
(CONTD)

10. MAINTAIN FUNCTIONAL LIAISON WITH PROGRAM CO-ORDINATOR AT HEADQUARTERS FOR GENERAL CO-ORDINATION PURPOSES.
11. PROVIDE SUPPORT SERVICES TO SENIOR MANAGEMENT IN THE DEVELOPMENT OF CALL LETTERS, POLICY AND PROCEDURAL DIRECTIVES FOR THE MAIN PLANNING ACTIVITIES--ESTIMATES, FORECAST AND OBJECTIVES AND GOALS, BY DEVELOPING A TIME SCHEDULE.  
TARGET JUNE 15, 1979
12. EVALUATE ADHERENCE TO AND IMPACT OF RESOURCES IMPLEMENTATION PLANS FOR 1979-80.  
TARGET SEPTEMBER 28, 1979  
TARGET JANUARY 31, 1980
13. CO-ORDINATE SCHEDULES AND PROVIDE SUPPORT SERVICES FOR MAIN CONSULTATIONS WITH BANDS AND INDIAN ORGANIZATIONS.

PLANNING AND EVALUATION

ACCELERATE PROGRAM DEVELOPMENTAL AND EVALUATION ACTIVITIES LEADING TO LONG TERM PROGRAM PLANNING AND SERVICE STRATEGIES.

1. CO-ORDINATE A SCHEDULE OF EVALUATIONS ON LOCALLY CONTROLLED PROGRAMS WITH MANAGERS, BANDS AND INDIAN ASSOCIATIONS TO INCLUDE:  
TEN BAND ADMINISTERED SOCIAL ASSISTANCE PROGRAMS  
FIVE BAND WORKS PROJECTS  
TWO BAND EDUCATION AUTHORITIES  
TARGET MARCH 31, 1980
2. CO-ORDINATE THE DEVELOPMENT OF LONG TERM ORGANIZATIONAL STRATEGIES AND PLANS REFLECTING LOCAL CONTROL AND CHANGING DEPARTMENTAL ROLES.  
TARGET DECEMBER 31, 1979
3. ESTABLISH A REGIONAL RESOURCE CENTRE ON NON-COMPUTERIZED PLANNING AND EVALUATION DATA INCLUDING STUDIES AND PUBLICATIONS.  
TARGET SEPTEMBER 30, 1979
4. EVALUATE THE FUTURE STRUCTURE AND ROLE OF THE THOMPSON AND ISLAND LAKE DISTRICTS IN RELATION TO EVOLVING TRIBAL COUNCILS AND BAND LOCAL CONTROL.  
TARGET OCTOBER 30, 1979
5. CO-ORDINATE REGIONAL PARTICIPATION IN NATIONAL PROGRAM EVALUATIONS AND THE DEVELOPMENT AND IMPLEMENTATION OF MANAGEMENT INFORMATION SYSTEMS.



PLANNING AND EVALUATION  
(CONTD)

6. CO-ORDINATE THE ADMINISTRATIVE ASPECTS OF EVALUATIONS ON A SEMI-ANNUAL BASIS OF REGIONAL MANAGEMENT INFORMATION SYSTEMS, REGIONAL DIRECTIVES AND MANAGERS HANDBOOK.
  7. ACTIVATE SPECIAL PROJECT COMMITTEES TO EXAMINE CURRENT PROBLEMS AND RECOMMEND SOLUTIONS. MONITOR AND REPORT WITH IMPLEMENTATION ACTION PLANS, INCLUDING:
    - SOCIAL ASSISTANCE PAYMENTS  
CHEQUES VERSUS VOUCHERS
    - THOMPSON DISTRICT MANAGEMENT  
IMPROVEMENT
    - REGIONAL OFFICE ADMINISTRATION
- TARGET JUNE 30, 1979
- TARGET JULY 30, 1979
- TARGET SEPTEMBER 30, 1979

CONSULTATION AND NEGOTIATION

PROVIDE RESOURCES AND SUPPORT SERVICES CONDUCTIVE TO GREATER INDIAN INVOLVEMENT IN MANAGEMENT PROCESSES CONSISTENT WITH THE GOVERNMENT INDIAN RELATIONSHIP AND RELATED PROGRAM POLICIES, LEADING TO AN INCREASED INDIAN LOCAL CONTROL AND A DIMINISHING DEPARTMENTAL ROLE.

1. EVALUATE THE OBJECTIVES, STRUCTURES AND FUNDING OF THE TRADITIONAL ACTIVITIES IN CONJUNCTION WITH THE MANITOBA INDIAN BROTHERHOOD TO REFLECT CURRENT TRENDS IN LOCAL CONTROL AND CHANGING ROLES OF THE PROVINCIAL ASSOCIATION AND DEPARTMENT. ACTIVITIES TO INCLUDE ALL CHIEFS CONFERENCES, NEGOTIATING COMMITTEE MEETINGS AND REGIONAL MEETINGS.  
TARGET JUNE 29, 1979
2. CO-OPERATE WITH BANDS, TRIBAL COUNCILS AND THE MANITOBA INDIAN BROTHERHOOD TO CO-ORDINATE REPRESENTATION, RESOURCE MATERIAL AND FUNDING OF MEETINGS ON TOPICS OF COMMON INTEREST.
3. ATTEND MEETINGS WITH BANDS, TRIBAL COUNCILS AND THE MANITOBA INDIAN BROTHERHOOD AND ENSURE FOLLOW-UP ACTION IS TAKEN ON ISSUES, RESOLUTIONS, MINUTES AND CORRESPONDENCE.
4. ARRANGE SEMI-ANNUAL VISITS TO EACH BAND BY SENIOR OFFICERS MAINTAINING RECORDS OF MEETINGS AND ENSURING FOLLOW-UP ACTION IS TAKEN.



CONSULTATION AND NEGOTIATION  
(CONTD)

5. CHAIR THE MANITOBA TRIPARTITE COMMITTEE ON INDIAN HUNTING, FISHING, TRAPPING AND GATHERING RIGHTS AND PROVIDE RELATED SUPPORT SERVICES AND INTERAGENCY LIAISON.
6. DEVELOP A COMPENDIUM OF STATUTES AND REGULATIONS, COURT JUDGEMENTS AND POLICY DIRECTIVES.  
TARGET MAY 30, 1979
7. PROVIDE REGIONAL SUPPORT SERVICES TO THE TRIPARTITE COMMITTEE ON INDIAN SERVICES.
8. CO-ORDINATE AND IMPLEMENT ACTIVITIES FOR CIVIL DISASTERS ORGANIZATIONS, EMERGENCY MEASURES PLANS AND SERVICES.  
FACILITATE RELATED TRAINING FOR BANDS, INDIAN ORGANIZATIONS AND STAFF THROUGH LINE AGENCIES.
9. DEVELOP AND DISTRIBUTE A COMPEDIUM OF FEDERAL/PROVINCIAL AGREEMENTS AFFECTING SERVICES TO INDIANS.  
TARGET JUNE 30, 1979
10. ACQUIRE AND DISTRIBUTE DATA AND PLANNING MATERIAL FROM OTHER FEDERAL AND PROVINCIAL AGENCIES FOR APPLICATION TO THE SITUATIONAL ANALYSIS FOR PROGRAM ESTIMATES AND FORECASTS.
11. ATTEND INTERAGENCY MEETINGS, RECORDING MINUTES AND ENSURING FOLLOW-UP ACTION ON ITEMS.

CONSULTATION AND NEGOTIATION  
(CONTD)

12. KEEPING BANDS, TRIBAL COUNCILS AND MANITOBA INDIAN BROTHERHOOD INFORMED OF PROGRAMS AND SERVICES AVAILABLE TO INDIAN PEOPLE THROUGH FEDERAL AND PROVINCIAL GOVERNMENTS AND OTHER SOURCES.
13. FACILITATE FULLEST INDIAN PARTICIPATION IN PROGRAM DEVELOPMENT IMPLEMENTATION AND EVALUATION ACTIVITIES.



# ***LANDS AND MEMBERSHIP***

LANDS AND MEMBERSHIP

IMPLEMENTATION OF LAND ENTITLEMENTS, LAND EXCHANGES AND LAND AGREEMENTS AFFECTING INDIAN BANDS AND PROPOSED TRANSACTIONS INVOLVING INDIAN LANDS AND RESERVE DEVELOPMENT; ADMINISTRATION OF LANDS, ESTATES AND MEMBERSHIP.

1. PURSUE WITH BANDS AND THE PROVINCE THE COMPLETION OF LAND AGREEMENTS, WHERE NEEDED.
2. CONDUCT EIGHT SEMINARS FOR LANDS ADMINISTRATION.  
TARGET MARCH 31, 1980
3. IMPLEMENT A REPORTING SYSTEM TO ENSURE LAND REVENUE ACCOUNTS ARE CURRENT.  
TARGET JUNE 1, 1979
4. COMPLETE BASE MAPPING PROJECTS FOR ALL SOUTHERN RESERVES.  
TARGET SEPTEMBER 30, 1979
5. COMPLETE INVENTORY OF NURSING STATIONS AND SCHOOL SITES.  
TARGET JANUARY 31, 1980
6. DEVELOP PROCESS FOR TRANSFER OF MEMBERSHIP REPORTING FUNCTION TO BAND.



# ***PLANNING***

PLANNING

ASSIST AND SUPPORT BAND COUNCILS IN THE DEVELOPMENT OF LOCAL GOVERNMENT; ASSIST IN THE IMPLEMENTATION OF THE MANITOBA NORTHLANDS AGREEMENT AND ENCOURAGE INDIAN INVOLVEMENT IN OFF-RESERVE REGIONAL AND RESOURCE DEVELOPMENT PROJECTS THAT MAY AFFECT THEIR COMMUNITIES.

1. ASSIST AND SUPPORT FOUR BAND COUNCILS IN SOUTHERN MANITOBA IN DEVELOPING, MAINTAINING AND IMPLEMENTING COMPREHENSIVE COMMUNITY PLANS.  
TARGET MARCH 31, 1980
2. ASSIST AND SUPPORT TEN BAND COUNCILS IN NORTHERN MANITOBA IN DEVELOPING, MAINTAINING AND IMPLEMENTING COMPREHENSIVE COMMUNITY PLANS.  
TARGET MARCH 31, 1980
3. COMPLETE COMMUNITY BASE MAPS FOR FIVE COMMUNITIES.  
TARGET MARCH 31, 1980
4. PREPARE AND DISTRIBUTE MINUTES AND AGENDAS FOR THE DIAND MANITOBA NORTHLANDS STEERING COMMITTEE AND PERFORMING OTHER DUTIES AS DELEGATED BY THE CHAIRMAN.  
TARGET MARCH 31, 1980



PLANNING  
(CONTD)

5. MONITOR OFF-RESERVE PROJECTS AND INFORM RELEVANT CHIEFS AND BAND COUNCILS OF THESE PROJECTS AND THEIR POTENTIAL EFFECTS.  
TARGET MARCH 31, 1980
6. REPRESENT THE REGIONAL OFFICE IN DISCUSSIONS WITH PARKS CANADA ON PROPOSED PROJECTS.  
TARGET MARCH 31, 1980

***ENGINEERING AND ARCHITECTURE***

***CONSULTING AND ADVISORY SERVICES***

***TECHNICAL AND MANAGEMENT SERVICES***

***FIRE SAFETY PROGRAM***



CONSULTING AND ADVISORY SERVICES

ASSIST INDIAN BANDS THROUGH ADVISORY AND CONSULTING SERVICES TO  
SUPPORT CAPITAL AND MAINTENANCE ACTIVITIES.

1. PREPARE PLANS FOR VARIOUS BAND FACILITIES ON AT LEAST  
SIXTEEN INDEPENDENT PROJECTS.  
TARGET MARCH 31, 1980
2. INSPECT AND TECHNICALLY EVALUATE WINTER ROAD CONSTRUCTION  
AND MAINTENANCE IN TWO PHASES.  
TARGET AUGUST 1, 1979  
TARGET MARCH 31, 1980
3. DEVELOP MAINTENANCE, OPERATION AND TRAINING REQUIREMENTS  
FOR ALL CAPITAL PROJECTS FOR WHICH BANDS WILL BE ASSUMING  
RESPONSIBILITY.  
TARGET DECEMBER 31, 1979
4. DEVELOP METHODS TO IMPROVE THE CAPABILITIES OF BANDS IN THE  
CAPITAL CONSTRUCTION FIELD IN ORDER THAT BANDS CAN ACT AS  
THEIR OWN CONTRACTORS ON AT LEAST TEN PROJECTS.  
TARGET NOVEMBER 30, 1979
5. PREPARE AND DISTRIBUTE AN INFORMATION PACKAGE DEALING WITH  
SITING CONSIDERATIONS.  
TARGET OCTOBER 31, 1979

TECHNICAL AND MANAGEMENT SERVICES

CO-ORDINATE THE NECESSARY TECHNICAL AND MANAGEMENT FUNCTIONS REQUIRED TO PLAN, DEVELOP, IMPLEMENT, MAINTAIN AND OPERATE CAPITAL FACILITIES WITHIN THE REGION, INCLUDING THOSE PROJECTS UNDER THE NORTHLANDS AGREEMENT.

1. PROVIDE PROJECT MANAGEMENT FOR ALL MAJOR CAPITAL PROJECTS UNDER NORTHLANDS AND AT LEAST SEVEN MAJOR CAPITAL SCHOOL PROJECTS.  
TARGET MARCH 31, 1980
2. COMPLETE ALL TECHNICAL REQUIREMENTS FOR THE IMPLEMENTATION OF THE 1980-81 MAJOR AND MINOR CONSTRUCTION PROGRAM.  
TARGET SEPTEMBER 15, 1979
3. PREPARE FIELD INVESTIGATION AND SITE PLANS FOR THE 1980-81 MAJOR AND MINOR CONSTRUCTION PROGRAM IN TWO PHASES.  
TARGET SEPTEMBER 30, 1979  
TARGET DECEMBER 31, 1979
4. EXTEND OPERATOR PREVENTIVE MAINTENANCE PROGRAM TO THE THOMPSON AREA.  
TARGET OCTOBER 30, 1979
5. COMPLETE DETAILED INVENTORY OF INSTALLED EQUIPMENT FOR WATER, SEWAGE, HEATING AND GENERATING PLANTS OPERATED BY THE DEPARTMENT.  
TARGET SEPTEMBER 30, 1979



TECHNICAL AND MANAGEMENT SERVICES  
(CONTD)

6. UPDATE THE INVENTORY OF AVAILABLE SOILS INFORMATION BY  
COMMUNITY.  
TARGET JANUARY 31, 1980
7. COMPLETE AIRPHOTO INTERPRETATION STUDIES FOR SEVEN  
LOCATIONS UNDER NORTHLANDS PROJECTS.  
TARGET DECEMBER 31, 1979

# FIRE SAFETY PROGRAM

CONTINUE TO PROVIDE AN ONGOING FIRE SAFETY PROGRAM WITH THE OVERALL OBJECTIVE OF REDUCING THE NEEDLESS LOSS OF LIFE AND PROPERTY FROM FIRE AND TO IMPLEMENT A CONSTRUCTION SAFETY TRAINING PROGRAM.

1. CONDUCT THIRTY WORKSHOPS FOR BANDS ON FIRE SAFETY.  
TARGET MARCH 31, 1980
2. COMPLETE INSTALLATION OF FIRST-AID FIRE FIGHTING EQUIPMENT AND SMOKE DETECTORS ON RESERVES.  
TARGET MARCH 31, 1980
3. PROVIDE TRAINING FOR THREE VOLUNTEER FIRE BRIGADES.  
TARGET DECEMBER 31, 1979
4. IMPLEMENT FIRE SAFETY PROGRAMS IN EIGHT DEPARTMENTAL SCHOOLS.  
TARGET SEPTEMBER 30, 1979
5. DEVELOP POLICY TO MAINTAIN, SERVICE, REPAIR AND REPLACE FIRE PROTECTION EQUIPMENT IN DEPARTMENTAL FACILITIES.  
TARGET MARCH 31, 1980
6. INSPECT AND APPROVE AT LEAST TEN CAPITAL PROJECTS DURING THE DESIGN PHASE TO ENSURE COMPLIANCE WITH FIRE REGULATIONS.  
TARGET NOVEMBER 30, 1979



FIRE SAFETY PROGRAM  
(CONTD)

7. PROVIDE FORMAL TRAINING IN VARIOUS ASPECTS OF CONSTRUCTION  
SAFETY FOR ALL ENGINEERING AND ARCHITECTURE CONSTRUCTION  
AND MAINTENANCE STAFF.  
TARGET NOVEMBER 15, 1979
8. PROVIDE ON-THE-JOB TRAINING IN VARIOUS ASPECTS OF CONSTRUCTION  
SAFETY FOR CASUAL AND DAY LABOUR EMPLOYEES.  
TARGET FEBRUARY 15, 1980

***FINANCE AND MANAGEMENT***

***BUDGETARY CONTROL SYSTEM***

***BAND FINANCIAL MANAGEMENT***

***ADMINISTRATIVE AND SUPPORT SERVICES***



BUDGETARY CONTROL SYSTEM

CO-ORDINATE THE ACTIVITIES OF THE BUDGETARY CONTROL SYSTEM AND THE BUDGETING PLANNING AND CONTROL SYSTEM; CO-ORDINATE THE ACTIVITIES FOR THE TIMELY AND ACCURATE TURNOVER OF GENERAL ACCOUNTS.

1. REVISE ALL REGIONAL DIRECTIVES ON COMMITMENT CONTROL, BUDGET PLANNING AND CONTROL, ACCOUNTS PAYABLE AND FINANCIAL REPORTING.  
TARGET JUNE 30, 1979
2. COMPLETE A REVIEW WITH THE REGIONAL MANAGERS OF THE SYSTEM AND MAKE RECOMMENDATIONS TO DIRECTOR GENERAL AND HEADQUARTERS FOR CHANGE.  
TARGET SEPTEMBER 30, 1979
3. COMPLETE A TRAINING PROGRAM FOR PROGRAM LIAISON OFFICERS AND REDESIGN LIAISON PROGRAM TO PROVIDE TIMELY AND ACCURATE FINANCIAL SERVICES.  
TARGET SEPTEMBER 30, 1979
4. COMPLETE TEN ACCOUNT FILE AUDITS AND PREPARE REPORT FOR REGIONAL FINANCE & MANAGEMENT ADVISOR.  
TARGET SEPTEMBER 30, 1979
5. COMPLETE THIRTY ACCOUNT FILE AUDITS AND PREPARE REPORT FOR REGIONAL FINANCE & MANAGEMENT ADVISOR.  
TARGET DECEMBER 31, 1979

BUDGETARY CONTROL SYSTEM  
(CONTD)

6. COMPLETE FIFTY ACCOUNT FILE AUDITS AND PREPARE REPORT  
FOR REGIONAL FINANCE & MANAGEMENT ADVISOR.  
TARGET MARCH 31, 1980
7. IMPLEMENT AN ACCOUNT RECEIVABLE FOR LEASES.  
TARGET SEPTEMBER 30, 1979



BAND FINANCIAL MANAGEMENT

CO-ORDINATE THE ACTIVITIES FOR THE BAND FINANCIAL MANAGEMENT UNIT.

1. DESIGN AND IMPLEMENT A TRAINING PACKAGE FOR COMPUTERIZED  
BAND ACCOUNTING.  
TARGET SEPTEMBER 30, 1979
2. DESIGN AND IMPLEMENT A SYSTEM OF REVIEW AND FOLLOW-UP OF  
ALL BAND FINANCIAL ADVISOR REPORTS AND RECOMMENDATIONS.  
TARGET JULY 31, 1979

ADMINISTRATIVE AND SUPPORT SERVICES

PROVIDE ADMINISTRATIVE AND SUPPORT SERVICES FOR EFFECTIVE OPERATION OF THE REGION.

1. DEVELOP A REGIONAL DIRECTIVE REGARDING THE STANDARD-  
IZATION OF FURNISHINGS.  
TARGET DECEMBER 31, 1979
2. DEVELOP A REGIONAL DIRECTIVE TO ENSURE PROPER INVENTORY  
CONTROL OVER RESIDENTIAL FURNISHINGS.  
TARGET DECEMBER 31, 1979
3. CO-ORDINATE COMPUTERIZED DISTRIBUTION ACCOUNTS.  
TARGET JUNE 30, 1979
4. OPERATE COMPLETE SYSTEM FOR COMPUTERIZED DISTRIBUTION  
ACCOUNTS.  
TARGET MARCH 31, 1980
5. DEVELOP A SYSTEM OF PLANNED MAINTENANCE OF CROWN-  
OWNED VEHICLES.  
TARGET OCTOBER 30, 1979



# **PERSONNEL**

**NATIVE EMPLOYMENT**

**STAFFING**

**HUMAN RESOURCE PLANNING AND DEVELOPMENT**

**CLASSIFICATION**

**STAFF RELATIONS-PAY AND BENEFITS ADMINISTRATION**

NATIVE EMPLOYMENT

SUPPORT THE PUBLIC SERVICE AND DEPARTMENTAL POLICY ON INCREASED PARTICIPATION OF STATUS INDIANS, NON-STATUS INDIANS, METIS AND INUIT PEOPLE IN CANADA.

1. CO-ORDINATE DEVELOPMENT OF THE REGIONAL ONE YEAR AND FIVE YEAR ACTION PLANS.  
TARGET FEBRUARY 15, 1980
2. ORGANIZE WORKING GROUP INCLUDING PARTICIPATION OF THE MANITOBA INDIAN BROTHERHOOD TO REVISE AND REVIEW ACTION PLANS ON A REGULAR BASIS.  
TARGET QUARTERLY
3. DEVELOP A LIAISON WITH NATIVE STUDENTS ADVISORS AT POST SECONDARY INSTITUTIONS.  
TARGET APRIL 15, 1979
4. CO-ORDINATE MEETINGS WITH INDIAN ORGANIZATIONS ON A MONTHLY BASIS TO DISCUSS NATIVE EMPLOYMENT POLICY AND AWARENESS.
5. DEVELOP AN INFORMATION BROCHURE ON THE NATIVE EMPLOYMENT POLICY FOR ALL BANDS.  
TARGET SEPTEMBER 1, 1979



NATIVE EMPLOYMENT  
(CONTD)

6. DEVELOP AND MAINTAIN A NATIVE EMPLOYMENT INVENTORY TO  
INCLUDE AT LEAST FIFTY APPLICATIONS FOR POTENTIAL EMPLOYEES.  
TARGET DECEMBER 1, 1979
7. ASSIST WITH THE DEVELOPMENT OF CAREER GOALS OF THIRTY-FIVE  
PRESENT EMPLOYEES.  
TARGET DECEMBER 1, 1979
8. DEVELOP AN INVENTORY OF POST SECONDARY GRADUATING STUDENTS.  
TARGET DECEMBER 1, 1979
9. CO-ORDINATE FOUR NATIVE AWARENESS SESSIONS TO INCLUDE ONE  
HUNDRED TWENTY PARTICIPANTS.  
TARGET JUNE 4, 1979

STAFFING

PROVIDE TIMELY AND RESPONSIVE STAFFING SERVICES TO MANAGEMENT WHICH WILL FACILITATE ORGANIZATIONAL EFFECTIVENESS AND EXPANDED NATIVE EMPLOYMENT.

1. COMPLETE REVIEW OF THE 1978 STAFFING FILES IN PREPARATION FOR AUDIT.  
TARGET MAY 31, 1979
2. DEVELOP AND MAINTAIN A MONTHLY INTERNAL AUDIT ON 1979-80 STAFFING FILES.  
TARGET APRIL 1, 1979
3. DEVELOP WORKSHOP ON DECENTRALIZED STAFFING PROCEDURES TO DISTRICT OFFICES.  
TARGET APRIL 30, 1979
4. CONDUCT STAFFING WORKSHOPS FOR REGIONAL STAFF, THOMPSON DISTRICT AND DAUPHIN SERVICE CENTRE.  
TARGET DECEMBER 31, 1979
5. CONDUCT STAFFING WORKSHOPS FOR MANITOBA INDIAN BROTHERHOOD AND OTHER INDIAN ORGANIZATIONS.  
TARGET OCTOBER 31, 1979



STAFFING  
(CONTD)

6. PROVIDE ON-THE-JOB TRAINING AND PUBLIC SERVICE COMMISSION COURSES FOR I.I.R.D. INCUMBENT TO ADVANCE TO A STAFFING OFFICER POSITION.  
TARGET JANUARY 1, 1980
7. IDENTIFY SURPLUS EMPLOYEES AND DEVELOP FISCAL STAFFING PLAN CONSISTENT WITH REORGANIZATION.  
TARGET JANUARY 1, 1980

HUMAN RESOURCE PLANNING AND DEVELOPMENT

IDENTIFY TRAINING NEEDS AND PROVIDE TRAINING OPPORTUNITIES WITHIN  
APPROVED PERSONNEL POLICIES AND PRACTICES.

1. REVIEW AND IDENTIFY HUMAN RESOURCE REQUIREMENTS IN RELATION  
TO STRENGTH, FORECAST AND MAIN ESTIMATES.  
TARGET MARCH 1, 1980
2. EVALUATE PERSONNEL IMPLICATIONS OF PROGRAM PLANS.  
TARGET MARCH 1, 1980
3. CO-ORDINATE AND EVALUATE REGIONAL ACTION PLAN FOR EQUAL  
OPPORTUNITIES FOR WOMEN.  
TARGET MARCH 1, 1980
4. ESTABLISH PERFORMANCE REVIEW COMMITTEES FOR EMPLOYEE  
PERFORMANCE EVALUATION AND CAREER PLANNING.  
TARGET APRIL 1, 1979
5. DEVELOP ANNUAL TRAINING PLAN FOR 1980-81.  
TARGET OCTOBER 31, 1979
6. IMPLEMENT AND CO-ORDINATE ORIENTATION TRAINING FOR NEW EMPLOYEES.  
TARGET APRIL 1, 1979



CLASSIFICATION

INITIATE AND PROCESS CLASSIFICATION ACTIONS TO MEET THE REQUIREMENT OF POSITION REVIEW EVERY TWO YEARS AND INSURE INCLUSION OF CULTURE AWARENESS STATEMENTS.

1. UPDATE DEPARTMENTAL PERSONNEL INFORMATION SYSTEM.  
TARGET JUNE 30, 1979
2. INITIATE A REVIEW PROGRAM COVERING UP TO 50% OF ALL OTHER POSITIONS FOR UPDATE OR DELETION.  
TARGET MARCH 31, 1980
3. IMPROVE CLASSIFICATION CONTROLS, PROCEDURES AND REPORTS.  
TARGET OCTOBER 31, 1979
4. REVIEW CLASSIFICATION STATISTICS AND DEVELOP EVALUATION CRITERIA.  
TARGET MARCH 31, 1980
5. IMPLEMENT FOLLOW-UP SYSTEM WITH PROGRAM HEADQUARTERS FOR NONDELEGATED CLASSIFICATION ACTIONS.  
TARGET APRIL 30, 1979
6. CONDUCT TWO DESK AUDITS FOR COINCIDENCE OF DUTIES AND JOB DESCRIPTIONS.  
TARGET NOVEMBER 30, 1979  
TARGET MARCH 31, 1980

CLASSIFICATION  
(CONTD)

7. DEVELOP JOB WRITING WORKSHOP FOR MANAGERS.  
TARGET JUNE 30, 1979
8. CONDUCT JOB WRITING WORKSHOP FOR FIFTEEN MANAGERS.  
TARGET SEPTEMBER 30, 1979
9. DEVELOP CLASSIFICATION EVALUATION WORKSHOP FOR MANAGERS.  
TARGET AUGUST 15, 1979
10. CONDUCT CLASSIFICATION EVALUATION WORKSHOP FOR FIFTEEN MANAGERS.  
TARGET OCTOBER 31, 1979
11. DEVELOP A PROGRAM OF ON-THE-JOB TRAINING FOR THE I.I.R.D.  
TRAINEE.  
TARGET APRIL 30, 1979



STAFF RELATIONS  
PAY AND BENEFITS ADMINISTRATION

ENSURE AWARENESS OF STATUTORY, CONTRACTUAL, REGULATORY AND POLICY REQUIREMENTS AND OF STAFF RELATIONS IMPLICATION OF PROPOSED MANAGEMENT PLANS. PARTICIPATE ON LABOUR/MANAGEMENT CONSULTATION COMMITTEES.

1. CONDUCT TRAINING WORKSHOP FOR DISTRICT MANAGERS ON DISCIPLINE, COMPLAINT AND GRIEVANCE HANDLING IN THOMPSON.  
TARGET JUNE 30, 1979
2. CONDUCT TWO TRAINING WORKSHOPS FOR REGIONAL MANAGERS ON DISCIPLINE, COMPLAINT AND GRIEVANCE HANDLING IN WINNIPEG.  
TARGET OCTOBER 31, 1979  
TARGET FEBRUARY 29, 1980
3. CO-ORDINATE THE REVISION OF REGIONAL GRIEVANCE PROCEDURES WITH MANAGERS.  
TARGET APRIL 30, 1979
4. DEVELOP REPORTING SYSTEM ON STAFF RELATION ACTIVITIES IN THE REGION.  
TARGET APRIL 30, 1979
5. COMPLETE TWO AUDITS OF ATTENDANCE RECORDS FOR THOMPSON, MCKAY STUDENT RESIDENCE AND REGIONAL OFFICE.  
TARGET OCTOBER 31, 1979  
TARGET FEBRUARY 28, 1980