

1979 - MANAGEMENT ACTION PLAN - 1980

(THRUSTS / OBJECTIVES / GOALS)

INDIAN AND INUIT AFFAIRS PROGRAM

MANITOBA REGION

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From R. Holloway
10/6/79

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I INTRODUCTION

A system of Action Plans is being introduced to the Management of the Indian and Inuit Affairs Program in the Manitoba Region, effective April 1, 1979. The system is designed to parallel and compliment the annual Program Plan established through the Regional Thrusts, Objectives and Goals.

The main objective is to establish pre-determined operational plans of action for the attainment of major objectives and goals by:

- (a) assigning primary functional responsibilities for implementation
- (b) allocating person-power and budgetary resources
- (c) designating targets for initiation and completion.

Each Regional Program Managers shall be personally accountable for total implementation of the Management Action Plan for his area of responsibility. Appropriate measures will be taken to regularly monitor and progressively control and regulate performance in accordance with the original Plan specifications. Monthly progress reports shall be submitted to Senior Management (refer to Section III).

Management Action Plans will be a main reference in the setting of individual 1979/80 goals for employees, and performance of responsible staff shall be assessed accordingly.

II 1979 - PROGRAM MANAGEMENT ACTION PLANS - 1980

A OBJECTIVES AND GOALS

B FUNCTIONAL RESPONSIBILITIES

C RESOURCE ALLOTMENTS

 - Person - Months

 - Budgets

D TARGETS

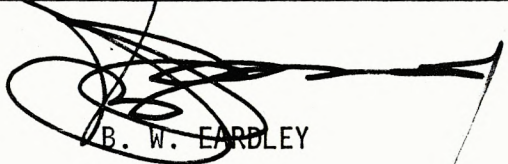
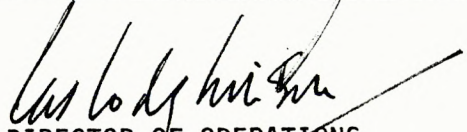

 - Initiation

 - Completion

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LOCAL GOVERNMENT

- OBJECTIVES AND GOALS
- FUNCTIONAL RESPONSIBILITIES
- RESOURCE ALLOTMENTS
- TARGETS

ACTION	EXECUTOR	DATE
SUBMITTED BY:	 B. W. EARDLEY A/DIRECTOR	May 31, 1979
RECOMMENDED BY:	 DIRECTOR OF OPERATIONS MANITOBA	June 8, 1979
APPROVED BY:	 REGIONAL DIRECTOR GENERAL MANITOBA	June 15, 1979

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	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.	Director, Local Government	3.5	1.4	01/08/79	31/03/80
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.	Regional Supervisor of Housing and Community Improvement	12.0	4.8	01/11/79	31/03/80
3.	Develop specific areas of training for Band authorities and assist in coordinating this activity.	Regional Supervisor of Housing and Community Improvement	9.0	3.6	01/12/79	31/03/80
4.	Develop in conjunction with other programs, bands and their tribal councils: contribution agreements for vote 15 funding.	Regional Supervisor of Local Government Programs	6.0	2.4	01/08/79	01/04/80
	Drafts to be reviewed Final agreements for utilization					30/09/79 01/04/80
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.	Director, Local Government	1.0	0.4	01/04/79	30/09/79

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NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	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.	Regional Supervisor of Local Government Programs	1.0	0.4	15/06/79	01/08/79
2.	Develop a base substantiated request for enrichment of the regional budget rather than shifting funds within existing allocations to meet this need.	Regional Supervisor of Local Government Programs	1.0	0.4	01/08/79	01/09/79
3.	Coordinate inclusion of this process and estimated costs into future program forecasts and estimates.	Regional Supervisor of Local Government Programs	1.0	0.4	01/09/79	01/10/79
4.	Prepare treasury board submissions if required to meet this goal.	Regional Supervisor of Local Government Programs	1.0	0.4	01/09/79	01/10/79
5.	Identify and compile a listing of all transferrable programs.	Regional Supervisor of Local Government Programs	12.0	5.0	01/04/79	01/07/79
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.	Regional Supervisor of Local Government Programs	12.0	5.0	01/08/79	31/03/80
7.	Develop and establish by band a strategic plan of action with definite time frames to effect an orderly transfer of programs and functions.	Regional Supervisor of Local Government Programs	18.0	7.1	01/11/79	31/03/80
8.	Identify those segments and positions which will become redundant or surplus because of transfers to band councils and tribal councils.	Director, Local Government	0.5	0.2	01/07/79	01/01/80
9.	Develop a plan for reallocation of certain positions within the local government to other areas not affected by program transfer.	Director, Local Government	0.5	0.2	01/10/79	01/01/80

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NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	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.	Regional Supervisor of Housing and Community Improvement	4.0	1.7	01/04/79	01/07/79
2.	Liase 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.	Regional Supervisor of Housing and Community Improvement	28.0	11.0	01/04/79	31/03/80
3.	Liase with other agencies involved and gain their input into the development of a delivery mechanism as it relates to housing programs on Indian reserves.	Regional Supervisor of Housing and Community Improvement	4.0	1.6	01/04/79	01/07/79
4.	Develop and conduct one day seminars to explain the regional housing policy, its philosophy, purpose, possible impact and implications.	Regional Supervisor of Housing and Community Improvement	14.0	6.0	01/04/79	01/12/79
5.	Analyse the performance of band councils and tribal councils to administer community improvement programs.	Regional Supervisor of Housing and Community Improvement	4.0	1.6	01/09/79	01/03/80
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.	Regional Supervisor of Housing and Community Improvement	3.0	1.2	01/09/79	01/01/80
7.	Examine with band councils and tribal councils methods of improving the delivery of service at the local level both present and future.	Regional Supervisor of Housing and Community Improvement	3.0	1.2	01/09/79	01/03/80

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE P/M	ALLOTMENTS BUDGET	TARGETS	
					INITIATE	COMPLETE
	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.	Regional Supervisor of Local Government Programs	40.0	16.0	01/04/79	31/03/80
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.	Regional Housing Officer	15.0	6.0	01/04/79	31/03/80
3.	Coordinating 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.	Regional Northlands Officer	15.0	6.0	01/04/79	01/02/80
4.	Coordinate 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.	Regional Supervisor of Local Government Programs	58.0	23.0	01/04/79	31/03/80




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NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
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.	Director, Local Government	5.0	0.2	01/04/79	31/03/80
6.	Develop new band operating annual operating and maintenance budget formats compatible to the new activity structure and vote controls.	Regional Supervisor of Local Government Programs	5.0	2.0	01/07/79	01/09/79
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.	Regional Supervisor of Housing and Community Improvement	16.0	6.4	01/04/79	01/11/79
			288.0	115.6		

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EDUCATION

- OBJECTIVES AND GOALS
- FUNCTIONAL RESPONSIBILITIES
- RESOURCE ALLOTMENTS
- TARGETS

ACTION	EXECUTOR	DATE
SUBMITTED BY:	 G. T. ROSS DIRECTOR	May 31, 1979
RECOMMENDED BY:	 DIRECTOR OF OPERATIONS MANITOBA	June 8, 1979
APPROVED BY:	 REGIONAL DIRECTOR GENERAL MANITOBA	June 15, 1979

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NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	PROVIDE RESOURCES AND SUPPORT SERVICES RESPONSIVE TO THE EDUCATIONAL NEEDS AND ASPIRATIONS AND TO ASSIST INDIAN PEOPLE IN ACHIEVING INDIAN CONTROL OF INDIAN EDUCATION	Reg. Supt. Spec. Serv. & Continuing Education	120.0	12,246.7		
1.	Develop an orientation package on Indian control of Indian Education and distribute to all bands.	Supt. Spec. Serv. & Cont. Ed.	3.0		01/04/79	30/12/79
2.	Develop specific areas of training for the band education authorities and provide training for ten groups.	Supt. Spec. Serv. & Cont. Ed. & 5 Asst. Supt. Cont. Ed.	3.0 15.0		01/04/79	31/03/80
3.	Assist ten bands opting out of the master tuition agreement to develop satisfactory bilateral agreements.	Asst. Supr. Spec Serv & Cont Ed. - Dauphin, Interlake The Pas	9.0		01/04/79	31/03/80
4.	Transfer one federal school to band control.	Asst. Supr. Spec. Serv & Cont. Ed. - Interlake	1.0		01/04/79	01/09/79

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NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	PROVIDE PRE-SCHOOL, ELEMENTARY AND SECONDARY EDUCATION FOR INDIAN CHILDREN AND ASSIST AND SUPPORT INDIAN PEOPLE IN HAVING ACCESS TO POST-SECONDARY EDUCATION	Regional Superintendent of Elemen. & Secondary Ed.	4,428.0	695.6		
1.	Incorporate the Provincial curriculum with the local culture by recruiting thirty qualified native teachers.	Six Supts. of Education	3.0		01/04/79	01/09/79
2.	Commence and enhance native studies in fifty federal and integrated schools.	Six Supts. of Education	6.0		01/09/79	31/03/80
3.	Support the bilingual program with budget and training equal to \$25,000.	One Supt. of Education	1.0		01/04/79	30/09/79
4.	Commence and enhance the T.E.S.L. program in thirty-one federal schools.	Six Supts. of Education	6.0		01/09/79	30/01/80
5.	Finalize and implement the new guidance program in twenty-five schools.	Six Supts. of Education	2.0		01/09/79	30/09/79
6.	Implement a trimester system for high schools on three reserves.	Supts. of Education-Thompson Island Lake, Southeast	2.0		01/09/79	30/09/79
7.	Develop a summer pilot program for fifteen students in a comprehensive high school and finalize arrangements.	Supt. of Ed. - Island Lake	2.0		01/04/79	31/03/80
8.	Extend three additional schools into the high school grades.	Supts of Ed - Island Lake Thompson, Southeast	1.5		01/04/79	01/09/80
9.	Develop an implementation plan for the recommendations in the V. Kirkness study on "Education of Indians in Federal and Provincial Schools in Manitoba".	Reg. Supt. of Elemen. & Sec. Ed. and Six Supts. of Ed.	4.0		01/04/79	31/04/79
10.	Summarize the effect of the open court reading program.	Reg. Supt. Elemen. & Sec. Ed. & Six Supts. of Education	1.5		01/09/79	31/03/80

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NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
11.	Summarize the results of the diagnostic testing program and prepare recommendations for Director General.	Reg. Supt. Elemen. & Sec. Ed. & Six Supts. of Education	1.0		01/07/79	01/12/79
12.	Summarize the results to establish a remedial program and prepare recommendations for Director General.	Reg. Supt. Elemen. & Sec. Ed. & Six Supts. of Education	1.0		01/09/79	01/01/80
13.	Summarize the results and impact of the new guidance program and prepare recommendations for Director General.	Reg. Supt. Elemen. & Sec. Ed. & Six Supts. of Education	1.0		01/09/79	01/01/80

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NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	PROMOTE AND FACILITATE CONTINUING EDUCATION AND SPECIAL SERVICES BY PROVIDING RESOURCES AND SUPPORT SERVICES TO INDIAN STUDENTS IN ACADEMIC, VOCATIONAL AND PROFESSIONAL PROGRAMS	Regional Superintendent of Spec. Serv. & Cont. Ed.	756.0	4,155.5		
1.	Maintain and revise a band information and referral system relating to vocational, professional, social and economic development training.	Supt. Special Services & Continuing Education	2.0		01/04/79	30/10/79
2.	Coordinate project management training for thirty students.	5 Asst. Supt. of Spec. Serv & Cont. Ed.	3.0		01/04/79	31/01/80
3.	Coordinate training for B.T.S.D. for sixty students.	5 Asst. Supt. Spec. Serv. & Cont. Ed.	3.0		01/04/79	31/01/80
4.	Coordinate B.J.R.T. training and job exposure for sixty students.	5 Asst. Supt. Spec. Serv. & Cont. Ed.	3.0		01/04/79	31/01/80
5.	Coordinate training on the job and/or apprenticeship opportunities for fifteen trainees.	5 Asst. Supt. Spec. Serv. & Cont. Ed.	3.0		01/04/79	31/03/80
6.	Develop and implement a follow-up program of students registered in universities - professional and vocational programs.	Supt. of Student Services	0.5		01/04/79	15/04/79
7.	Conduct an evaluation relative to the need of special programs for Indian students at the post-secondary level.	Supt. of Student Services	0.5		01/04/79	30/12/79
8.	Conduct an evaluation to determine the continued need of student residence program.	Supt. of Student Services	0.5		01/09/79	15/12/79
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.	Supt. of Student Services	0.5		01/04/79	30/04/79
10.	Develop an improved system of budget control, commitment control and expenditure control.	Reg. Supt. of Spec. Serv. & Cont. Ed.	0.5		01/04/79	30/04/79

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NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
11.	Develop an efficient system of band council resolution control.	Reg. Supt. of Spec. Serv. & Cont. Ed.	0.5		01/04/79	30/04/79
12.	Develop an improved system of statistical gathering and reporting.	Reg. Supt. of Spec. Serv. & Cont. Ed.	1.0		01/04/79	30/07/79

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NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	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	Regional Superintendent of Spec. Serv. & Contd. Ed.	24.0	400.0		
1.	Conduct a two-day information seminar on local control of education to one hundred and fifteen trainees.	Reg. Coord. Band Staff Trng. & 1 Band Staff Trng. Facil.	3.0		01/04/79	31/10/79
2.	Conduct sixty days of training for twelve band economic development coordinators.	Reg. Coord. Band Staff Trng. & 1 Band Staff Trng. Facil.	3.0		01/04/79	31/10/79
3.	Conduct sixty days of training for sixteen band management trainees.	Reg. Coord. Band Staff Trng. & 1 Band Staff Trng. Facil.	3.0		01/10/79	31/03/80
4.	Coordinate band constable training for twenty-five trainees.	Reg. Coord. Band Staff Trng. & 1 Band Staff Trng. Facil.	3.0		01/04/79	30/06/79
5.	Coordinate thirty-five days of project supervisor training for ten trainees.	Reg. Coord. Band Staff Trng. & 1 Band Staff Trng. Facil.	3.0		01/09/79	31/12/79
6.	Coordinate training for fifty-seven band welfare administrators.	Reg. Coord. Band Staff Trng. & 1 Band Staff Trng. Facil.	3.0		01/06/79	30/11/79
7.	Coordinate training for one hundred tribal council and Manitoba Indian Brotherhood staff.	Reg. Coord. Band Staff Trng. & 1 Band Staff Trng. Facil.	3.0		01/04/79	31/03/80
8.	Coordinate local government training for two hundred Chiefs and Councils.	Reg. Coord. Band Staff Trng. & 1 Band Staff Trng. Facil.	3.0		01/04/79	31/03/80


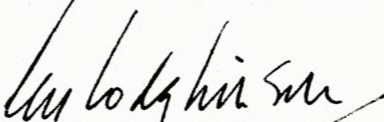
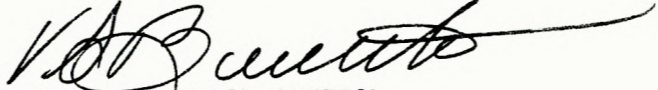
1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	TO PROVIDE LONG TERM PROGRAM PLANNING AND OPERATIONAL IMPLEMENTATION FOR CAPITAL CONSTRUCTION OF NEW FEDERAL SCHOOLS AND MAINTENANCE OF EXISTING FACILITIES	Regional Superintendent of Education Support Services	120.0	8,591.4		
1.	Develop a short and long range planning system for educational facilities.	Regional Superintendent of Education Support Services	0.5		01/07/79	15/12/79
2.	Develop a long term capital plan reflecting increased band control and diminishing departmental role.	Regional Superintendent of Education Support Services	0.5		01/08/79	15/02/80
3.	Enter into nine contracts with bands to undertake capital construction of educational facilities.	Regional Superintendent of Education Support Services	0.5		01/04/79	31/12/79
4.	Upgrade the fire safety standards in departmental schools and residences with improved equipment and sensor devices.	Supt. of School Facilities	1.0		01/09/79	01/10/79
5.	Establish an inventory of maintenance materials, equipment and tools in at least five schools.	Supt. of School Facilities	1.0		01/04/79	15/02/80
6.	Develop maintenance service contracts for mechanical equipment in ten schools.	Supt. of School Facilities	0.5		01/04/79	15/11/79
7.	Develop service contracts for fire alarms and clock systems in ten schools.	Supt. of School Facilities	0.5		01/04/79	01/11/79
8.	Develop and monitor a summer repair program.	Supt. of School Facilities	4.0		01/04/79	15/09/79
9.	Complete agreements with bands to undertake repair and maintenance of schools and teacherage facilities.	Supt. of School Facilities	1.0		01/04/79	01/09/79
10.	Develop, in consultation with bands, criteria and evaluation schedules of repair and maintenance program for ultimate administration by band employees.	Regional Superintendent of Education Support Services	1.0		01/10/79	31/03/80

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ECONOMIC DEVELOPMENT

- OBJECTIVES AND GOALS
- FUNCTIONAL RESPONSIBILITIES
- RESOURCE ALLOTMENTS
- TARGETS

ACTION	EXECUTOR	DATE
SUBMITTED BY:	 T. W. RHOADES A/DIRECTOR	May 31, 1979
RECOMMENDED BY:	 DIRECTOR OF OPERATIONS MANITOBA	June 8, 1979
APPROVED BY:	 REGIONAL DIRECTOR GENERAL MANITOBA	June 15, 1979

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	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.	Dist. Supt. Economic Development - Thompson Mgr. Proj. Dev. & Technical Support	9.0	40.0	01/04/79	31/03/80
2.	Provide advisory services and funds for new projects to create two hundred fourteen new jobs.	Mgr. Proj. Dev. & Technical Support Local & Large Proj. Officers	72.0	575.0	01/04/79	31/03/80
3.	Provide advisory services and funds to existing projects and community activities to maintain four hundred sixty four existing jobs.	Mgr. Proj. Dev. & Technical Support Local Project Officers Large Project Supervisors	48.0	275.0	01/04/79	31/03/80
4.	Conduct two seminars for tribal councils or Indian organizations on business development.	Mgr. Proj. Dev. & Technical Support	1.0	5.0	01/04/79 01/01/80	30/07/79 31/03/80
5.	Establish ten new band economic development committees.	Manager, Sectoral Programs and Resource Development	2.0	100.0	01/04/79	30/04/79
6.	Participate in twenty band economic development committee meetings.	Mgr. Proj. Dev. & Technical Support Local Project Officers	1.0	1.0	01/04/79	31/03/80
7.	Activate the band economic development program in Thompson and Island Lake districts to include district development council.	Mgr. Sectoral Programs and Resource Development B.E.D.C. Coordinator	See 5	See 5	01/04/79	30/04/79

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NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
8.	Coordinate training program for forty band economic development committee members.	Manager, Sectoral Programs and Resource Development B.E.D.C. Coordinator	3.0	80.0	01/04/79	01/05/79
9.	Coordinate one day information seminar for C.E.S.O. volunteers.	Manager, Sectoral Programs and Resource Development B.E.D.C. Coordinator	1.0	1.0	15/06/79	30/06/79

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NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	ASSIST IN THE EVOLVING SOCIO-ECONOMIC DEVELOPMENT BY EVALUATING EXISTING PROGRAMS AND COORDINATING 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.	Manager, Sectoral Programs and Resource Development Reg. Fisheries Specialist	6.0	7.5	01/03/79	15/05/79
2.	Conduct an analysis on the Peguis reserve to quantify the economic impact of the Manitoba Indian Agricultural program.	Manager, Sectoral Programs and Resource Development	2.0	10.0	01/04/79	01/07/79
3.	Coordinate treasury board program document for the five year Manitoba Indian Agricultural program extension.	Manager, Sectoral Programs and Resource Development	1.0		15/04/79	01/06/79
4.	In consultation with bands and Indian associations, determine the future of the Wild Fur Sectoral program.	Manager, Sectoral Programs and Resource Development	4.0		01/04/79	01/10/79
5.	Develop an operational format identifying the requirements to sectoralize stores in Manitoba.	Manager, Sectoral Programs and Resource Development	2.0	10.0	15/04/79	01/09/79
6.	Coordinate activities with interdepartmental agencies and bands in the development government policy regarding the continuation of freshwater fisheries in Manitoba.	National Fisheries Officer	6.0	7.5	01/04/79	31/03/80
7.	Conduct twelve project reviews on selected commercial accounts.	Manager, Project Review and Loans Loan Fund Officers			01/04/79 01/10/79	30/09/79 31/03/80
8.	Develop evaluation criteria for performance assessment of tribal council development activity.	Manager, Project Review and Loans	4.0	1.0	01/04/79	01/07/79

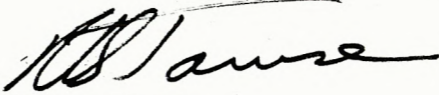

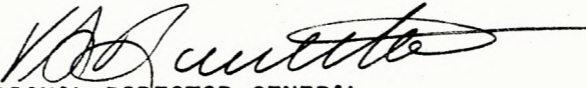
1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	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 the twelve selected commercial accounts to be reviewed by the regional loan board.	Manager, Project Review and Loans; Loan Fund Officers	2.0	4.0	01/04/79 01/10/79	30/09/79 31/03/80
2.	Establish a program support unit responsible for all administrative requirements of the program and loan fund.	Manager, Project Review and Loans	1.0		01/04/79	01/06/79
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.	Manager, Project Development and Technical Support	1.0	5.0	01/04/79 01/07/79	30/06/79 28/02/80
4.	Coordinate 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.	Manager, Project Review and Loans Loan Fund Officers Administrative Staff	3.0	10.0	Monthly	Monthly
5.	Conduct a one day seminar with department and tribal council economic development staff and Manitoba Indian Brotherhood to prioritize projects requiring contribution funding and to establish the work load in each area.	Manager, Project Review and Loans Ec. Dev. Admin. Section	1.0		01/04/79	31/05/79
6.	Process stabilization accounts year III contributions \$87,000. deletions \$350,000.	Manager, Project Review and Loans All Economic Development Program Officers	24.0	15.0	01/04/79	31/01/80
			194.0	1,147.0		

1979 — MANAGEMENT ACTION PLAN — 1980

EMPLOYMENT PROGRAM

- OBJECTIVES AND GOALS
- FUNCTIONAL RESPONSIBILITIES
- RESOURCE ALLOTMENTS
- TARGETS

ACTION	EXECUTOR	DATE
SUBMITTED BY:	 R. B. TAWSE REGIONAL COORDINATOR	May 31, 1979
RECOMMENDED BY:	 DIRECTOR OF OPERATIONS MANITOBA	June 8, 1979
APPROVED BY:	 REGIONAL DIRECTOR GENERAL MANITOBA	June 15, 1979

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	TO ASSIST INDIAN BANDS IN THE IDENTIFICATION AND DEVELOPMENT OF EMPLOYMENT OPPORTUNITIES BY COOPERATING WITH OTHER PROGRAMS TO DEVELOP INFRASTRUCTURE, COMMERCIAL AND INDUSTRIAL SITUATIONS CONDUCTIVE TO JOB CREATION.					
1.	To provide liaison with Federal and Provincial Agencies and Indian Bands to maximize funds available.	Regional Coordinator	4.0	2.5	01/04/79	31/03/80
2.	To develop an industrial base on seven Reserves.	Technical Analyst	3.0	2.5	01/04/79	31/12/79
3.	To develop a commercial base on five Reserves.	Regional Employment Officers (2)	1.0 1.0	2.5 2.5	01/04/79	31/12/79
4.	To assist in the construction and renovation of three hundred (300) housing units.	Regional Employment Officers (2)	1.0 1.0	2.5 2.5	01/04/79	31/03/80
5.	Undertake exploratory work in at least two (2) communities involving an expanded role for the Bands in major capital facilities.	Regional Coordinator Technical Analyst	2.0 2.0	2.5 2.5	01/04/79	31/12/79
6.	Assist in the creation of two hundred (200) long term jobs.	Technical Analyst Regional Employment Officers (2)	2.0 5.0 5.0	375.0	01/04/79	31/03/80
7.	To develop a Regional strategy for new programs developed by other agencies, especially in Youth Employment, in order that Bands can maximize employment opportunities in their communities.	Regional Coordinator Technical Analyst	1.0 1.0	420.0	01/04/79	30/06/79
8.	To participate in the establishment of a multi-module training session for project supervisors.	Regional Coordinator Technical Analyst	1.0 1.0	2.5 2.5	01/04/79	30/09/79


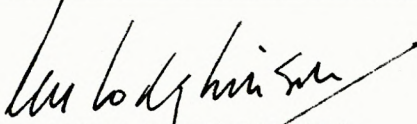

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
9.	To assist in the creation of five hundred (500) short term positions.	Regional Employment Officers (2)	2.5 2.5	281.8	01/04/79	31/03/80
10.	To provide funding and guidance to employ three hundred and fifty (350) summer students.	Regional Coordinator	1.0	668.4	01/06/79	30/09/79
11.	To employ a minimum of ten (10) employment facilitators in selected communities and Tribal organizations for the development of long term Tribal strategies.	Regional Coordinator Technical Analyst	1.0 1.0	244.6	01/04/79	31/12/79
			— 39.0	— 2,014.8		

1979 — MANAGEMENT ACTION PLAN — 1980

SOCIAL DEVELOPMENT

- OBJECTIVES AND GOALS
- FUNCTIONAL RESPONSIBILITIES
- RESOURCE ALLOTMENTS
- TARGETS

ACTION	EXECUTOR	DATE
SUBMITTED BY:	 O. GOBEIL DIRECTOR	May 31, 1979
RECOMMENDED BY:	 DIRECTOR OF OPERATIONS MANITOBA	June 8, 1979
APPROVED BY:	 REGIONAL DIRECTOR GENERAL MANITOBA	June 15, 1979

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	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.	Supt. of S. D. - North/South Supt. of Preventive Services	1.0	REFER TO PAGE 29	01/04/79	31/03/80
2.	Develop three group foster homes on reserves not serviced by Children's Aid Society in the Dauphin area.	Area Coordinator - Dauphin	1.0		01/04/79	31/12/79
3.	Create preventive service or child care position in the Island Lake area.	Supt., Preventive Services	0.5		01/04/79	30/06/79
4.	Create preventive service or child care position in the Northern Manitoba area.	Supt., Preventive Services	0.5		01/05/79	31/08/79
5.	Assist to organize band meetings to discuss reserve life and attempts and successes of work activities for community viability.	Area/District Coordinators Social Serv. Administrators	4.0		01/04/79	31/03/80
6.	Review and amend eligibility criteria under the band work process for improved effectiveness.	Supt. of S.D. - North/South	0.25		10/04/79	10/05/79
7.	Assess the homemaker program and prepare recommendations for improvement.	Area Coordinators - Island Lake and Dauphin	0.25		15/04/79	15/06/79
8.	Assist Bands in strengthening the child care and preventive service programs under their supervision.	Supt., Preventive Services			01/08/79	15/02/80

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS		
			P/M	BUDGET	INITIATE	COMPLETE	
	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.	Supt., Preventive Services P.S. Counsellor	2.0	REFER TO PAGE 29	01/04/79	31/03/80	
2.	Renegotiate federal/provincial agreement on child care to ensure unused portion of budget is allocated for preventive services.	Supt., Preventive Services	1.0		01/04/79	01/06/79	
3.	Negotiate with provincial department of Health and Community Services for provision of rehabilitation services to off reserve Treaty Indians.	Supt., Preventive Services	2.0		01/05/79	01/12/79	
4.	Develop three child care or preventive service committees with bands to coordinate community awareness of needs and plan interventions for social problems.	Supt., Preventive Services	2.0		01/05/79	31/03/80	
5.	Measure effectiveness of federal/provincial agreement and resource worker agreement in consultation with bands and tribal councils.	Supt., Preventive Services	0.5		5.0	20/04/79	01/02/80
6.	Conduct two interdepartmental awareness sessions with bands, Probation Services, Health and Social Development, Medical Services and Job Creation branch.	All RCM's - Coordination by Director	0.5		01/05/79	31/03/80	

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE P/M	ALLOTMENTS BUDGET	TARGETS		
					INITIATE	COMPLETE	
	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.	Area/District Coordinators Social Serv. Administrators	1.0	REFER TO PAGE 29	10/04/79	10/07/79	
2.	Develop a method of preauditing social service reports by the administrators.	Program Administration Officer	1.0		01/04/79	30/05/79	
3.	Coordinate effective transfer of bands under joint administration to full band administration.	Area/District Coordinators Social Serv. Administrators	2.0		01/04/79	31/03/80	
4.	Complete data base for 1978-79 with actual unit and unit cost.	Director, Social Development	1.0		01/04/79	30/04/79	
5.	Implement manual control system over cash advances, expenditures and units as developed by the program.	Program Admin. Officer Supt., Preventive Services			01/04/79	31/03/80	
6.	Assist tribal governments by active participation during the transitional processes.	Director, Social Development Superintendents			Ongoing	Ongoing	
7.	Revise fuelwood guidelines to include requirements for cash advances to old age security recipients.	Supt. of S.D. - North/South	0.25		01/04/79	01/07/79	
8.	Complete modules III and IV of the social development training for band welfare administrators and provide supplementary training for welfare administrators.	Supt. of S. D. - North	1.0		21.0*	01/05/79	15/12/79
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.	District Coordinator - Island Lake	0.25		01/04/79	30/07/79	

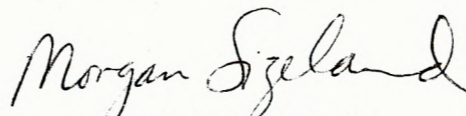
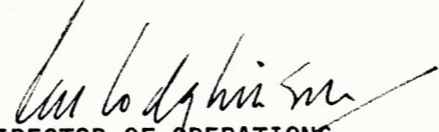

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
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.	Area/District Coordinators Social Serv. Administrators			01/04/79	31/03/80
11	Conduct two general seminars for field staff to review policies, implement changes and develop administrative and financial skills required to fulfill responsibilities.	Supt., Preventive Services	0.5		01/04/79	01/02/80
	Other O&M budget for general implementation of Social Development objectives and goals (ongoing services):		22.5	26.0		
	Regional Office			63.3		
	Island Lake District			15.0		
	Thompson District			<u>10.0</u>		
				88.3		
	* Allocation from Band Staff Training, Education					

1979 — MANAGEMENT ACTION PLAN — 1980

INFORMATION SERVICES

- OBJECTIVES AND GOALS
- FUNCTIONAL RESPONSIBILITIES
- RESOURCE ALLOTMENTS
- TARGETS

ACTION	EXECUTOR	DATE
SUBMITTED BY:	 REGIONAL INFORMATION OFFICER	May 31, 1979
RECOMMENDED BY:	 DIRECTOR OF OPERATIONS MANITOBA	June 8, 1979
APPROVED BY:	 REGIONAL DIRECTOR GENERAL MANITOBA	June 15, 1979

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	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	Regional Information Officer				
1.	Initiate Liaison with all media outlets to ensure the role of Information Services is understood and utilized.					01/08/79
2.	Develop and maintain a comprehensive media profile on all production and deadline data, coverage and circulation.					30/06/79
3.	Maintain a daily press monitoring and clipping service for all managers.					30/06/79
4.	Develop a listing of available locations for press conferences to include financial and personnel data.					01/08/79
5.	Maintain a monthly information briefing system on current issues within the region for senior management review.					01/09/79
6.	Contract and coordinate a northern radio broadcast for effective transmittal of Departmental program information and activities utilizing northern communications.					
7.	Coordinate regional activity and input for the Canadian Broadcasting Corporation radio production in northern Manitoba.					31/03/80
8.	Develop Audio-Visual presentations as requested on various program activities and Band presentations.					

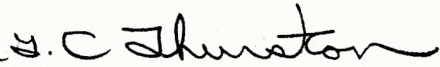
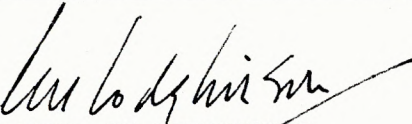

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	ORGANIZE AND MAINTAIN AN EFFECTIVE RESOURCE CENTRE ON DEPARTMENTAL AND INDIAN DATA, FILMS, PUBLICATIONS AND EXHIBIT FOR DISTRIBUTION AND INFORMATION TO THE GENERAL PUBLIC AND OTHER INTERESTED PARTIES	Regional Information Officer				
1.	Establish and maintain a program on ongoing public exhibits and display activities for use at conferences, meetings and schools.					31/03/80
2.	Establish an extensive resource library for publications, periodicals, pamphlets and books relating to Indian issues, culture, programs and activities.					31/03/80
3.	Establish a film and video-tape library and distribution centre.					31/03/80
4.	Coordinate and respond to information requests to ensure an effective and positive image of the Department and Indian Bands is projected to the general public.					
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 coordinate related activities.					
7.	Establish a library of regional presentations, ministerial speeches and related charts and exhibits.					31/03/80
	Other O&M Budget and Person-Power for general implementation of Information Services Objectives and Goals.		24.0	5.0		
	NOTE: Target dates (initiation/completion) will be reviewed/confirmed on appointment of Regional Information Officer, effective June 25, 1979.					

1979 — MANAGEMENT ACTION PLAN — 1980

PROGRAM PLANNING, MONITORING AND
MANAGEMENT SUPPORT

- OBJECTIVES AND GOALS
- FUNCTIONAL RESPONSIBILITIES
- RESOURCE ALLOTMENTS
- TARGETS

ACTION	EXECUTOR	DATE
SUBMITTED BY:	 G. C. THURSTON DIRECTOR	May 31, 1979
RECOMMENDED BY:	 DIRECTOR OF OPERATIONS MANITOBA	June 8, 1979
APPROVED BY:	 REGIONAL DIRECTOR GENERAL MANITOBA	June 15, 1979

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	COORDINATE THE REGIONAL PLANNING ACTIVITIES FOR 1979-80 AND PROVIDE RELATED SUPPORT SERVICES TO SENIOR MANAGEMENT AND REGIONAL PROGRAM MANAGERS	Director, Program Planning, Monitoring and Management Support				
1.	Develop and distribute the regional calendar and planning manual.	Head, Program Planning			01/04/79	30/04/79
2.	Submit status reports on current activities and upcoming events.	Head, Program Planning			Monthly	Monthly
3.	Prepare and distribute to bands, Indian organizations and staff the 1978-79 Annual Report.	Head, Monitoring and Performance Measurement			22/02/79	30/06/79
4.	Prepare and distribute to bands, Indian organizations and staff the 1979-80 Objectives and Goals.	Executive Assistant Director, Program Planning, Monitoring and Management Support	REFER TO PAGE 40	REFER TO PAGE 40	02/01/79	01/04/79
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.	Director, Program Planning, Monitoring and Management Support	REFER TO PAGE 40	REFER TO PAGE 40		
	Six Month Review				01/08/79	31/08/79
	Nine Month Review				01/11/79	30/11/79
6.	Monitor implementation of action plans for management evaluations and provide progress reports to the regional senior executive committee.	Head, Monitoring and Performance Measurement				
	Six Month Review					31/10/79 16/11/79 30/11/79
	Nine Month Review					31/01/80 15/02/80 29/02/80

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
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.	Head, Program Planning Head, Monitoring and Performance Measurement			01/08/79	01/09/79
8.	Coordinate the development of a regional program planning guide for application to the 1980-81 estimates and 1981-82 forecast.	Head, Program Planning Head, Management Inform - ation Systems and Services			01/08/79	31/10/79
9.	Complete a comprehensive assessment of the implementation of the regional/national calendars and submit recommendations on corrective measures. 1978-79 1979-80	Head, Program Planning Head, Monitoring and Performance Measurement	REFER TO PAGE 40	REFER TO PAGE 40		
					01/03/79	20/04/79
					01/02/80	31/03/80
10.	Maintain functional liaison with program coordinator at Headquarters for general coordination purposes.	Director, Program Planning, Monitoring and Management Support			Ongoing	Ongoing
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.	Director, Program Planning, Monitoring and Management Support			01/04/79	15/06/79
12.	Evaluate adherence to and impact of resources implementation plans for 1979-80.	Head, Monitoring and Performance Measurement			01/04/79 01/04/79	28/09/79 31/01/80
13.	Coordinate schedules and provide support services for main consultations with bands and Indian organizations.	Executive Assistant Director, Program Planning, Monitoring and Management Support			Ongoing	Ongoing

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	ACCELERATE PROGRAM DEVELOPMENTAL AND EVALUATION ACTIVITIES LEADING TO LONG TERM PROGRAM PLANNING AND SERVICE STRATEGIES	Director, Program Planning, Monitoring and Management Support				
1.	Coordinate 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.	Head, Monitoring and Performance Measurement			01/04/79	31/03/80
2.	Coordinate the development of long term organizational strategies and plans reflecting local control and changing departmental roles.	Head, Program Planning	REFER TO PAGE 40	REFER TO PAGE 40	01/09/79	31/12/79
3.	Establish a regional resource centre on non-computerized planning and evaluation data including studies and publications.	Head, Management Information Systems and Services Secretary	REFER TO PAGE 40	REFER TO PAGE 40	01/07/79	30/09/79
4.	Evaluate the future structure and role of the Thompson and Island Lake districts in relation to evolving tribal councils and band local control.	Head, Monitoring and Performance Measurement Head, Program Planning	REFER TO PAGE 40	REFER TO PAGE 40	01/09/79	30/10/79
5.	Coordinate regional participation in national program evaluations and the development and implementation of management information systems.	Head, Monitoring and Performance Measurement Head, Program Planning	REFER TO PAGE 40	REFER TO PAGE 40	Ongoing	Ongoing
6.	Coordinate the administrative aspects of evaluations on a semi-annual basis of regional management information systems, regional directives and managers handbook.	Head, Monitoring and Performance Measurement Head, Management Information Systems and Services	REFER TO PAGE 40	REFER TO PAGE 40	01/09/79 01/03/80	30/09/79 31/03/80

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
7.	<p>Activate special project committees to examine current problems and recommend solutions. Monitor and report with implementation action plans, including:</p> <ul style="list-style-type: none"> Social Assistance Payments Cheque Versus Vouchers Thompson District Management Improvement Regional office administration 	<p>Head, Monitoring and Performance Measurement Head, Program Planning</p>	REFER TO PAGE 40	REFER TO PAGE 40	01/06/79	30/06/79
					01/05/79	30/07/79
					01/08/79	30/09/79

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	PROVIDE RESOURCES AND SUPPORT SERVICES CONDUCIVE 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.	Director, Program Planning, Monitoring and Management Support Executive Assistant				
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.	Executive Assistant Head, Monitoring and Performance Measurement			01/04/79	29/06/79
2.	Cooperate with bands, tribal councils and the Manitoba Indian Brotherhood to coordinate representation, resource material and funding of meetings on topics of common interest.	Executive Assistant Director, Program Planning, Monitoring and Management Support	REFER TO PAGE 40	REFER TO PAGE 40	Ongoing	Ongoing
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.	Executive Assistant			Ongoing	Ongoing
4.	Arrange semi-annual visits to each band by senior officers maintaining records of meetings and ensuring follow-up action is taken.	Executive Assistant			Ongoing	Ongoing
5.	Chair the Manitoba tripartite committee on Indian hunting, fishing, trapping and gathering rights and provide related support services and interagency liaison.	Director, Program Planning, Monitoring and Management Support				
6.	Develop a compendium of statutes and regulations, court judgements and policy directives.	Head, Management Information Systems and Services			01/04/79	30/05/79

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
7.	Provide regional support services to the tripartite committee on Indian services.	Executive Assistant Director, Program Planning, Monitoring and Management Support			Ongoing	Ongoing
8.	Coordinate and implement activities for civil disasters organizations emergency measures plans and services. Facilitate related training for bands, Indian organizations and staff through line agencies.	Director of Operations			Ongoing	Ongoing
9.	Develop and distribute a compendium of federal/provincial agreements affecting services to Indians.	Head, Management Information Systems and Services	REFER TO PAGE 40	REFER TO PAGE 40	01/05/79	30/06/79
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.	Head, Management Information Systems and Services	REFER TO PAGE 40	REFER TO PAGE 40	01/04/79	30/10/79
11.	Attend interagency meetings, recording minutes and ensuring follow-up action on items.	Director, Program Planning, Monitoring and Management Support			Ongoing	Ongoing
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.	Director, Program Planning, Monitoring and Management Support			Ongoing	Ongoing
13.	Facilitate fullest Indian participation in program development implementation and evaluation activities.	Head, Program Planning Head, Monitoring and Performance Measurement Head, Management Information Systems and Procedures			Ongoing	Ongoing

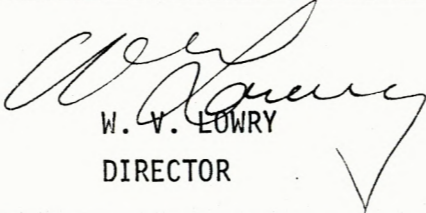
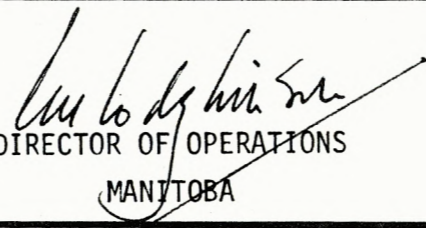

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	<p>Other O&M budgets and person-power resources for general implementation of objectives and goals of Program Planning, Monitoring and Management Support Unit.</p> <p>NOTE: Plan for Program Planning, Monitoring and Management Support Unit will have to be reviewed/revised in relation to reorganization of the present Program Development and Review Unit and subsequent staffing actions.</p> <p>Regional Consultations-Negotiations Budget:</p> <p>M.I.B. - All Chiefs Conferences Negotiating Committee Regional Meetings Indian Services Tripartite</p> <p>Tribal Councils</p> <p>Misc: Indian Bands; Leaders; Special Projects; etc.</p>		60.0	<hr/> 18.0		
				76.0		
				20.0		
				10.5		
				75.0		
				84.0		
				184.5		
				<hr/> 350.0		

1979 — MANAGEMENT ACTION PLAN — 1980

LANDS, MEMBERSHIP AND ESTATES

- OBJECTIVES AND GOALS
- FUNCTIONAL RESPONSIBILITIES
- RESOURCE ALLOTMENTS
- TARGETS

ACTION	EXECUTOR	DATE
SUBMITTED BY:	 W. V. LOWRY DIRECTOR	May 31, 1979
RECOMMENDED BY:	 DIRECTOR OF OPERATIONS MANITOBA	June 8, 1979
APPROVED BY:	 REGIONAL DIRECTOR GENERAL MANITOBA	June 15, 1979

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	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.	Property Management Officer	10.0		Ongoing	
2.	Conduct eight seminars for lands administration.	Director, Lands, Membership and Estates Head, Land Records, Titles and Surveys Property Management Officer Estates Officer Membership Officer	1.0		01/06/79	31/03/80
3.	Implement a reporting system to ensure land revenue accounts are current.	Property Management Officer	3.0		01/04/79	01/06/79
4.	Complete base mapping projects for all southern Reserves.	Head, Land Records, Titles and Surveys	2.0	58.5	01/04/79	30/09/79
5.	Complete inventory of nursing stations and school sites.	Head, Land Records, Titles and Surveys	2.0		01/04/79	31/01/80
6.	Develop process for transfer of membership reporting function to Band.	Membership Officer	2.0		01/05/79	31/10/79
	Other O&M Budget and Person-Power allotment for general administration of Minister's trust responsibilities.		160.0	27.1		
	Contribution, 1979/80 - The Pas Band land administration.			19.0		

1979 — MANAGEMENT ACTION PLAN — 1980


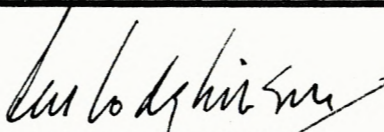

COMMUNITY PLANNING

OBJECTIVES AND GOALS

FUNCTIONAL RESPONSIBILITIES

RESOURCE ALLOTMENTS

TARGETS

ACTION	EXECUTOR	DATE
SUBMITTED BY:	 B. NOWICKI A/REGIONAL PLANNER	May 31, 1979
RECOMMENDED BY:	 DIRECTOR OF OPERATIONS MANITOBA	June 8, 1979
APPROVED BY:	 REGIONAL DIRECTOR GENERAL MANITOBA	June 15, 1979


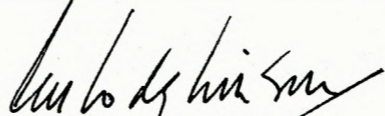

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	ASSIST AND SUPPORT BAND COUNCILS IN THE DEVELOPMENT OF LOCAL GOVERNMENT					
1.	Assist and support four Band Councils in southern Manitoba in developing, maintaining and implementing comprehensive community plans.	Regional Planner Assistant Regional Planner Planning Technician	10.0	170.0	01/04/79	31/03/80
	ASSIST IN THE IMPLEMENTATION OF THE MANITOBA NORTHLANDS AGREEMENT					
2.	Assist and support ten Band Councils in Northern Manitoba in developing, maintaining and implementing comprehensive community plans.	Regional Planner Assistant Regional Planner Planning Technician	20.0	310.0*	01/04/79	31/03/80
3.	Complete community base maps for five communities.	Assistant Regional Planner Planning Technician			78.0*	01/04/79
4.	Prepare and distribute minutes and agenda for the DIAND Manitoba Northlands Steering Committee and perform other duties as delegated by the Chairman.	Planning Technician Secretary	3.0		Monthly	Monthly
	ENCOURAGE INDIAN INVOLVEMENT IN OFF-RESERVE REGIONAL AND RESOURCE DEVELOPMENT PROJECTS THAT MAY AFFECT THEIR COMMUNITIES					
5.	Monitor off-Reserve projects and inform relevant Chiefs and Band Councils of these projects and their potential effects.	Assistant Regional Planner Planning Technician	2.0		Ongoing	Ongoing
6.	Represent the Regional Office in discussions with Parks Canada on proposed projects.	Regional Planner	1.0		Ongoing	Ongoing
	Other O&M to support general implementation of Planning objectives and goals.			18.7		
	* 60% DREE) 40% I&IA) Northlands Projects		36.0	576.7		

1979 — MANAGEMENT ACTION PLAN — 1980

ENGINEERING AND ARCHITECTURE

- OBJECTIVES AND GOALS
- FUNCTIONAL RESPONSIBILITIES
- RESOURCE ALLOTMENTS
- TARGETS

ACTION	EXECUTOR	DATE
SUBMITTED BY:	 R. A. HOLLOWAY DIRECTOR	May 31, 1979
RECOMMENDED BY:	 DIRECTOR OF OPERATIONS MANITOBA	June 8, 1979
APPROVED BY:	 REGIONAL DIRECTOR GENERAL MANITOBA	June 15, 1979

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	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.	Plan Development Project Development Thompson District Island Lake District			01/04/79	31/03/80
2.	Inspect and technically evaluate Winter Road construction and maintenance.	Project Development			01/04/79 (Phase 1)	01/08/79 (Phase 1)
					01/08/79 (Phase 2)	31/03/80 (Phase 2)
3.	Develop maintenance, operation and training requirements for all capital projects for which Bands will be assuming responsibility.	Construction & Maintenance			01/04/79	31/12/79
4.	Develop methods to improve the capabilities of Bands in the Capital Construction field in order that the Bands can act as their own contractors on at least ten projects.	Construction & Maintenance			01/04/79	30/11/79
5.	Prepare and distribute an information package dealing with siting considerations.	Plan Development			01/04/79	31/10/79

1979 — MANAGEMENT ACTION PLAN — 1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	COORDINATE 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.	Plan Development Project Development Construction & Maintenance			01/04/79	31/03/80
2.	Complete all technical requirements for the implementation of the 1979/80 major and minor construction program.	Plan Development Project Development Thompson District Island Lake District			01/04/79	15/09/79
3.	Prepare field investigation and site plans for the 1980/81 major and minor construction program, in two phases.	Plan Development			01/04/79 30/09/79	30/09/79 31/12/79
4.	Extend Operator, Preventive Maintenance Program to the Thompson area.	Construction & Maintenance			01/04/79	30/10/79
5.	Complete detailed inventory of installed equipment for water, sewage, heating and generating plans operated by the Department.	Construction & Maintenance			01/04/79	30/09/79
6.	Update the inventory of available soils information by community.	Plan Development)	01/04/79	31/01/80
7.	Complete Airphoto Interpretation studies for seven locations under Northlands projects.	Plan Development)	01/04/79	31/12/79

31.0*

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	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 30 workshops for Bands on Fire Safety.	Plan Development	8.0	60.0*	01/04/79	31/03/80
2.	Complete installation of first-aid fire fighting equipment and smoke detectors on Reserves.	Plan Development Construction & Maintenance	33.0	245.0*	01/04/79	31/03/80
3.	Provide training for 3 Volunteer Fire Brigades.	Plan Development	5.0	12.0*	01/04/79	31/12/79
4.	Implement Fire Safety programs in 8 DIAND schools.	Plan Development	2.0	40.0*	01/04/79	30/09/79
5.	Develop policy to maintain, service, repair and replace fire protection equipment in Departmental facilities.	Plan Development			01/04/79	31/03/80
6.	Inspect and approve at least ten capital projects during the design phase to ensure compliance with Fire Regulations.	Plan Development Construction & Maintenance			01/04/79	30/11/79
7.	Provide formal training in various aspects of Construction Safety for all E&A construction/maintenance staff.	Plan Development Construction & Maintenance			01/04/79	15/11/79
8.	Provide on-the-job training in various aspects of Construction Safety for casual/day labour employees.	Plan Development Construction & Maintenance			01/04/79	15/02/80


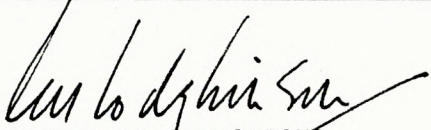

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	OTHER O&M BUDGET AND PERSON-POWER ALLOTMENTS FOR GENERAL IMPLEMENTATION OF ENGINEERING AND ARCHITECTURE OBJECTIVES AND GOALS:					
	Regional Office	- Administration	48.0	13.2		
		- Construction and Maintenance	144.0	39.6		
		- Plan Development	48.0	9.9		
		- Project Development	132.0	39.6		
	Districts	- Island Lake	48.0	13.3		
		- Thompson	60.0	17.4		
			480.0	133.0		
	* 60% DREE) 40% I&IAP)	NORTHLANDS PROJECTS				

1979 — MANAGEMENT ACTION PLAN — 1980

FINANCE AND ADMINISTRATION

- OBJECTIVES AND GOALS
- FUNCTIONAL RESPONSIBILITIES
- RESOURCE ALLOTMENTS
- TARGETS

ACTION	EXECUTOR	DATE
SUBMITTED BY:	 G. T. HODGSON DIRECTOR	May 31, 1979
RECOMMENDED BY:	 DIRECTOR OF OPERATIONS MANITOBA	June 8, 1979
APPROVED BY:	 REGIONAL DIRECTOR GENERAL MANITOBA	June 15, 1979

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	COORDINATE THE ACTIVITIES OF THE BUDGETARY CONTROL SYSTEM AND THE BUDGETING PLANNING AND CONTROL SYSTEM; COORDINATE THE ACTIVITIES FOR THE TIMELY AND ACCURATE TURNOVER OF GENERAL ACCOUNTS		492.0	341.6		
1.	Revise all regional directives on commitment control, budget planning and control, accounts payable and financial reporting.	Manager, Financial Planning & Manager, Accounting Ops.	2.0		01/04/79	30/06/79
2.	Complete a review with the regional managers of the system and make recommendations to Director General and Headquarters for change.	Manager, Financial Planning & Manager, Accounting Ops.	1.0		01/07/79	30/09/79
3.	Complete a training program for program liaison officers and redesign liaison program to provide timely and accurate financial services.	Manager, Financial Planning	1.0		01/07/79	30/09/79
4.	Complete ten account file audits and prepare report for regional Finance and Management Advisor.	Regional Accountant	2.0		01/07/79	30/09/79
5.	Complete thirty account file audits and prepare report for Regional Finance and Management Advisor.	Regional Accountant	2.0		01/10/79	31/12/79
6.	Complete fifty account file audits and prepare report for Regional Finance and Management Advisor.	Regional Accountant	2.0		01/01/80	31/03/80
7.	Implement an account receiveable for leases.	Regional Accountant	1.0		01/07/79	30/09/79

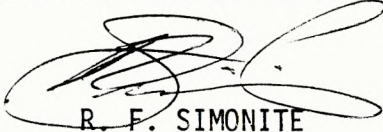
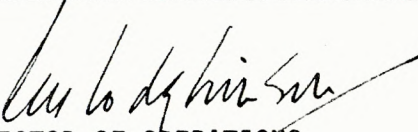

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	COORDINATE THE ACTIVITIES FOR THE BAND FINANCIAL MANAGEMENT UNIT		120.0	85.4		
1.	Design and implement a training package for computerized band accounting.	Head, Band Financial Management	3.0		01/04/79	30/09/79
2.	Design and implement a system of review and follow-up of all Band financial advisor reports and recommendations.	Head, Band Financial Management	2.0		01/04/79	31/07/79
	PROVIDE ADMINISTRATIVE AND SUPPORT SERVICES FOR EFFECTIVE OPERATION OF THE REGION		324.0	404.7		
1.	Develop a regional directive regarding the standardization of furnishings.	Regional Office Services Administrator	0.5		01/07/79	31/12/79
2.	Develop a regional directive to ensure proper inventory control over residential furnishings.	Regional Office Services Administrator	0.5		01/07/79	31/12/79
3.	Coordinate computerized distribution accounts.	Reg. Office. Serv. Admin.	1.0		01/04/79	30/06/79
4.	Operate complete system for computerized accounts.	Reg. Office Serv. Admin.	1.0		01/07/79	31/03/80
5.	Develop a system of planned maintenance of crown-owned vehicles.	Reg. Office Serv. Admin.	1.0		01/07/79	30/10/79

1979 — MANAGEMENT ACTION PLAN — 1980

PERSONNEL

- OBJECTIVES AND GOALS
- FUNCTIONAL RESPONSIBILITIES
- RESOURCE ALLOTMENTS
- TARGETS

ACTION	EXECUTOR	DATE
SUBMITTED BY:	 R. F. SIMONITE REGIONAL PERSONNEL MANAGER	May 31, 1979
RECOMMENDED BY:	 DIRECTOR OF OPERATIONS MANITOBA	June 8, 1979
APPROVED BY:	 REGIONAL DIRECTOR GENERAL MANITOBA	June 15, 1979

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
1.	SUPPORT THE PUBLIC SERVICE AND DEPARTMENTAL POLICY ON INCREASED PARTICIPATION OF STATUS INDIANS, NON-STATUS INDIANS, METIS AND INUIT PEOPLE IN CANADA Coordinate development of the regional one year and five year action plans.	Regional Personnel Manager Native Employment Coordinator Human Resources Clerk	REFER TO PAGE 58	REFER TO PAGE 58	01/01/79	15/02/80
2.	Organize working group including participation of the Manitoba Indian Brotherhood to revise and review action plans on a regular basis.	Regional Personnel Manager Native Employment Coordinator Human Resources Clerk			Quarterly	Quarterly
3.	Develop a liaison with native student advisors at post secondary institutions.	Native Employment Coordinator			01/04/79	15/04/79
4.	Coordinate meetings with Indian organizations on a monthly basis to discuss native employment policy and awareness.	Native Employment Coordinator			Monthly	Monthly
5.	Develop an information brochure on the native employment policy and awareness.	Native Employment Coordinator Human Resources Clerk			01/04/79	01/09/79
6.	Develop and maintain a native employment inventory to include at least fifty applications for potential employees.	Native Employment Coordinator			01/04/79	01/12/79
7.	Assist with the development of career goals of thirty-five present employees.	Native Employment Coordinator			01/04/79	01/12/79
8.	Develop an inventory of post secondary graduating students.	Native Employment Coordinator Human Resources Clerk			01/04/79	01/12/79
9.	Coordinate four native awareness sessions to include one hundred twenty participants.	Native Employment Coordinator Human Resources Officer Human Resources Clerk			01/04/79	31/04/80

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	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.	Regional Staffing Officer Staffing Assistant			01/04/79	31/05/79
2.	Develop and maintain a monthly internal audit on 1979-80 staffing files.	Regional Staffing Officer Staffing Assistant			Monthly	Monthly
3.	Develop workshop on decentralized staffing procedures to district offices.	Regional Staffing Officer			01/04/79	30/04/79
4.	Conduct staffing workshops for regional staff, Thompson district and Dauphin Service Centre.	Regional Staffing Officer Regional Personnel Manager Human Resources Officer	REFER TO PAGE 58	REFER TO PAGE 58	01/04/79	31/12/79
5.	Conduct staffing workshops for Manitoba Indian Brotherhood and other Indian organizations.	Regional Staffing Officer Regional Personnel Manager Human Resources Officer			01/04/79	31/10/79
6.	Provide on-the-job training and Public Service Commission courses for I.I.R.D. incumbent to advance to a staffing officer position.	Regional Staffing Officer Regional Personnel Manager Human Resources Officer			01/04/79	01/01/80
7.	Identify surplus employees and develop fiscal staffing plan consistent with reorganization.	Regional Staffing Officer			01/01/80	31/03/80

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	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.	Human Resources Officer			01/12/79	01/03/80
2.	Evaluate personnel implications of program plans.	Regional Personnel Manager Human Resources Officer			01/12/79	01/03/80
3.	Coordinate and evaluate regional action plan for equal opportunities for women.	Human Resources Officer			01/04/79	31/03/80
4.	Establish performance review committees for employee performance evaluation and career planning.	Human Resources Officer			01/04/79	30/06/79
5.	Develop annual training plan for 1980-81.	Human Resources Officer				31/10/79
6.	Implement and coordinate orientation training for new employees.	Human Resources Officer			01/04/79	31/03/80

REFER TO PAGE 58

REFER TO PAGE 58

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	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.	D.P.I.S. Clerk	REFER TO PAGE 58	REFER TO PAGE 58	01/04/79	30/06/79
2.	Initiate a review program covering up to 50% of all other positions for update or deletion.	Reg. Classification Adviser Classification Clerk			01/04/79	31/03/80
3.	Improve classification controls, procedures and reports.	Reg. Classification Adviser Classification Clerk			01/04/79	31/10/79
4.	Review classification statistics and develop evaluation criteria.	Reg. Classification Adviser Classification Clerk			01/04/79	31/03/80
5.	Implement follow-up system with program headquarters for non-delegated classification actions.	Reg. Classification Adviser Classification Clerk			01/04/79	30/04/79
6.	Conduct two desk audits for coincidence of duties and job descriptions.	Reg. Classification Adviser Classification Clerk			01/04/79	30/11/79 31/03/80
7.	Develop job writing workshop for managers.	Reg. Classification Adviser Human Resources Officer			01/04/79	30/06/79
8.	Conduct job writing workshop for fifteen managers.	Reg. Classification Adviser Human Resources Officer			01/04/79	30/09/79
9.	Develop classification evaluation workshop for managers.	Reg. Classification Adviser Human Resources Officer			01/04/79	15/08/79
10.	Conduct Classification Evaluation workshop for fifteen managers.	Reg. Classification Adviser Human Resources Officer			01/04/79	31/10/79
11.	Develop a program of on-the-job training for the I.I.R.D. trainee.	Regional Personnel Manager Reg. Classification Adviser			30/04/79	31/03/80

1979—MANAGEMENT ACTION PLAN—1980

NO	OBJECTIVES/GOALS	FUNCTIONAL RESPONSIBILITY	RESOURCE ALLOTMENTS		TARGETS	
			P/M	BUDGET	INITIATE	COMPLETE
	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.	Reg. Staff Relations Advisor			01/04/79	30/06/79
2.	Conduct two training workshops for regional managers on discipline, complaint and grievance handling in Winnipeg.	Reg. Staff Relations Advisor			01/04/79	31/10/79 29/02/80
3.	Coordinate the revision of regional grievance procedures with managers.	Reg. Staff Relations Advisor Staff Relations Assistant				
4.	Develop reporting system on staff relation activities in the region.	Reg. Staff Relations Advisor Staff Relations Assistant			01/04/79	30/04/79
5.	Complete two audits of attendance records for Thompson, McKay Student Residence and Regional Office.	Head, Personnel Services			01/04/79	31/10/79 28/02/80
	Resources for implementation of Personnel Objectives and Goals:					
	Other O&M Budget - Training					90.0
	- Travel and Administration					27.8
	Person-Power		192.0			

1979 - MANAGEMENT ACTION PLAN - 1980

III ADMINISTRATION

- A Progress Report Guideline
- B Schedule of Progress Reports
- C Monthly Progress Report by
Regional Program Managers
- D Analysis and Summary Recommendations
to Regional Director General
- E Revision Authorization by
Regional Director General

1979 - MANAGEMENT ACTION PLAN - 1980

PROGRESS REPORT GUIDELINE

1. REGIONAL PROGRAM MANAGERS

- 1.1 Each Regional Program Manager shall submit a monthly summary narrative report with support data by the 5th working day, covering the previous month and year-to-date operations (Appendix "A").
- 1.2 Emphasis shall be placed on reporting variances from the Plan established April 1, 1979, and corrective measure, as to:
 - I Deviation - (a) cause
(b) impact
 - II Remedial Action - (a) planned by Regional Program Manager or proposed to Senior Management
(b) adjustments to functional responsibilities resource allotments (budgets; person months) and targets (initiation; completion).

2. ANALYSIS

- 2.1 An analysis of the reports by Regional Program Managers shall be completed by the 10th working day, with emphasis on variances (i.e. impact) from the Plans and planned/proposed corrective measures.
- 2.2 Summary recommendations shall be submitted to the Regional Director General, as to approval or disapproval, with specific emphasis on Remedial Action Plans and related adjustments (resources - person-month/budgets; targets - initiation/completion). (Appendix "B").

1979 - MANAGEMENT ACTION PLAN - 1980PROGRESS REPORT GUIDELINE

2. Analysis (cont'd)

RESPONSIBILITYPROGRAM

Director of Operations

- Local Government
- Social Development
- Education
- Economic Development
- Employment Programs
- Community Planning
- Lands, Membership and Estates
- Engineering and Architecture

Executive Assistant to
Regional Director General

- Finance and Administration
- Program Planning, Monitoring
and Management Support
- Personnel
- Information Services

3. APPROVAL

- 3.1 All amendments to Management Action Plans shall be subject to approval/disapproval by the Regional Director General (Appendix "A") with the following distribution:

- Original - 1. Regional Program Manager
- Copies - 2. Regional Director General, Manitoba
3. Director of Operations
4. Director, Program Planning, Monitoring
and Management Support

PROGRESS REPORT SCHEDULE

1979 — MANAGEMENT ACTION PLAN — 1980

PERIOD	REPORT	ANALYSIS
April 1 to 30, 1979	May 04, 1979	May 11, 1979
April 1 to May 31, 1979	June 07, 1979	June 14, 1979
April 1 to June 30, 1979	July 06, 1979	July 13, 1979

THREE-MONTH REVIEW BY R.S.E.C.

- . OBJECTIVES AND GOALS
- . BUDGETS
- . PERSON-POWER

April 1 to July 31, 1979	Aug. 07, 1979	Aug. 14, 1979
April 1 to Aug. 31, 1979	Sept. 07, 1979	Sept. 14, 1979
April 1 to Sept. 30, 1979	Oct. 05, 1979	Oct. 12, 1979

SIX-MONTH REVIEW BY R.S.E.C.

April 1 to Oct. 31, 1979	Nov. 07, 1979	Nov. 14, 1979
April 1 to Nov. 30, 1979	Dec. 07, 1979	Dec. 14, 1979
April 1 to Dec. 31, 1979	Jan. 07, 1979	Jan. 14, 1980

NINE-MONTH REVIEW BY R.S.E.C.

April 1 to Jan. 31, 1980	Feb. 07, 1980	Feb. 14, 1980
April 1 to Feb. 29, 1980	Mar. 07, 1980	Mar. 14, 1980
April 1 to March 31, 1980	April 1980	

1979/80 ANNUAL REPORT

MONTHLY PROGRESS REPORT
1979—MANAGEMENT ACTION PLAN—1980

SUBMITTED BY:		DATE:	RESOURCES UTILIZED		TARGETS		REVISION AUTHORIZATION BY RDG	
NO.	PROGRESS REPORT		P/M	BUDGET	INITIATE(D)	COMPLETE(D)	SIGNATURE	DATE

1
Numerical/Alphabetical identification of objective(s) and goal(s) (must correspond with the Objectives and Goals Booklet and parallel Management Action Plan(s), 1979/80.

2
Summary narrative progress report (previous month/year-to-date operations), with support data, on the actual attainment of objectives and goals in relation to the Plan. Emphasis to be placed on variances from the Plan in terms of cause, impact and remedial action, (Planned/Proposed).

SUBMITTED BY:		DATE:		RESOURCES UTILIZED		TARGETS		REVISION AUTHORIZATION BY RDG	
NO.	PROGRESS REPORT	P/M	BUDGET	INITIATE(D)	COMPLETE(D)	SIGNATURE	DATE		
1									

APPENDIX "A"

Page ___ of ___

4
Budgets actually utilized to date

OVER

Planned allotments (recommended adjustments re (2) ...?)

5
Dates actually started and completed

OVER

Planned initiation and completion targets, (recommended adjustments re (2) ...?)

3
Person-months actually utilized to date

OVER

Planned allotments, (recommended adjustments re: (2) ...?)

RECOMMENDED REVISIONS
 1979—MANAGEMENT ACTION PLAN—1980

NO.	REVISION SUMMARY	RECOMMENDATIONS
	RESPONSIBILITY	DATE
	DIRECTOR OF OPERATIONS	
	EXECUTIVE ASSISTANT TO RDG	

IV 1979 - OBJECTIVES AND THRUSTS - 1980

A NATIONAL OBJECTIVES

B NATIONAL THRUSTS

C REGIONAL THRUSTS

NATIONAL OBJECTIVES

INDIAN & INUIT AFFAIRS PROGRAM

a) Overall 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 economic needs and aspirations, and to ensure that Canada's constitutional and statutory obligations and responsibilities to the Indian and Inuit people are fulfilled.

b) Sub-Objectives

1) Obligations and Responsibilities

To ensure that Canada's constitutional obligations and responsibilities to the Indian and Inuit peoples under Treaties, the Indian Act, and other Acts and agreements, are met.

2) Environmental Protection

To assist and support the Indians and Inuit in conserving the natural environment in their communities.

3) Inuit and Indian Band Government

To assist and support Indians and Inuit in the planning, development and management of their community and other affairs.

4) Education

To assist and support Indians and Inuit in having access to educational programs and services which are responsive to their needs and aspirations consistent with the concept of Indian control of Indian education.

5) 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.

6) Occupational Needs

To assist and support Indians and Inuit in developing or having access to meaningful occupational opportunities consistent with their community and individual needs and aspirations.

7) 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.

8) 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.

9) Community Facilities

To assist and support Indian and Inuit communities and individuals to meet their requirements in housing and other physical facilities.

NATIONAL THRUSTS
INDIAN AND INUIT AFFAIRS PROGRAM

- a) Community Management
 - i) Training for both community awareness and for leadership and organization.
 - ii) A continuance of the evaluation of the evolution of Indian Government with particular attention to the effectiveness of transfer of programs to Band Councils.

- b) Employment
 - i) A continued emphasis in training which will result in marketable skills.
 - ii) An emphasis on labour intensive development opportunities.
 - iii) An emphasis on economic project development which contributes to community initiative, development and control.

- c) Education
 - i) Continued emphasis in secondary school retention rates.

- d) Physical Facilities
 - i) Continued emphasis on facilities for secondary school education.
 - ii) A significant alleviation of the housing backlog and accommodation for new families.
 - iii) The provision of potable water in each community.

- e) Social Services
 - i) An emphasis on preventive services (day care, family counselling, alcohol education, etc.).

1979/80 THRUSTS
INDIAN AND INUIT AFFAIRS PROGRAM
MANITOBA REGION

1. LOCAL CONTROL BY INDIAN COMMUNITIES
2. TRAINING AND EMPLOYMENT FOR INDIAN PEOPLE
3. EDUCATION AT POST-SECONDARY LEVEL
4. IMPROVED COMMUNITY FACILITIES
5. PREVENTIVE SOCIAL SERVICES