

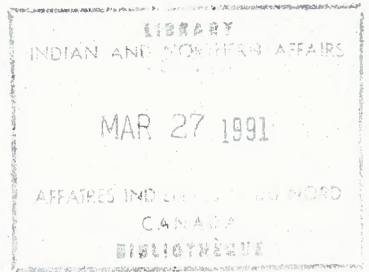
1979 - PLAN OF ACTION - 1980

ORGANIZATION

INDIAN AND INUIT AFFAIRS PROGRAM

MANITOBA REGION

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1979-80 ORGANIZATION

MANITOBA REGION

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INTRODUCTION

INTRODUCTIONBACKGROUND:

The Manitoba Region has been viewed over the past decade as a pioneer in many facets of the continuing devolution of Indian Local Control, and changing structure and role of the Departmental organization.

In 1969, the decision was taken to amalgamate eight Agencies into three Districts. This action was followed by two significant events during 1971. The first was the development of the Manitoba Indian Position Paper, Wabung (Our Tomorrows). The second was the joint decision by the Indian leadership of Manitoba and senior management of the I&IA Program to abolish the District Offices - with the exception of Thompson and Island Lake, due to special geographic, program delivery considerations. Many of the structural and philosophical impediments of the traditional Departmental organization were removed as a result of this latter action. The Departmental organization and management authority became highly centralized within the Regional Office, Winnipeg - with Area Service Centres at Brandon, Dauphin, Ashern and The Pas.

The objectives and principles delineated in Wabung became the basic guidelines for Indian leaders and Program management in future consultations and negotiations on Local Control and the Departmental structure/role.

Rapid expansion in the numbers of programs and resources directly administered by Bands at the community level was realized during the period 1971 to 1974. The foundations for future Local Control by Bands, Band Authorities, and regional Indian organizations (Tribal Councils), and structure/role of the Departmental organization were being more specifically defined.

The mid-seventies brought three more significant developments. Firstly, the M.I.B./I&IA Negotiating Committee was established, in May, 1975. Two basic objectives were set by the Committee: 1. To identify further impediments to the growth of Local Control and jointly develop strategies and plans of action to facilitate and expedite solutions, and 2. To diminish the Departmental organization and realign its structure and roles. Band Authorities for Indian Control of Indian Education were being organized, culminating in the signing of comprehensive agreements with the Sandy Bay (1974), Fort Alexander (1976) and Peguis (1977) Bands. Lastly, the first two Tribal Councils, the Dakota-Ojibway (1974) and Swampy Cree (1976), evolved within the Southwest and Northwest M.I.B. Regions.

The past year, 1978-79, resulted in the formation at various stages of four more Tribal Councils: Southeast Reserves Resource Development Council; Interlake Reserves Development Council; West Region Tribal Council; and Keewatin Tribal Council. The first of the Area Service Centres, at Brandon, was closed as a result of the D.O.T.C. assuming, on behalf of member Bands, the majority of staff services formerly delivered by Department employees. Negotiations on closure of The Pas and Ashern Service Centres were commenced with the S.C.T.C. and I.R.D.C., respectively, and are expected to be concluded in early 1979-80.

INTRODUCTION (CONT'D)FUTURE:

The course of Local Control and future of the Departmental organization in the Manitoba Region have reached most important junctures at the outset of 1979-80.

Substantial growth in the numbers of programs, staff services, and budgets administered by Bands, Band Authorities and Tribal Councils is projected over the next 1-3 years. Significant parallel changes in the diminishing size, structure and roles of the Departmental organization are being planned, to support and complement the actual direction and degree of future Local Control. (Refer to: Appendix A - Organizational Priorities; Appendix B - Projected Units, 1978/79 - 1979/80, 1980/81; Appendix C - Model of Future Organization).

The increasing involvement of the Bands in Local Control, coupled with the development and direction of their Band Authorities and Tribal Councils, will continue to be the key factor in determining future dimensions of the Departmental organization. The objectives and principles established by Wabung, and reinforced through the Negotiating Committee shall continue to be main underlying guidelines.

REFERENCES:

- Wabung (Our Tomorrows), October 1971
- Statement of Intent, May 1975
- Trail of Our Tomorrows, August 1975
- Approach to Government-Indian Relationship, July, 1976
- Operation Facelift, March 1977

- Manitoba Concept Review Committee (The Nine Points), May 1974

- Government-Indian Relationship Paper, July 1976

APPENDIX A

ORGANIZATIONAL PRIORITIES:

BAND GOVERNMENT DEVELOPMENT AND SUPPORT

- BANDS
- BAND AUTHORITIES (EDUCATION;
HOUSING ; SOCIAL DEVELOPMENT)
- TRIBAL COUNCILS

SERVICE DELIVERY

- INDIVIDUAL CLIENTS
- COMMUNITIES

MINISTERIAL TRUSTS, AND OBLIGATIONS

- INDIAN ACT
- TREATIES
- NON-DISCRETIONARY ACTIVITIES
- AGREEMENTS

PROGRAM PLANNING AND REVIEW

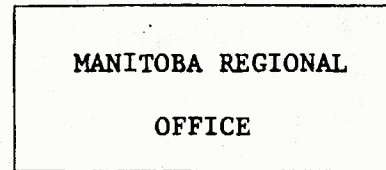
- LONG TERM, STRATEGIC PROGRAM PLANNING
- PERFORMANCE MEASUREMENT
- MANAGEMENT INFORMATION (BCS ; DATA
BASE ; M.I.S.)
- PROGRAM DEVELOPMENT

INTERNAL ADMINISTRATION

UNITS OF ORGANIZATION

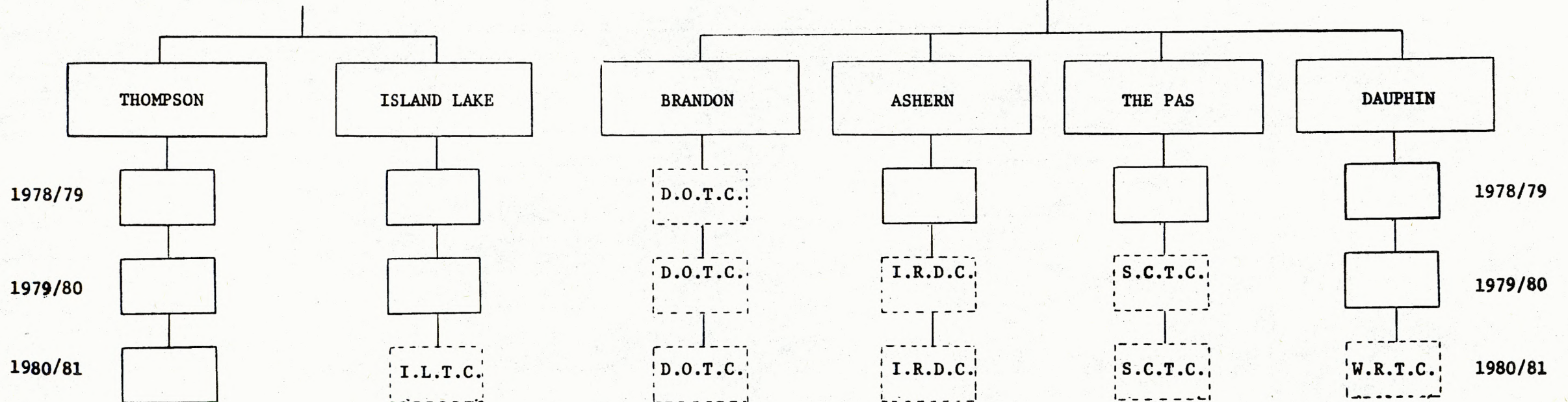
APPENDIX B

PROJECTED
ORGANIZATIONAL UNITS
1978-79 TO 1980-81



DISTRICT
OFFICES

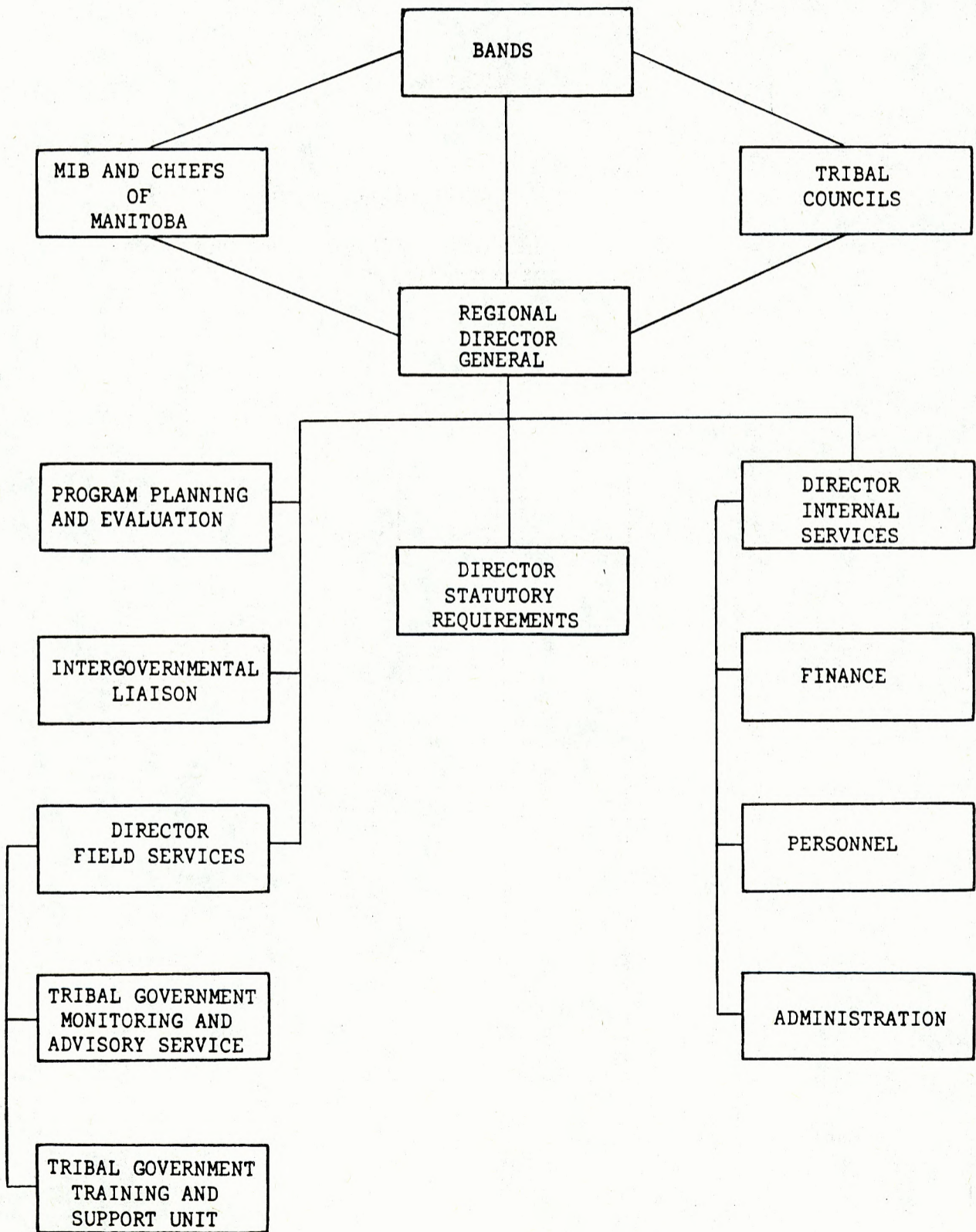
SERVICE
CENTRES



KEY: CLOSURE OF DEPARTMENTAL
OFFICE AND TRANSFER OF
STAFF FUNCTIONS TO
TRIBAL COUNCIL

APPENDIX C

MODEL OF FUTURE ORGANIZATION
INDIAN AND INUIT AFFAIRS - MANITOBA



OBJECTIVE OF ORGANIZATION:

To provide for the development of units compatible with Indian Local Government; to foster the development of local government capability at the Band level; to provide services to Indian communities; to coordinate and control the activities of the staff; and to ensure that the Minister's trusts and obligations are met.

UNITS OF ORGANIZATION:

1. Manitoba Regional Office
Thompson District Office
Island Lake District Office
2. Area Service Centres
3. Local Government Team

DEFINITIONS:

1. Manitoba Regional Office) - Responsibility
Thompson District Office) Centres providing
Island Lake District Office) services to Bands .
2. Area Service Centres - Activity Centres with a coordinating officer designated in each centre.
3. Local Government Team - A group responsible for the provision of services to a Band and the co-ordination of all activities sponsored by the Department.

AREA SERVICE CENTRES

DEFINITION:

Activity Centres located in various geographic areas providing services to Bands.

OBJECTIVE:

To provide for the delivery of services to Indian people by:

- a) acting as communication centres for the dissemination of information to Bands and Departmental staff;
- b) controlling and directing the efforts of Departmental staff;
- c) providing a coordinating body to ensure the maximum utilization of goods, services and manpower.

AREA SERVICE CENTRES (CONT'D)COORDINATING OFFICER:

In addition to regular duties:

- a) controls leave and attendance;
- b) controls travel of staff and provides itineraries;
- c) arranges for regular staff meetings;
- d) controls support staff who provide service to Program personnel;
- e) coordinates reporting systems;
- f) represents Area Service Centres at Regional meetings;
- g) disseminates information to staff and Bands;
- h) receives directives normally distributed to senior staff;
- i) reports monthly to Regional Director on major problem areas;
- j) exercises line authority over all staff in emergency situations.

LOCAL GOVERNMENT TEAMSDEFINITION:

Departmental staff responsible for the development of Local Government at the Band level; the provision of services not provided by the Band or Tribal Council; and, the coordination of all activities of Departmental staff.

OBJECTIVE:

To provide for the delivery of services to individual Bands by:

Providing a basic unit charged with the responsibility of carrying out the Department's activities that relate to a particular Band.

TEAM LEADER:

The Local Government Adviser.

DUTIES OF LOCAL GOVERNMENT TEAMS:

In addition to regular duties:

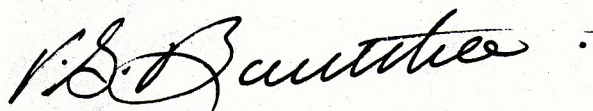
- a) Act as liaison between Band Council and the Department.
- b) Operate as a project committee coordinating activities of Department directed to Bands;
- c) Report to Regional Director on a monthly basis on major problem areas.

ORGANIZATION CHARTS

ORGANIZATION CHARTS

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APPROVED:



V. G. BOULTBEE
 REGIONAL DIRECTOR GENERAL,
 MANITOBA

DATE: APRIL 1, 1979

REGIONAL MANAGEMENT

REGIONAL DIRECTOR GENERAL	Boulton, V. G.	06966	SX 02
EXECUTIVE ASSISTANT	Duplessis, S. L.	25440	AS 04
SECRETARY	Flett, C. L.	05672	ST SCY 04
DIRECTOR, FINANCE & ADMINISTRATION	Hodgson, G. T.	25210	FI 06
REGIONAL PERSONNEL MANAGER	Simonite, R. F.	04190	PE 05
REGIONAL PROGRAM DEVELOPMENT AND REVIEW ADVISER	Thurston, G. C.	25425	PM 05
REGIONAL INFORMATION OFFICER	Vacant	25596	IS 04
NORTHERN FLOOD AGREEMENT COORDINATOR	Vacant	25927	PM 05
REGIONAL ADVISER, INTERGOVERNMENTAL RELATIONS	McIntyre, J.	25777	PM 06
DIRECTOR OF OPERATIONS	Hodgkinson, R. A.	25432	SX 01
SECRETARY	Barkwell, E.	25478	ST SCY 03
ADMINISTRATIVE ASSISTANT	Vacant	25509	AS 01
DIRECTOR, ECONOMIC DEVELOPMENT	Rhoades, T. W. (A)	06933	CO 04
DIRECTOR, LOCAL GOVERNMENT	Eardley, B. W. (A)	25485	PM 06
DIRECTOR, EDUCATION	Ross, G. T.	06662	ED EDS 06
DIRECTOR, SOCIAL DEVELOPMENT	Gobeil, O.	25433	WP 06
DIRECTOR, LANDS, MEMBERSHIP AND ESTATES	Lowry, W. V.	25426	PM 06
DIRECTOR, ENGINEERING AND ARCHITECTURE	Holloway, R. A.	19511	EN ENG 06
REGIONAL PLANNER	Vacant	20340	ES 05
REGIONAL COORDINATOR, EMPLOYMENT PROGRAMS	Tawse, R. B.	25635	PM 06
DISTRICT MANAGER, THOMPSON	Nelson, O. J.	25340	PM 06
DISTRICT MANAGER, ISLAND LAKE	Bays, J. G.	25341	PM 05

PROGRAM DEVELOPMENT AND REVIEW

REGIONAL DIRECTOR GENERAL			
PROGRAM DEVELOPMENT AND REVIEW ADVISER	Thurston, G. C.	25425	PM 05
GENERAL CLERK	Nicholson, M.	25374	CR 03
PROGRAM EVALUATION & REVIEW OFFICER	Tucker, W.	25351	PM 04
SPECIAL PROJECTS OFFICER	Enns, A. J.	25350	PM 04
SPECIAL PROJECTS OFFICER	Vacant	25601	PM 04

PLANNING

DIRECTOR OF OPERATIONS			
REGIONAL PLANNER	Vacant	20340	ES 05
SECRETARY	Lick, M.	06254	ST SCY 02
ASSISTANT REGIONAL PLANNER	Nowicki, B.	25393	ES 03
PLANNING TECHNICIAN	McKeever, L. (T)	25905	SI 02

ECONOMIC DEVELOPMENT

DIRECTOR OF OPERATIONS				
DIRECTOR, ECONOMIC DEVELOPMENT	Vacant	06933	CO 04	
SECRETARY	Newson, M.	25383	ST SCY 03	
REGIONAL BUSINESS SERVICES MANAGER	Sharp, A.	25247	CO 02	
SECRETARY	Gillis, Y.	25287	ST SCY 02	
BUSINESS SERVICES OFFICER	Vacant	25277	CO 01	
BUSINESS SERVICES OFFICER	Gilbert, Y.	25292	CO 01	
BUSINESS SERVICES OFFICER	Rosentreter, M.	25321	CO 01	
BUSINESS SERVICES OFFICER	Badali, G.	25593	CO 01	
PROGRAM SUPPORT OFFICER	Buxton, D.	25790	AS 04	
SENIOR BUSINESS SERVICES CLERK	Carriere, D.	04423	CR 05	
SENIOR BUSINESS SERVICES CLERK	Shropshire, J.	25318	CR 04	
PROGRAM SUPPORT CLERK	DeVries, J.	25784	CR 03	
MANAGER, PROJECT DEVELOPMENT AND TECHNICAL SUPPORT	Rhoades, T.	25221	CO 02	
SECRETARY	Galac, H.	25286	ST SCY 02	
TOURISM OFFICER	Krentz, H.	25207	CO 01	
LOCAL PROJECT OFFICER	Davis, W. B.	25378	CO 01	
LOCAL PROJECT OFFICER	Sigurdson, S.	25498	CO 01	
LOCAL PROJECT OFFICER	Vacant	25275	CO 01	
LOCAL PROJECT OFFICER	Vacant	25276	CO 01	
LOCAL PROJECT OFFICER	Lowe, V. J.	25295	CO 01	
LOCAL PROJECT OFFICER	Millar, W.	25294	CO 01	
LOCAL PROJECT OFFICER	Courchene, R.	25437	CO 01	
SECRETARY	Hutt, M.	25408	ST SCY 01	
CHIEF, RESOURCES DEVELOPMENT	St. Jacques, C.	25233	CO 02	
SECRETARY	Froggatt, W.	06257	ST SCY 02	
REGIONAL SECTORAL PROGRAM OFFICER	Vacant	06234	CO 01	
B.E.D. COMMITTEE PROGRAM COORDINATOR	Bonnefoy, E.	25307	CO 01	
B.E.D. COMMITTEE CLERK	Assailly, L.	25581	CR 04	

ECONOMIC DEVELOPMENT (CONT'D)

<p>— <u>DIRECTOR OF OPERATIONS (CONT'D)</u></p>				
<p>— <u>DIRECTOR, ECONOMIC DEVELOPMENT (CONT'D)</u></p>				
—	LARGE PROJECT SUPERVISOR	Vacant	25636	CO 02
—	LARGE PROJECT SUPERVISOR	Vacant	25637	CO 02
—	LARGE PROJECT SUPERVISOR	Vacant	25938	CO 02
—	LARGE PROJECT SUPERVISOR	Cheater, G.	25638	CO 02
—	LARGE PROJECT SUPERVISOR	Brown, A.	25679	CO 02
—	REGIONAL FISHERIES OFFICER	Milko, C.	06237	CO 02

EMPLOYMENT PROGRAMS

<p>— DIRECTOR OF OPERATIONS</p>				
<p>— REGIONAL COORDINATOR, EMPLOYMENT PROGRAMS</p>				
		Tawse, R. B.	25635	PM 06
—	SECRETARY	Hogarth, J.	25676	ST SCY 02
—	TECHNICAL ANALYST	Hannah, D.	25639	CO 02
—	REGIONAL EMPLOYMENT OFFICER	Byrnes, J.	25721	PM 04
—	REGIONAL EMPLOYMENT OFFICER	Wengel, R.	25782	PM 04

EDUCATION

— DIRECTOR OF OPERATIONS			
—	DIRECTOR, EDUCATION	Ross, G. T.	06662 ED EDS 06
—	SECRETARY	Kondel, H.	09286 ST SCY 03
—	REGIONAL SUPERINTENDENT, EDUCATION SUPPORT SERVICES	Bagacki, J.	25603 ED EDS 04
—	SECRETARY	Evans, D.	06674 ST SCY 02
—	SUPERINTENDENT SCHOOL FACILITIES AND SERVICES	Mitchell, H.	25727 AS 04
—	EDUCATION CLERK	Brennan, Y.	25387 CR 04
—	REGIONAL COORDINATOR CURRICULUM DEVELOPMENT AND NATIVE LANGUAGES	Vacant	25627 ED EDS 02
—	ACCOUNTS AND EDUCATION ASSISTANCE CLERK	Mehner, D. (A)	25397 CR 03
—	EDUCATION CLERK, BUDGET & COMMITMENTS	Evans, D. (A)	25095 ST STN 02
—	CLERK RECEPTIONIST	Skye, R.	25205 CR 02
—	SECRETARY, ELEMENTARY AND SECONDARY EDUCATION	Bilenky, B.	06673 ST SCY 02
—	SECRETARY, CONTINUING EDUCATION AND SPECIAL SERVICES	Doyle, P.	09287 ST SCY 02
—	REGIONAL SUPERINTENDENT, ELEMENTARY AND SECONDARY EDUCATION	Foss, F. J.	07110 ED EDS 04
—	ASSISTANT AREA SUPERINTENDENT (BRANDON, DAUPHIN)	Mihaychuk, M.	25743 ED EDS 02
—	PINE CREEK SCHOOL		
—	AREA SUPERINTENDENT (THE PAS)	Weselowski, O.E.	25368 ED EDS 03
—	COUNSELLOR	Mohammed, A.	04329 ED EST 01
—	E.J. JOHNSON SCHOOL		
—	GUY HILL SCHOOL		
—	AREA SUPERINTENDENT (INTERLAKE)	Veregin, F.	25365 ED EDS 03
—	FISHER RIVER SCHOOL		
—	JACKHEAD SCHOOL		
—	LAKE MANITOBA SCHOOL		
—	LAKE ST. MARTIN SCHOOL		
—	LITTLE SASKATCHEWAN SCHOOL		
—	STEDMAN SCHOOL		

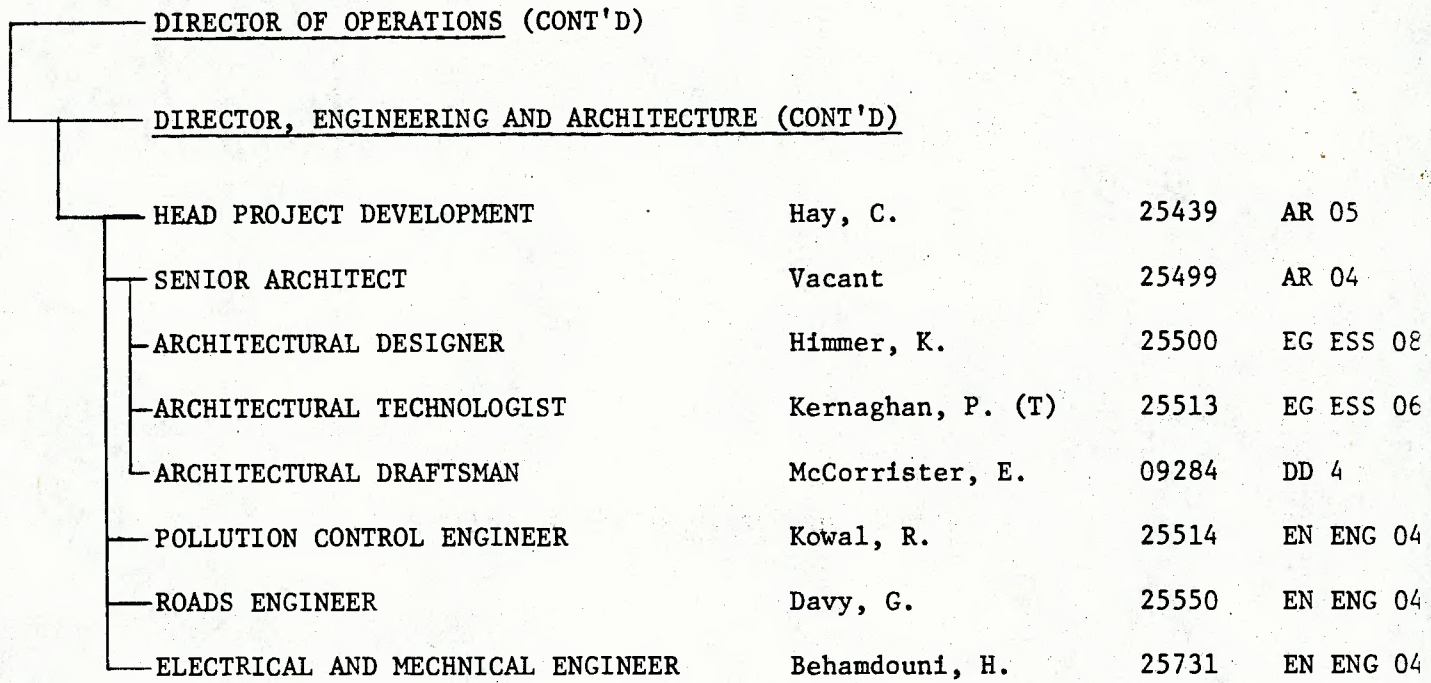
EDUCATION (CONT'D)

—	DIRECTOR OF EDUCATION (CONT'D)			
—	REGIONAL SUPERINTENDENT OF ELEMENTARY AND SECONDARY EDUCATION (CONT'D)			
—	AREA SUPERINTENDENT (SE LAKE WINNIPEG)	Chorneyko, R.	25362	ED EDS 03
—	ASSISTANT AREA SUPERINTENDENT	Joubert, L.	25363	ED EDS 02
—	COUNSELLOR	Caldwell, E.	08021	ED EST 01
—	CROSS LAKE SCHOOL			
—	LITTLE BLACK RIVER SCHOOL			
—	LITTLE GRAND RAPIDS SCHOOL			
—	MISKOOSSEPI SCHOOL			
—	PAUINGASSI SCHOOL			
—	POPLAR RIVER SCHOOL			
—	REGIONAL SUPERINTENDENT, SPECIAL SERVICES AND CONTINUING EDUCATION	Zyzniewski, J.	06664	ED EDS 04
—	SUPERINTENDENT, SPECIAL SERVICES & CONTINUING EDUCATION	Skabar, E.	25625	ED EDS 03
—	ASSISTANT AREA SUPERINTENDENT (DAUPHIN)	Choptiuk, E.	25358	ED EDS 02
—	ASSISTANT AREA SUPERINTENDENT (SE)	Pentelichuk, M.	25364	ED EDS 02
—	COUNSELLOR (SE)	Maydaniuk, L.	08059	ED EST 01
—	ASSISTANT AREA SUPERINTENDENT (INTERLAKE)	Embuldeniya, H.	25367	ED EDS 02
—	REGIONAL BAND TRAINING COORDINATOR	Snowden, J.	25423	ED EDS 02
—	REGIONAL BAND TRAINING FACILITATOR	Vacant	25336	PM 03
—	SUPERINTENDENT, STUDENT SERVICES	Fedak, J.	25717	ED EDS 03
—	COUNSELLOR (WINNIPEG)	McMahon, L. P.	04377	ED EST 01
—	COUNSELLOR (PORTAGE, WINNIPEG)	Jackson, D.	07959	ED EST 01
—	EDUCATION COUNSELLOR (DAUPHIN)	Soulodre, J.	04330	ED EST 01
—	EDUCATION COUNSELLOR (WINNIPEG)	McLeod, M.	04428	ED EST 01
—	EDUCATION COUNSELLOR (WINNIPEG)	Brygidyr, G.	07961	ED EST 01
—	EDUCATION COUNSELLOR (WINNIPEG)	Kaprowy, A.	09298	ED EST 01
—	EDUCATION COUNSELLOR (BRANDON)	McFadyen, D.	09325	ED EST 01
—	SOCIAL COUNSELLOR (DAUPHIN)	May, J.	25180	WP 02
—	SOCIAL COUNSELLOR (WINNIPEG)	Stevenson, L.	25273	WP 02
—	SOCIAL COUNSELLOR (WINNIPEG)	Shannacappo, T. H.	25274	WP 02
—	SOCIAL COUNSELLOR (WINNIPEG)	Vacant	25290	WP 02
—	GUY HILL STUDENT RESIDENCE			
—	MCKAY STUDENT RESIDENCE			

ENGINEERING AND ARCHITECTURE

DIRECTOR OF OPERATIONS			
DIRECTOR, ENGINEERING AND ARCHITECTURE	Holloway, R.		EN ENG 06
SECRETARY	Wellwood, D.	06255	ST SCY 03
TYPIST	Bordass, C. (T)	25543	ST TYP 02
PROJECTS RECORDS CLERK	McEwan, N.	02034	CR 04
GENERAL ADMINISTRATION CLERK	Twersky, J.	25606	CR 02
HEAD, CONSTRUCTION AND MAINTENANCE	Shanks, J.	05684	EN ENG 05
MAINTENANCE MANAGEMENT ENGINEER	Hawkes, G. D.	25579	EN ENG 04
UTILITIES AND DISTRIBUTION SYSTEMS TECHNICIAN	Wilson, K.	25580	EG ESS 09
CONSTRUCTION MANAGEMENT ENGINEER	Tokar, S.	25399	EN ENG 03
TECHNICAL OFFICER	Wall, I.P.	25225	GL COI 13
TECHNICAL OFFICER	Erickson, E.	25248	GL COI 13
TECHNICAL OFFICER	Garrett, J.	25094	GL COI 13
TECHNICAL OFFICER	Morden, C. (T)	25795	GL COI 13
JUNIOR ROAD AND CONSTRUCTION ENGINEER	Desilets, M. (T)	25708	EN ENG 02
HOUSING AND MAINTENANCE SUPERVISOR	Vacant	25227	GL COI 14
CONSTRUCTION SUPERVISOR (BRANDON)	Dobbie, D.	02098	GL COI 13
CONSTRUCTION SUPERVISOR	Jonsson, L.	06248	GL COI 13
MAINTENANCE CRAFTSMAN	Murdock, G.	06251	GL EIM 10
MAINTENANCE CRAFTSMAN	Cook, A.	06250	GL MAN 07
MAINTENANCE CRAFTSMAN (NORWAY HOUSE)	Anderson, L.	05698	GL VHE 09
HEAD, PLAN DEVELOPMENT	Chan, K.C.	25315	EN ENG 05
PHYSICAL PLANNER	Cloete, K.	25561	AR 04
SURVEY SITE TECHNICIAN	Parrottino, T.	25571	EG ESS 08
SURVEY TECHNOLOGIST	Vacant	25566	EG ESS 07
FIRE AND SAFETY OFFICER	Dewar, B.	25379	GT 04
FIRE PREVENTION INSPECTOR	Bee, M. (T)	25585	FR 02
FIRE PREVENTION INSPECTOR	Kematch, M. (T)	25902	FR 02
FIRE PREVENTION INSPECTOR	Courchene, D. (T)	25903	FR 02
FIRE AND SAFETY INSTRUCTOR	Vacant	25794	GT 03

ENGINEERING AND ARCHITECTURE (CONT'D)



FINANCE AND ADMINISTRATION

REGIONAL DIRECTOR GENERAL			
DIRECTOR, FINANCE AND ADMINISTRATION	Hodgson, G. T.	25210	FI 06
SECRETARY	Durham, M. J.	05673	ST SCY 03
HEAD, BAND FINANCIAL MANAGEMENT	Vacant	25737	FI 04
BAND FINANCIAL ADVISER	Hale, H.	25280	FI 03
BAND FINANCIAL ADVISER	Blanchet, R. H.	25281	FI 03
BAND FINANCIAL ADVISER	Giesbrecht, M.	25282	FI 03
BAND FINANCIAL ADVISER	Johnson, C. R.	25353	FI 03
BAND FINANCIAL ADVISER	Peters, D. F.	25354	FI 03
BAND FINANCIAL ADVISER	Riddle, G.	25370	FI 03
BAND FINANCIAL ADVISER	Raychadhuri, B.	25742	FI 03
BAND FINANCIAL ADVISER	Draper, K.	25481	FI 03
BAND FINANCIAL ADVISER	Hanley, J.	25279	FI 03
BAND FINANCIAL ADVISER	Kury H.	25401	FI 03
MANAGER, FINANCIAL PLANNING AND ANALYSIS	MacPhee, D.	25745	FI 04
BUDGET PLANNING & CONTROL OFFICER	Welsh, J.	25771	FI 02
BUDGET PLANNING & CONTROL OFFICER	Vacant	25772	FI 02
BUDGET PLANNING & CONTROL OFFICER	Vacant	25773	FI 02
BUDGET PLANNING & CONTROL OFFICER	Patteson, G.	25774	FI 02
BUDGET PLANNING & CONTROL OFFICER	Desrochers, P.	25775	FI 02
ANALYSIS AND STATISTICS CLERK	Wood, E.	25765	CR 03
ANALYSIS AND STATISTICS CLERK	Canard, W. (T)	25931	CR 03
CLERK TYPIST	Rosmus, A. (T)	25756	CR 02
REPORTING OFFICER	Groen, J.	09312	FI 02
MANAGER, ACCOUNTING OPERATIONS	Vacant	25746	FI 05
FINANCIAL TYPIST	Hersak, V.	25753	ST TYP 02
MINI COMPUTER & DATA CONTROLLER	Danyluk, J.	25735	DA PRO 03
LEAD OPERATOR, DATA ENTRY	Sinclair, S.	25738	DA CON 03
TERMINAL OPERATOR	Cote, P.	25739	DA CON 02
TERMINAL OPERATOR	Elyk, J.	25741	DA CON 02
TERMINAL OPERATOR	Vacant	25796	DA CON 02

FINANCE AND ADMINISTRATION (CONT'D)

DIRECTOR, FINANCE AND ADMINISTRATION (CONT'D)				
MANAGER, ACCOUNTING OPERATIONS (CONT'D)				
REGIONAL ACCOUNTANT	Murphy, R. W.	25211	FI	03
FILE/RESEARCH CLERK	Churchill, I.	25750	CR	02
SUPERVISOR, CHEQUE CONTROL AND RECEIVABLES	Inglis, J.	25748	FI	01
TRAVEL/REMOVAL CLERK	Siddle, L.	25754	CR	04
TRAVEL/REMOVAL CLERK	Nelson, B.	25755	CR	04
CASH CONTROL CLERK	Sewell, C.	25766	CR	04
REGIONAL CASHIER	Vacant	25769	CR	03
SUPERVISOR, ACCOUNTS PAYABLE AND COMMITMENT CLERKS	Howika, K.	25747	FI	01
PRE-AUDIT CLERK	Picken, D.	25757	CR	04
PRE-AUDIT CLERK	Lindahl, H.	25758	CR	04
PRE-AUDIT CLERK	Vacant	25759	CR	04
PRE-AUDIT CLERK	Markiewich, S.	25760	CR	04
BATCHING CLERK	Krahn, L. D. (T)	25751	CR	02
COMMITMENT CONTROL CLERK	Wallace, E.	25764	CR	03
COMMITMENT CONTROL CLERK	Brunn, J.	25763	CR	03
COMMITMENT CONTROL CLERK	Keating-Pow, I. (A)	25761	CR	03
COMMITMENT CONTROL CLERK	Spence, C. (T)	25762	CR	03
COMMITMENT CONTROL CLERK	Thomas, E. (T)	25928	CR	03
COMMITMENT CONTROL CLERK	Cuwiyuska, W. (T)	25949	CR	03
SUPERVISOR, PAY ACCOUNTING		25749	FI	02
PAY ACCOUNTING CLERK	Hill, Y.	25767	CR	04
PAY ACCOUNTING CLERK	Bulloch, L. D.	25768	CR	04
MANPOWER UTILIZATION CLERK	Degagne, A. H.	25062	CR	04
INTERNAL AUDIT AND REVIEW OFFICER	Kury, H. (A)	25779	FI	02
WELFARE STATISTICS CLERK	Cochrane, C.	25394	CR	03
WELFARE STATISTICS CLERK	McDonald, L.	25395	CR	03

FINANCE AND ADMINISTRATION (CONT'D)

DIRECTOR, FINANCE AND ADMINISTRATION (CONT'D)				
REGIONAL SUPERVISOR OF ADMINISTRATION	Vacant	25334	AS 04	
STENOGRAPHER	Somers, I.	25412	ST STN 02	
REGIONAL OFFICE SERVICES ADMINISTRATOR	Otchenash, P. (A)	25728	AS 02	
REGIONAL RECORDS MANAGER	James, W.	25375	CR 05	
CENTRAL REGISTRY CLASSIFIER	Hanna, W.	25381	CR 03	
CENTRAL REGISTRY CLASSIFIER	Wersch, C.	05671	CR 03	
RETENTION AND DISPOSAL CLERK	Chorniuk, D.	25785	CR 03	
CENTRAL REGISTRY CLERK	O'Gull, M.	06253	CR 02	
CENTRAL REGISTRY CLERK	Eamens, L.	25099	CR 02	
COMMUNICATIONS EQUIPMENT OPERATOR	St. Paul, I.	25382	CM 01	
REMOVALS & BUILDING MANAGEMENT CLERK	O'Halloran, M.	25492	CR 04	
REMOVALS & BUILDING MANAGEMENT CLERK	Williams, S.	25557	CR 04	
VEHICLE FLEET CLERK	Vacant	25402	CR 03	
BAND COUNCIL RESOLUTION CLERK	Comeau, G.	25496	CR 03	
CLERK RECEPTIONIST	Genaske, D.	06261	CR 03	
OFFICE MANAGER (BRANDON)	Boyle, D.	25136	CR 05	
STENOGRAPHER (BRANDON)	Hopkin, I.	25138	ST STN 01	
AREA SERVICE CENTRE CLERK-TYPIST (DAUPHIN)	Garneau, G.	06711	CR 02	
STENOGRAPHER (DAUPHIN)	Kowalski, M.	25301	ST STN 01	
STENOGRAPHER (THE PAS)	Kaplanchuk, K.	07975	ST STN 01	
AREA SERVICE CENTRE CLERK (THE PAS)	Langan, A.	20013	CR 03	
CONTRACTS ADMINISTRATOR	Otchenash, P.	25675	AS 01	
PURCHASING OFFICER, NON-TECHNICAL	Vacant	25567	AS 02	
SENIOR PURCHASING CLERK	Jablonski, L.	25615	CR 04	
SENIOR PURCHASING CLERK	Pidskalny, S.	25620	CR 04	
PURCHASING CLERK	Vacant	25616	CR 02	

FINANCE AND ADMINISTRATION (CONT'D)

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graph TD
    A["DIRECTOR, FINANCE AND  
ADMINISTRATION (CONT'D)"] --- B["REGIONAL SUPERVISOR OF  
ADMINISTRATION (CONT'D)"]
    B --- C["REGIONAL MATERIAL MANAGEMENT OFFICER"]
    B --- D["PURCHASING CLERK"]
    B --- E["PURCHASING CLERK"]
    B --- F["PURCHASING CLERK"]
    B --- G["MATERIAL MANAGEMENT PURCHASING  
CLERK/EXPEDITOR"]
    B --- H["PURCHASE SUPPORT CLERK"]
    B --- I["STOREROOM CLERK"]
    B --- J["REGIONAL INVENTORY CLERK"]
    
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DIRECTOR, FINANCE AND ADMINISTRATION (CONT'D)				
REGIONAL SUPERVISOR OF ADMINISTRATION (CONT'D)				
REGIONAL MATERIAL MANAGEMENT OFFICER	Fjeldsted, A.	25093	PG 02	
PURCHASING CLERK	Caryk, P.	25623	CR 04	
PURCHASING CLERK	Duell, E. (T)	25901	CR 04	
PURCHASING CLERK	Vacant	25921	CR 02	
MATERIAL MANAGEMENT PURCHASING CLERK/EXPEDITOR	Vacant	25934	CR 03	
PURCHASE SUPPORT CLERK	Vacant	25935	CR 02	
STOREROOM CLERK	Swanson, M.	25385	CR 03	
REGIONAL INVENTORY CLERK	Vacant	25744	CR 04	

ISLAND LAKE DISTRICT

— DIRECTOR OF OPERATIONS				
—	DISTRICT MANAGER	Bays, J.	25341	PM 05
—	SECRETARY	Ingram, J.	05680	ST SCY 0
—	ADMINISTRATIVE CLERK	Shumski, O.	25388	CR 04
—	AGENCY CLERK	Evans, A.	25692	CR 03
—	FINANCIAL CLERK	Vacant	25904	CR 03
—	DISTRICT SUPERINTENDENT OF EDUCATION	Kohut, M.	25359	ED EDS 0
—	SECRETARY	Bass, L.	25621	ST SCY 0
—	ASSISTANT DISTRICT SUPERINTENDENT ELEMENTARY AND SECONDARY EDUCATION	Lindsay, A.	25360	ED EDS 0
—	COUNSELLOR	McManus, P.	07962	ED EST 0
—	GARDEN HILL SCHOOL			
—	GEORGE KNOTT SCHOOL			
—	GOD' S NARROWS SCHOOL			
—	GOD' S RIVER SCHOOL			
—	OXFORD HOUSE SCHOOL			
—	RED SUCKER LAKE SCHOOL			
—	ST. THERESA POINT SCHOOL			
—	ASSISTANT DISTRICT SUPERINTENDENT SPECIAL SERVICES AND CONTINUING EDUCATION	Yakimischak, M.	25361	ED EDS 0
—	COUNSELLOR	Tataryn, M.	25219	ED EST 0
—	DISTRICT SUPERINTENDENT OF ECONOMIC DEVELOPMENT	Rosentrader, M. (A)	25670	CO 02
—	ECONOMIC DEVELOPMENT OFFICER	Vacant	25391	CO 01
—	PROJECT MANAGER	Wood, J. A.	25392	PM 02
—	PROJECT OFFICER (I & IRD TRAINEE)	Vacant	21900	PM 02
—	LOCAL PROJECT OFFICER	Koncan, A. (T)	25933	CO 01
—	LOCAL GOVERNMENT ADVISER	Vacant	25120	WP 03
—	LOCAL GOVERNMENT ADVISER	Wood, A.	25127	WP 03

ISLAND LAKE DISTRICT (CONT'D)

<u>DIRECTOR OF OPERATIONS (CONT'D)</u>			
└─ <u>DISTRICT MANAGER (CONT'D)</u>			
└─ DISTRICT SUPERINTENDENT OF TECHNICAL SERVICES	Davidson, D.	25606	EG ESS 08
└─ MAINTENANCE CARPENTER	Vacant	25799	GL OWO 09
└─ SUPERVISOR OF MAINTENANCE	Mills, F.	25780	GL MAM 11
└─ MAINTENANCE MAN (OXFORD HOUSE)	Vacant	25798	GL MAM 04
└─ MAINTENANCE HELPER	Vacant	25800	GL ELE 02
└─ MAINTENANCE	Vacant	25091	GL EIM 10
└─ MAINTENANCE CRAFTSMAN	Vacant	06258	GL MAM 09
└─ MAINTENANCE CRAFTSMAN	White, M.	25396	GL MAM 09
└─ MECHANIC	Flett, J.	25555	GL VHE 08
└─ JANITOR	Evans, R.	25545	GS BUS 02
└─ DISTRICT COORDINATOR SOCIAL DEVELOPMENT			
└─ SOCIAL SERVICES ADMINISTRATOR	Zwaritch, P.	25614	WP 03
└─ SOCIAL SERVICES ADMINISTRATOR	Monias, L.	06276	WP 02
└─ SOCIAL SERVICES ADMINISTRATOR	Vacant	25487	WP 02

LOCAL GOVERNMENT

DIRECTOR OF OPERATIONS				
DIRECTOR, LOCAL GOVERNMENT	Eardley, B. W. (A)	25485	PM 06	
SECRETARY	Foster, J.	25503	ST SCY 03	
LOCAL GOVERNMENT CLERK	Vacant	25552	CR 04	
CLERK RECEPTIONIST	Watson, L.	25479	CR 02	
REGIONAL SUPERVISOR, HOUSING AND COMMUNITY IMPROVEMENT	Eardley, B. W.	25597	PM 06	
SECRETARY	Vacant	25718	ST SCY 02	
REGIONAL COMMUNITY IMPROVEMENT OFFICER	Vacant	25488	WP 03	
REGIONAL HOUSING OFFICER	Serafin, J.	25671	PM 04	
COMMUNITY IMPROVEMENT CLERK	Korpesho, D.	25342	CR 04	
REGIONAL COMMUNITY INFRASTRUCTURE OFFICER	Bernier, G.	25672	PM 04	
COMMUNITY HOUSING & INFRASTRUCTURE CLERK	Longclaws, C.	25788	CR 03	
REGIONAL OFF AND ON RESERVE HOUSING ADMINISTRATOR	Vacant	25489	WP 03	
REGIONAL SUPERVISOR OF LOCAL GOVERNMENT PROGRAMS	Vacant	25406	WP 05	
SECRETARY	Clysdale, P.	06666	ST SCY 02	
LOCAL GOVERNMENT ADVISOR (ASHERN)	Kirkpatrick, M.	20204	WP 04	
LOCAL GOVERNMENT ADVISOR (WINNIPEG)	Sutherland, J.	05700	WP 04	
LOCAL GOVERNMENT ADVISOR (THE PAS)	Dorion, P.	25166	WP 04	
LOCAL GOVERNMENT ADVISOR (ASHERN)	Walsh, J.	20203	WP 04	
LOCAL GOVERNMENT ADVISOR (ASHERN)	Sigurdson, K.	25125	WP 04	
LOCAL GOVERNMENT ADVISOR (DAUPHIN)	Rundle, D.	25097	WP 04	
LOCAL GOVERNMENT ADVISOR (DAUPHIN)	Penner, L.	25119	WP 04	
LOCAL GOVERNMENT ADVISOR (NORWAY HOUSE)	Daniels, R. J.	25064	WP 04	
LOCAL GOVERNMENT ADVISOR (WINNIPEG)	Smith, G.	06266	WP 04	
LOCAL GOVERNMENT ADVISOR (WINNIPEG)	Malcolm, J.	25126	WP 04	
REGIONAL LOCAL GOVERNMENT OFFICER	Bissoon, H.	20223	WP 04	
NORTHLANDS OFFICER	Yacucha, J.	25669	PM 05	

PERSONNEL ADMINISTRATION

REGIONAL DIRECTOR GENERAL			
REGIONAL PERSONNEL MANAGER	Simonite, R. F.	04190	PE 05
SECRETARY	Emerson, L.	06256	ST SCY 03
REGIONAL STAFF RELATIONS ADVISER	Mawson, J. W.	04192	PE 03
STAFF RELATIONS ASSISTANT	Leclair, Y.D.M.	25050	CR 04
PERSONNEL SERVICES SUPERVISOR	Palesniuk, R.	07302	CR 06
PERSONNEL SERVICES CLERK	Gobeil, D.	01291	CR 04
PERSONNEL SERVICES CLERK	Nichols, L. (T)	01392	CR 04
PERSONNEL SERVICES CLERK	Cameron, M.	06663	CR 04
PERSONNEL SERVICES CLERK	Hildebrand, H.	20125	CR 04
PERSONNEL SERVICES CLERK	Dyck, J.	20142	CR 04
REGIONAL CLASSIFICATION ADVISER	Rice, N.	25582	PE 03
CLASSIFICATION & PERSONNEL SYSTEMS CLERK	Chambers, J.	25781	CR 04
HUMAN RESOURCES OFFICER	O'Donnell, W. D.	25740	PE 02
HUMAN RESOURCES CLERK	Pelletier, M.	25540	CR 04
NATIVE EMPLOYMENT COORDINATOR	Courchene, A.	25778	PE 02
REGIONAL STAFFING OFFICER	Pawlyk, L. J.	07415	PE 02
STAFFING ASSISTANT	Doering, M.	25187	CR 04
JUNIOR STAFFING ASSISTANT	Vacant	25626	CR 03
PERSONNEL TRAINEE (I&IRD)	Spence, J.	21932	PE 01
REGIONAL HUMAN RESOURCES MANAGEMENT OFFICER	Vacant	04193	PE 03

SOCIAL DEVELOPMENT

DIRECTOR OF OPERATIONS			
DIRECTOR, SOCIAL DEVELOPMENT	Gobeil, O.	25433	WP 06
SECRETARY	Nadon, C.	09281	ST SCY 02
STATISTICAL CLERK	Fierce, C.	25163	CR 04
GENERAL CLERK	Nakamura, J.	25389	CR 03
CLERK TYPIST	Campbell, C. (T)	25564	CR 02
STATISTICS CLERK	Jelinek, J. (T)	25932	CR 04
SUPERINTENDENT, PREVENTIVE SERVICES	Lyons, J.	25608	SW SCW 04
REGIONAL CHILD SPECIALIST	Vacant	25322	SW SCW 03
PREVENTIVE SERVICES OFFICER	Vacant	25915	SW SCW 02
PREVENTIVE SERVICES COUNSELLOR	Fletcher, E.	25673	WP 03
EMPLOYABILITY OFFICER	Vacant	25664	WP 03
RELIEVING OFFICER	Vacant	25666	WP 02
RELIEVING OFFICER	Vacant	25667	WP 02
SUPERINTENDENT, SOCIAL DEVELOPMENT NORTH	Quast, C.	25723	SW SCW 04
AREA COORDINATOR (THE PAS)	Ghostkeeper, W.	25612	WP 03
SOCIAL SERVICES ADMINISTRATOR	Vacant	25244	WP 02
SUPERINTENDENT, SOCIAL DEVELOPMENT SOUTH	Vacant	09282	SW SCW 04
SOCIAL COUNSELLOR	Bains, P.	25001	WP 03
AREA COORDINATOR (S.E. LAKE WINNIPEG)	Allec, R.	25610	WP 03
SOCIAL SERVICES ADMINISTRATOR	Vacant	25231	WP 02
SOCIAL SERVICES ADMINISTRATOR	Vacant	25572	WP 02
SOCIAL SERVICES ADMINISTRATOR	Vacant	25010	WP 02
AREA COORDINATOR (BRANDON)	Lambert, F.	25611	WP 03
SOCIAL SERVICES ADMINISTRATOR	Vacant	25008	WP 02
SOCIAL SERVICES ADMINISTRATOR	Commodore, M.	25009	WP 02
SOCIAL SERVICES ADMINISTRATOR	Rioux, G.	25129	WP 02

SOCIAL DEVELOPMENT (CONT'D)

— DIRECTOR OF OPERATIONS (CONT'D)			
— DIRECTOR, SOCIAL DEVELOPMENT (CONT'D)			
— SUPERINTENDENT, SOCIAL DEVELOPMENT SOUTH (CONT'D)			
— AREA COORDINATOR (INTERLAKE)	Vacant	25609	WP 03
— SOCIAL SERVICES ADMINISTRATOR	McLean, G.	25213	WP 02
— SOCIAL SERVICES ADMINISTRATOR	Mair, J.	25000	WP 02

LANDS, MEMBERSHIP AND ESTATES

— DIRECTOR OF OPERATIONS			
— DIRECTOR, LANDS, MEMBERSHIP AND ESTATES	Lowry, W.	25426	PM 06
— SECRETARY	Fedewick, S.	25288	ST SCY 02
— CLERK TYPIST/RECEPTIONIST	Vacant	25558	CR 02
— HEAD, LANDS, RECORDS, TITLES AND SURVEYS	Sizer, A.	25505	AS 04
— RECORDS TITLES AND SURVEYS	Vacant	25051	CR 05
— CLERK	Bear, J.	25562	CR 03
— LANDS TRANSACTIONS OFFICER	Vacant	25504	AS 04
— LAND TRANSACTIONS CLERK	Ledoux, J.	25506	CR 05
— HEAD, PROPERTY MANAGEMENT	Leduc, J.	25512	PM 04
— LAND PROJECTS OFFICER	Ballendine, A.	25736	PM 02
— PROPERTY MANAGEMENT CLERK	Andrusko, W.	25507	CR 05
— ESTATES OFFICER	Newstead, G.	25339	PM 02
— ESTATES CLERK	Grela, S.	25508	CR 05
— BAND MEMBERSHIP OFFICER	Gregory, M.	05679	AS 02
— LAND CLERK	Kematch, E. (T)	25589	CR 03
— ANNUITY PAYMENT CLERK	Vacant		CR 03
— BAND MEMBERSHIP CLERK (BRANDON)	Turpin, E.	25134	CR 05

THOMPSON DISTRICT

DIRECTOR OF OPERATIONS			
DISTRICT MANAGER	Nelson, O.	25340	PM 06
SECRETARY	Mitchell, K. (A)	05706	ST SCY 02
TYPIST	Vacant	25948	ST TYP 02
LARGE PROJECTS SUPERVISOR	Vacant	25752	CO 02
OFFICE MANAGER	Hudson, P.	25534	CR 05
ACCOUNTS CLERK	Benner, J.	20014	CR 03
ACCOUNTS CLERK	Levins, L.M.	25086	CR 03
CENTRAL REGISTRY CLERK	Martel, P.	25316	CR 03
RECEPTIONIST CLERK	Dueck, J.	09346	CR 02
STENOGRAPHER	Vacant	05707	ST STN 01
EDUCATION CLERK	McKenzie, D.	25371	CR 03
SECRETARY EDUCATION	Hutchinson, A.	25240	ST SCY 02
SOCIAL SERVICES RECORDS CLERK	Kelly, D.	25372	CR 03
TRAVEL & INVENTORY CLERK	Vacant	25770	CR 03
DISTRICT SUPERINTENDENT OF LOCAL GOVERNMENT	Trapp, A.	20037	WP 04
LOCAL GOVERNMENT ADVISER	Skabar, B.	25098	WP 03
LOCAL GOVERNMENT ADVISER	Vacant	25551	WP 03
DISTRICT COORDINATOR, SOCIAL SERVICES	James, N.	25613	WP 03
SOCIAL SERVICES ADMINISTRATOR	Turton, D.	06271	WP 02
SOCIAL SERVICES ADMINISTRATOR	Vacant	06291	WP 02
SOCIAL SERVICES ADMINISTRATOR	McKay, L.	25245	WP 02
DISTRICT SUPERINTENDENT OF ECONOMIC DEVELOPMENT	Vacant	25222	CO 02
BUSINESS SERVICES OFFICER	Vacant	25293	CO 01
DEVELOPMENT OFFICER	Soldier, L.	06235	PM 02

THOMPSON DISTRICT (CONT'D)

<u>DIRECTOR OF OPERATIONS (CONT'D)</u>				
<u>DISTRICT MANAGER (CONT'D)</u>				
DISTRICT SUPERINTENDENT OF TECHNICAL SERVICES	Vacant	25791	EG	ESS 08
CONSTRUCTION SUPERVISOR	Vacant	09283	GL	COI 13
MAINTENANCE CRAFTSMAN	Skelding, B.	06259	GL	EIM 10
MAINTENANCE CRAFTSMAN	Haynes, B.	06252	GL	MAM 09
MAINTENANCE CRAFTSMAN	Vacant	25236	GL	MAM 09
CONSTRUCTION INSPECTOR	Vacant	25398	GL	COI 10
WAREHOUSE PERSON	Vacant	25789	GS	STS 05
<u>DISTRICT SUPERINTENDENT OF EDUCATION</u>				
ASSISTANT DISTRICT SUPERINTENDENT ELEMENTARY AND SECONDARY EDUCATION	Johnson, G. F.	25313	ED	EDS 03
GUIDANCE COUNSELLOR	Kerr, J.	25314	ED	EDS 02
HOME AND SCHOOL COORDINATOR	Vacant	25029	ED	EST 01
GRANVILLE LAKE SCHOOL	Caribou, C.	25026	EU	TEA 01
LAC BROCHET SCHOOL				
PUKATAWAGAN SCHOOL				
ROLAND LAUZE SCHOOL				
SHAMATTAWA SCHOOL				
SPLIT LAKE SCHOOL				
TADOULE LAKE SCHOOL				
YORK LANDING SCHOOL				
ASSISTANT DISTRICT SUPERINTENDENT SPECIAL SERVICES AND CONTINUING EDUCATION				
SOCIAL COUNSELLOR	Sharma, N.	20129	ED	EDS 02
LANDS, MEMBERSHIP AND ESTATES CLERK	Guimond, L.	25291	WP	02
	Green, K.	05704	CR	05

PERSON -YEAR ALLOTMENTS/
REDUCTIONS

PERSON-YEAR ALLOTMENTS 1979-80

<u>ACTIVITY/PROGRAM</u>		<u>PERSON-YEARS</u>
<u>PROGRAM ADMINISTRATION</u>		162
<u>PROGRAM MANAGEMENT</u>	14	
REGIONAL DIRECTOR GENERAL	4	
DIRECTOR OF OPERATIONS	3	
DISTRICTS - THOMPSON	1	
- ISLAND LAKE	1	
PROGRAM DEVELOPMENT AND REVIEW	<u>5</u>	
<u>SUPPORT SERVICES</u>	148	
FINANCE AND ADMINISTRATION	90	
PUBLIC INFORMATION	2	
PERSONNEL	16	
ENGINEERING SERVICES	<u>40</u>	
<u>RESERVES AND TRUSTS</u>		15
<u>EDUCATION</u>		398
ADMINISTRATION	36	
ELEMENTARY AND SECONDARY	358	
POST-SECONDARY	<u>4</u>	
<u>ECONOMIC AND EMPLOYMENT DEVELOPMENT</u>		39
EMPLOYMENT PROGRAMS	5	
ECONOMIC DEVELOPMENT	<u>34</u>	
<u>SOCIAL SERVICES</u>		23
<u>COMMUNITY INFRASTRUCTURE AND SERVICES</u>		41
LOCAL GOVERNMENT	5	
EDUCATION	<u>36</u>	
<u>BAND GOVERNMENT</u>		26
LOCAL GOVERNMENT	19	
EDUCATION	4	
PLANNING	<u>3</u>	
		<u>704</u>

TOTAL: 704

PERSON-YEAR ALLOTMENTS/REDUCTIONSADMINISTRATION:

Each Regional Program Manager shall develop an organization plan for 1979-80, demonstrating the following: 1. utilization within person-year allotment; 2. priorities of the organization thrusts; and, 3. person-year reductions (Local Control). The plans will be submitted to the Staffing Review Committee for evaluation and be approved by the Regional Director General. Implementation of approved plans will be monitored by the Staffing Review Committee through monthly Regional M.I.S. Reports on Person-Power Utilization and Staffing. Implementation of the plans and resulting person-year utilization will be main performance measurement considerations during Quarterly Operations Reviews.

REFERENCES:

1979-80 Estimates; 1980-81 Forecast, Manitoba Region
November, 1978.

Letter, Assistant Deputy Minister - Programs to Regional
Directors General, February 19, 1979 - Plan of Action 1979-80.

Letter, Regional Director General to Regional Program Managers,
March 5, 1979 - 1979/80 Plan of Action (P-Y Reductions,
1979/80; 1980/81; 1981/82).

Letter, Regional Director General to Regional Program Managers,
February 26, 1979 - 1979/80 O&M Targets, (Person-Years).

Regional Directive 3600-3, Staffing Review Committee - Policy
and Procedures.

NOTE:

Reductions displayed on pages 31-33, reflect the stage of consultations and negotiations with Bands, Band Authorities and Tribal Councils to the end of September, 1978. In many instances, determination of the actual degree of future transfers of programs, budgets and staff functions, 1979-80 to 1981-82, were then at preliminary stages. The reductions are, therefore, to be considered minimal targets. Greater reductions are both possible and anticipated as Local Control objectives become more clearly defined and transfer agreements are actually negotiated.

PERSON-YEAR REDUCTIONS

ACTIVITY/PROGRAM	BASE		REDUCTIONS		
	1978-79		1979-80	1980-81	1981-82
<u>PROGRAM ADMINISTRATION:</u>		154	162	162	161
<u>PROGRAM MANAGEMENT</u>	12		14	14	14
REGIONAL DIRECTOR GENERAL	3		4	4	4
DIRECTOR OF OPERATIONS	2		3	3	3
DISTRICTS - THOMPSON	1		1	1	1
- ISLAND LAKE	1		1	1	1
PROGRAM DEVELOPMENT AND REVIEW	<u>5</u>		<u>5</u>	<u>5</u>	<u>5</u>
<u>SUPPORT SERVICES</u>	<u>142</u>		<u>148</u>	<u>148</u>	<u>147</u>
FINANCE AND ADMINISTRATION	87		90	90	90
PUBLIC INFORMATION			2	2	2
PERSONNEL	15		16	16	15
ENGINEERING SERVICES	<u>40</u>		<u>40</u>	<u>40</u>	<u>40</u>
<u>RESERVES AND TRUSTS</u>		11	15	15	15

PERSON-YEAR REDUCTIONS

ACTIVITY/PROGRAM	BASE	REDUCTIONS		
	1978-79	1979-80	1980-81	1981-82
<u>EDUCATION</u>	435	398	353	305
ADMINISTRATION	29	36	36	33
ELEMENTARY AND SECONDARY	396	358	313	268
POST-SECONDARY	<u>10</u>	<u>4</u>	<u>4</u>	<u>4</u>
<u>ECONOMIC AND EMPLOYMENT DEVELOPMENT</u>	40	39	39	39
EMPLOYMENT PROGRAMS	2	5	5	5
ECONOMIC DEVELOPMENT	<u>38</u>	<u>34</u>	<u>34</u>	<u>34</u>
<u>SOCIAL SERVICES</u>	25	23	22	20
<u>COMMUNITY INFRASTRUCTURE AND SERVICES</u>	42	41	33	
LOCAL GOVERNMENT	4	5	5	5
EDUCATION	<u>38</u>	<u>36</u>	<u>28</u>	<u>20</u>

PERSON-YEAR REDUCTIONS

ACTIVITY/PROGRAM	BASE	REDUCTIONS		
	1978-79	1979-80	1980-81	1981-82
<u>BAND GOVERNMENT</u>	26	26	25	20
LOCAL GOVERNMENT	21	19	18	13
EDUCATION	2	4	4	4
PLANNING	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>
<u>REGIONAL TOTAL:</u>	733	704	649	585

THRUSTS

THRUSTS

ORGANIZATIONAL:

- NATIVE RECRUITMENT AND DEVELOPMENT
- PERSON-YEAR REDUCTION (LOCAL CONTROL)
- EQUAL OPPORTUNITIES FOR WOMEN

MANAGEMENT:

- PROGRAM PLANNING AND REVIEW
- IMPLEMENTATION AND OPERATION OF REVISED B.C.S.
- MANAGEMENT TRAINING
- MANAGEMENT IMPROVEMENT
- IMPROVEMENT OF DATA BASE - M.I.S.
- IMPLEMENTATION OF DETAILED OPERATIONAL SPENDING PLAN

PROGRAM:

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

THRUSTS REFERENCES

ORGANIZATIONAL:

NATIVE RECRUITMENT AND DEVELOPMENT

Management Information Package, Indian Metis, Non-Status Indian and Inuit Employment.

Letter, Assistant Deputy Minister - Programs and Assistant Deputy Minister - Development to Regional Directors General, January, 1979 - Process for Region Action Plans

Manitoba Region, N.R.&D. Action Plan, February 1979.

Manitoba Region Staff Training Plan, October 1978; Guidelines to Training in the Indian and Inuit Affairs Program 1979-80.

PERSON-YEAR REDUCTION

1979-80 Estimates/Targets/Budget; 1980-81 Forecast - Manitoba Region and National I&IA Program.

Letter, Assistant Deputy Minister - Programs to Regional Directors General, February 19, 1979 - Plan of Action 1979-80.

Regional Directive 3600-3, May 3, 1979 - Staffing Review Committee - Policy and Procedures, (Person-Year Utilization/Staffing Plan).

EQUAL OPPORTUNITY FOR WOMEN

Departmental Policy Equal Opportunity for Women, 1976.

Guidelines for Departmental Equal Opportunities for Women Programs, December, 1978.

Letter, Assistant Deputy Minister - Programs to Regional Directors General, February 2, 1979 - Equal Opportunities for Women.

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