



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Financial Analyst – Compensation Management and System Access	
Position Number	Community	Division/Region
48-15854	Yellowknife	Financial Planning, Operations and Hospitals Comptrollership /HQ

PURPOSE OF THE POSITION

The Financial Analyst – Compensation Management and System Access (Analyst) is responsible for providing financial and administrative support services to the Northwest Territories Health and Social Services Authority (NTHSSA) in accordance with Government of the Northwest Territories and Authority's policies and procedures. This includes supporting the day-to-day operations for the section which provides central coordination of financial and operational processes for the NTHSSA.

SCOPE

NTHSSA is an independent public agency delivering a full range of health and social services programs and services under the jurisdiction of the HSS to the public. The authority for NTHSSA to exist comes from the Hospital Insurance and Health and Social Services Administration Act (HIHSSA). This includes the establishment and appointment of the NTHSSA Leadership Council (Council) to govern the Authority. A Finance Committee exists as a subcommittee of the Council that considers all financial matters before they are presented to the Council.

Although this is the overarching legislation, NTHSSA in partnership with the DHSS has delegated authority to administer and comply with all or parts of many other NT health and social services Acts including but not limited to the: *Health Information Act, Health And Social Services Professions Act, Child And Family Services Act, Medical Care Act, Medical Professions Act, Mental Health Act, Midwifery Profession Act, Nursing Profession Act, Ophthalmic Medical Assistance Act, Optometry Act, Public Health Act and Social Work Profession Act*. Programs and services include primary, secondary, and tertiary health and social services covering family services, protection services, continuing care services, diagnostic and curative services, care placements, mental health, addictions, rehabilitation, and developmental activities. Along with the many clinics and health care centres operating throughout the NT, there are two hospitals

under NTHSSA responsibility: a regional hospital in Inuvik and one in Yellowknife servicing the entire NT. The hospital in Yellowknife is the Stanton Territorial Hospital (STH) and provides a full spectrum of acute, outpatient and extended care services. It is the largest Branch of NTHSSA and is a key part of the territorial integrated approach to healthcare.

Two jurisdictions: Hay River and Tłı̨chǫ within the NT deliver local health and social services independent of NTHSSA. This situation adds a layer of complexity as the administration and assurance that local services are provided at NTHSSA standards must be established through a collaborative arrangement documented in a Memorandum of Understanding (MOU) between each jurisdiction and the Authority.

The remainder of the NWT is part of NTHSSA and is divided into five regions: Beaufort Delta, Sahtu, Dehcho, Fort Smith and Yellowknife.

NTHSSA also provides specialized medical services that are not available locally to residents of the Kitikmeot region of Nunavut through a formal agreement with the Government of Nunavut (GN). Hospital and emergency health care services are also made available to non-residents employed and working in the NT in the mining and other business sectors through several third-party formal contracts with employers.

NTHSSA employees are part of the GNWT employment pool. NTHSSA is the largest employment entity within the GNWT departments, boards and agencies, with a very wide range of classifications of employees including medical specialists, professionals, management, office staff, union employees, 24/7 essential services, part-time, full-time, casual and shift work.

As a public agency, the Authority is required to comply with all relevant GNWT legislation, policy frameworks and manuals. Key financial and administration components of this obligation include the NT FAA and Regulations and manuals, NT PSA and Regulations, Human Resources Manuals, GNWT financial and accounting policies and procedures, and PSAS and GAAP. NTHSSA is directly accountable to the Council as well as DHSS and through DHSS to the NT Financial Management Board (FMB), GNWT Executive Council (Cabinet) and the NWT Legislative Assembly.

A public report including the audited financial statements must be tabled in the NWT Legislative Assembly annually. The Office of the Auditor General (OAG) performs the audit of NTHSSA separate and apart from the GNWT audit. This results in a direct relationship between the OAG and the Authority.

Accurate, timely, comprehensive, and understandable financial reporting is essential, not only to prepare the annual audited financial statements but also to complete financial statements, claims and reports related to comprehensive funding agreements. The consequences of not meeting deadlines from various sources such as dates entrenched in legislation, set by the OAG,



set by DHSS or other GNWT sources and/or included as terms and conditions of contribution agreements can be significant. These potential consequences include the loss of revenue, official criticism by the OAG, and political concern raised in the Legislative Assembly.

Operating at arm's length from government, the Authority is required to cover all expenses from the revenues received from public sector contribution agreements and MOUs, and contracts with the private sector. The primary contribution to operate comes from a complex core funding agreement from HS. As well, DHSS also provides several sources of targeted funding which are limited to specific programs and services and as such require separate accounting and reporting for each individual agreement. Many of these targeted contributions come through DHSS from the Government of Canada. These federal/territorial agreements have their own set of accountability requirements. To access these funds, NTHSSA must ensure the internal financial accounting structure and reporting meets the terms and conditions of these DHSS/Government of Canada agreements. NTHSSA also receives funding through the agreement with the GN, MOUs with Hay River Health and Social Services Authority (HRHSSA) and the Tłıchǫ Community Services Agency (TCSA) and private sector contracts for services to non-residents working in the NT.

Developing comprehensive fiscal policies and strategic plans and reliable budgets, establishing strong financial controls, ensuring all potential revenues are collected, implementing comprehensive accounting and tracking practices, and ensuring accurate and timely reporting is occurring are all essential to the ongoing success of NTHSSA. The Authority manages a full range of financial and accounting operations covering Operations Expenses and Revenues, maintains and manages its own Treasury functions; bank accounts; Accounts Receivable; Accounts Payable; Materials Management; Comptrollership; protection of assets; contract administration; budgeting; fiscal planning; variance analysis, forecasting and reporting; financial statement preparation and reporting functions. Although the Authority operates its accounting and payroll systems on the GNWT's System for Accounting and Management (SAM) and utilizes GNWT Shared Services functions for processing transactions, it does not access GNWT central agencies directly for most centrally managed and coordinated services in conjunction with government departments. The Finance Branch is the "central agency" for NTHSSA performing many of the same functions as the Department of Finance (FIN) does for GNWT departments.

The NTHSSA is confronted with significant financial challenges due to substantially rising inflationary costs and constant growth in demand for services while funding sources are not keeping pace. This has resulted in a continual rising of the accumulated debt. This fiscal situation places a great deal of pressure on the Finance Branch to ensure NTHSSA can continue to cover operational needs and at the same time control expenditures as much as possible. In this environment financial sustainability has become a major concern.



NTHSSA has the largest budget and operational expenditures of any single entity within the Government of Northwest Territories departments and agencies after accounting for the funding paid out from departments to public agencies. Factoring in the fact that the Authority is carrying a significant deficit which is rising every year means that comprehensive analysis of financial operations, accurate forecasting based on well thought-out models and methods and regular monitoring of variance reports has become a fundamental part of financial business operations. Accurate and comprehensive forecasting and variance reports are essential to allow good decision making with respect to budget allocations and operational spending for NTHSSA as whole, including at the governing body level.

NTHSSA is comprised of seven Branches headquartered in Yellowknife. The Branches are Office of the Chief Executive Officer (CEO), Finance; Clinical Integration; Child, Family and Community Wellness; Corporate and Support Service; Regional Operations, and Stanton Territorial Hospital.

Located in Yellowknife, the Analyst, reports to the Manager, Compensation Management and System Access. The Analyst part of the Financial Planning and Operations, and Hospitals Comptrollership Section.

The Analyst is responsible for executing activities related to day-to-day operations government policies and procedures, and ensuring Authority staff have timely, relevant, and accurate information for managing budgets and exercising spending authority. The Analyst assists in maintaining security access for SAM users and specimen signature records. The Analyst is responsible for ensuring compensation and benefits expenses are correctly recorded and reported. This results in several interactions with all NTHSSA staff and the Department of Finance.

These roles are performed in the context of ensuring compliance with the Authority's Purpose, Guiding Principles and Values, the Department of Health and Social Services (DHSS) specific legislation, the *NT Public Services Act*, *Financial Administration Act* (FAA), Generally Accepting Accounting Principles (GAAP) and Public Sector Accounting Standards (PSAS), GNWT related policies and manuals, and NWT Human Resources legislation the NWT Public Service Collective Agreements, and all other relevant government legislation, policies and procedures.

DIMENSIONS

The source of the following information is the 2022-23 Annual Report:

- Number of Employees: 1891
- Budget: Revenues: \$400M
- Operations Expenses: \$432M
- Actuals: Revenues: \$481M (94.4% from GNWT)
- Total Expenditures: \$533M



- Deficit: \$52M
- Accumulated Deficit: \$245M
- Net Debt: \$255M

Other key dimensions include:

- Financial Systems: SAM (System for Accountability and Management).

RESPONSIBILITIES

1. Maintains payroll reporting for all NTHSSA employees to support monthly and quarterly reporting.

- Responsible for uploading and maintaining a database of compensation and benefits expenses.
- Ensures that the NTHSSA's bi-weekly payroll (PDR) is reconciled to the General Ledger and invoice.
- Prepares the payroll liability reconciliation (monthly).
- Prepares quarterly payroll reports for all program managers and directors.
- Sending unapproved time reports to management in a timely manner.
- Assisting with reconciling the NTHSSA budgeted positions to staffed to funded.
- Prepares monthly reports for use by the CEO and Public Administrator.
- Ensures accuracy of payroll expenses and creates journal vouchers as needed.
- Works with the Department of Finance to review and ensure accuracy of employee relocation expenses.
- Responsible for invoicing other agencies/organizations for employee payroll expenses who are on secondments, union leave, etc.
- Tracking employees on injury on duty being compensated by WSCC to ensure recoveries are being received from WSCC via the Department of Finance.
- Responsible for monitoring and maintaining a group email account relating to payroll.
- Completing payroll allocations in a timely manner, including, but not limited to float pool nurses and staff working on behalf of other units other than their home position.
- Training staff on how to enter time correctly in Peoplesoft.
- Communicating payroll coding corrections to the Department of Finance, GNWT, in a timely manner.
- Preparing briefing notes on payroll related expenses such as WSCC, ELTB, etc. for use by the Senior Management, CEO and the Public Administrator.
- Responsible for determining total year end employee benefit liabilities are calculated and posted for GL close.
- Responsible for Federal CIHI payroll reporting.

2. Manages the NTHSSA Signing Authorities and Financial Access Rights



- Provides advice on expenditure authority levels and appropriate coding for Specimen Signature Records (SSRs) in accordance with the financial approval authorities spreadsheet (FAAS).
- Prepares FAAS for approval by appropriate authorities.
- Prepares, reviews, monitors, and maintains SSRs ensuring they are completed correctly and in accordance with FAAS.
- Managing the process of the NTHSSA SAM access requests including reviewing for accuracy before sending for signature.
- Ensures SSRs are entered and approved in SAM.
- Prepares, reviews and monitors all system access requests in conjunction with employee commencement and terminations.
- Audits SAM/HRIS Security and SSR access reports monthly.
- Responsible for monitoring and maintaining a group email account relating to SAM financial and security access and SSR's.
- Responsible to set up Acting for staff within SAM.
- Provides training to staff on preparing SSR's and SAM access forms.
- Preparing and tracking Instruments of Delegation (IOD's) and ensuring they are correctly approved and changed with each management change.
- Responsible for providing SSR's within 5 days of the Office of the Auditor General's requests.

3. Supporting Program Management in Completing the Quarterly Variance Process.

- Review Payroll reconciliation sheets for staffing errors.
- Calculating projections for new hires or terminations, casual extensions, job shares, relief, overtime, standby, shift premiums and others.
- Ensuring projection data is correctly entered into the SAM financial system.
- Assisting with identifying errors in coding.
- Supporting Management in completing operations and maintenance projections including determining projections relating to contracts and inventory management.
- Supporting Management in providing adequate variance explanations.
- Ensuring that variance reports are completed and reviewed by the ED/COO within the deadlines set by the variance schedule.
- Completing any follow up investigations on items arising from the variance process.
- Completing or communicating corrections for all errors identified.

4. Manages Long Service Awards

- Responsible for working with the Department of Finance on confirming long service award recipients.
- Contacting recipients who are entitled to a monetary award.
- Coordinating the purchase of monetary awards or donations.

- Coordinating the framing of certificates and ensuring they are sent to the respective divisions.
- Management of the credit card for long service award purchases.
- Tracking all long service award recipients' gifts.
- Ensuring all gifts are awarded in accordance with the CRA administrative policy on Long Service Awards.
- Creating, updating and managing the policies and procedures regarding long service.

5. Assists with overall divisional support and general duties.

- Cross-trained in critical operational activities performed by other staff to ensure minimal disruption to services.
- Preparing various ad hoc reports.
- Completes special projects as requested.
- Performing other related duties as requested.

WORKING CONDITIONS

Physical Demands

No unusual demands.

Environmental Conditions

No unusual demands.

Sensory Demands

No unusual demands.

Mental Demands

This incumbent will be affected by disruptions to lifestyle due to tight deadlines requiring overtime from time to time.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of Generally Accepted Accounting Principles and Practices (GAAP) and experience in the application of accounting theories and principles.
- Knowledge of accounting, related systems and budgetary cycles.
- Knowledge of and ability to interpret, analyze and prepare financial statements and reports.
- Knowledge and understanding of applicable manuals, legislation, regulations, policies and procedures.

- Knowledge of computer-based accounting applications, windows based operating systems, word processing, databases, and spreadsheet applications, communication software and online mainframe and billing systems.
- Demonstrate effective communications skills (written and verbal) and interpersonal skills to effectively interact and provide advice and information to internal and external networks.
- Demonstrate effective organizational and time management skills, including the ability to plan, coordinate, prioritize and meet deadlines.
- Ability to commit to actively upholding and consistently practicing personal diversity, inclusion and cultural awareness, as well as safety and sensitivity approaches in the workplace.

Typically, the above qualifications would be attained by:

A bachelor's degree in commerce or related discipline with a major in accounting, two (2) years directly related experience and completed Core 1 and 2 Common Modules of the CPA Professional Education Program (PEP).

Equivalent combinations of education and experience will be considered.

ADDITIONAL REQUIREMENTS

Position Security (check one)

- ☐ No criminal records check required
- ☒ Position of Trust – criminal records check required
- ☐ Highly sensitive position – requires verification of identity and a criminal records check

French language (check one if applicable)

- ☐ French required (must identify required level below)
 Level required for this Designated Position is:
 ORAL EXPRESSION AND COMPREHENSION
 Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
 READING COMPREHENSION:
 Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
 WRITING SKILLS:
 Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
☐ French preferred

Indigenous language: Select language

- ☐ Required
- ☐ Preferred