

PUBLIC SERVICE ANNUAL REPORT 2025/2026

RAPPORT ANNUEL 2025-2026 SUR LA FONCTION PUBLIQUE

Le présent document contient la traduction française du résumé et du message de la ministre

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ENGLISH

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FRENCH

kīspin ki nitawihtīn ē nīhīyawihk ōma ācimōwin, tipwāsinān.
CREE

Tłįchǫ yatı k'ę̀ę̀. Dı wegodı newǫ dè, gots'o gonede.
TŁĮCHǪ

Qerıhtł'ís Dëne Sųłıné yatı t'a huts'elkër xa beyáyatı theʔǫ ʔat'e, nuwe ts'ën yółtı.
CHIPEWYAN

Edı gondı dehgáh got'ı̨e zhatıé k'ę́ę́ edatł'éh enahddhę nıde naxets'ę́ edahłí.
SOUTH SLAVEY

K'áhshó got'ı̨ne xǝdǝk'é hederı ędǫ́htl'é yerınıwę ní dé dúle.
NORTH SLAVEY

Jii gwandak izhii ginjìk vat'atr'ijąhch'uu zhit yinohthan jì', diits'àt ginohkhìi.
GWICH'IN

Uvanittuaq ilitchurisukupku Inuvialuktun, ququaqluta.
INUVIALUKTUN

ᑖᒃᑯᐊ ᑎᑎᖅᑲᐃᑦ ᐱᓕᒍᐃᑦᑐᖅ ᐃᓄᒃᑎᑐᑦᓯᓚᑎᒃ, ᐅᖃᐅᓂᑲᓄᑦ ᐅᖅᑲᓕᔪᓐᓇᖅᑐᑦᑐᑎᑦ.
INUKTITUT

Hapkua titiqqat pijumagupkit Inuinnaqtun, uvaptinnut hivajarlutit.
INUINNAQTUN

Department of Finance, Communications Unit: 867-767-9158 ext. 15051
Francophone Affairs Secretariat: 867-767-9343 ext. 71047

Government of
Northwest Territories

October 2026

The Honourable Shane Thompson
Speaker of the Legislative Assembly

It is my pleasure to present the 2025/2026 Public Service Annual Report on the management and direction of the public service in the Northwest Territories (NWT), in accordance with the *Public Service Act.*

The Honourable Caroline Wawzonek
Minister of Finance

National Library of Canada
Cataloguing in Publication Data

Government of the Northwest Territories -
Department of Finance

Public Service Annual Report 2025/26
ISSN# 1202-6646

If you have any comments about this report, please contact:

Deputy Minister, Department of Finance
Government of the Northwest Territories
PO Box 1320, Yellowknife, NT X1A 2L9
(867) 767-9151 ext. 14000

Unless otherwise indicated, the primary source for statistics in this report is the Government of the Northwest Territories (GNWT) Human Resource Information System (HRIS) to March 31, 2026, and reflects the data at the time of reporting. Any retroactive staffing action taken after the data has been collected may not appear in the data presented. "Employee" means someone on payroll, occupying an active position, including those on paid or unpaid leave such as maternity, parental, personal, education, disability, or retirement.

Employee data is based on indeterminate (regular), term (temporary) and relief employees occupying an established position and does not include casual (hourly) workers unless otherwise indicated. Employees are included in the following employee groups: Senior Management, Excluded, Northwest Territories Teachers' Association (NWTTA) and the Union of Northern Workers (UNW).

The Workers' Safety and Compensation Commission and the Northwest Territories Power Corporation, as independent agencies, produce their own annual reports, and information on these agencies is not included in this report.

This report is available at the following website:
www.fin.gov.nt.ca

For more information on the GNWT and the Department of Finance, please visit:
www.gov.nt.ca
www.fin.gov.nt.ca

Information for Employees can be found at the following website:
www.my.hr.gov.nt.ca



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SUMMARY

The Public Service Annual Report for the 2025/26 fiscal year was prepared in accordance with the *Public Service Act* and provides information on the management and direction of the public service for the Government of the Northwest Territories (GNWT). This report offers a consistent reporting mechanism on human resource related demographics, programs and services that are of interest to GNWT employees and all Northwest Territories (NWT) residents.

This annual report presents Public Service information and data, and provides background on workforce planning activities, as well as recruitment efforts as the government continues to build a workplace culture representative of the people it serves.

The annual report includes information about:

- The role of the Public Service in the NWT;
- The composition of the GNWT's labour force including total employees by department or agency, the breakdown of the number of Indigenous employees, employee distribution by community and employee turnover;
- Programs and initiatives to develop an effective NWT public service;
- The occupational and psychological health and safety culture including the Duty to Accommodate Policy, Harassment Free and Respectful Workplace Policy, the Health, Safety and Wellness Policy, and health and wellness services; and
- Other human resource activities including the release of the Indigenous Employment Policy (IEP).

The Public Service Annual Report supports the GNWT's commitment to timely, accurate information to ensure the public is informed about government policies and activities, as well as the diversity and scope of the Public Service employees who develop and deliver the initiatives, programs, and services to the people of the NWT.



RÉSUMÉ

Le Rapport annuel sur la fonction publique pour l'exercice financier 2025-2026 a été préparé conformément à la Loi sur la fonction publique. Il donne des renseignements sur la gestion et la direction de la fonction publique du gouvernement des Territoires du Nord-Ouest (GTNO). Il suit un mécanisme d'établissement de rapport uniforme sur les données démographiques, ainsi que les programmes et les services liés aux ressources humaines qui intéressent les employés du GTNO et tous les résidents des Territoires du Nord-Ouest (TNO).

Ce rapport annuel présente de l'information et des données sur la fonction publique, et fournit des renseignements généraux sur les activités de planification de la main-d'œuvre, ainsi que sur les efforts de recrutement déployés par le gouvernement pour créer une culture organisationnelle représentative de la population qu'il sert.

Ce rapport comprend des renseignements sur ce qui suit :

- Le rôle de la fonction publique aux TNO;
- La composition de la main-d'œuvre du GTNO, y compris le nombre total d'employés par ministère, conseil ou organisme, la répartition du nombre d'employés autochtones, la répartition des employés par collectivité, et le roulement du personnel;
- Les programmes et les initiatives visant à mettre en place une fonction publique efficace aux TNO;
- La culture de la santé, de la sécurité et de la santé mentale au travail, y compris la politique sur l'obligation de prendre des mesures d'adaptation, la politique pour un lieu de travail respectueux et exempt de harcèlement, la politique sur la santé, la sécurité et le mieux-être, et les services de santé et de mieux-être;
- D'autres activités liées aux ressources humaines, notamment la publication du Cadre et plan d'action sur la diversité et l'inclusion, ainsi que la mise en place d'une nouvelle politique sur la santé, la sécurité et le mieux-être.

Le Rapport annuel sur la fonction publique appuie l'engagement du GTNO à fournir des renseignements exacts et opportuns pour s'assurer que le public est informé des politiques et des activités gouvernementales, et de la diversité des fonctionnaires qui élaborent et mettent en œuvre des initiatives, des programmes et des services à l'intention des Ténois.



SARAH PRUYS PHOTO

MINISTER'S MESSAGE



The Honourable Caroline Wawzonek, Minister of Finance

As Minister responsible for the *Public Service Act*, I am pleased to present the Public Service Annual Report for the 2025/2026 fiscal year.

The strength of the Government of the Northwest Territories lies in its employees. Every day, public servants across the territory deliver essential programs and services, support communities, and help improve the quality of life for residents. Their commitment, professionalism, and dedication are vital to the success of our government and the well-being of the people we serve.

This year marked an important milestone in our efforts to build a public service that better reflects the people and communities of the Northwest Territories. The implementation of the Indigenous Employment Policy represents a significant step forward in supporting the recruitment, retention, development, and advancement of Indigenous employees. Together with ongoing initiatives that support Indigenous career development, mentorship, and leadership opportunities, this work advances our commitment to reconciliation and to creating a more representative and inclusive workforce.

We also continued to invest in the growth and development of our employees. Through leadership development, skills training, cultural awareness initiatives, and professional learning opportunities, we are building the capacity of the public service to meet current needs while preparing for future challenges. These investments help ensure that our workforce remains skilled, adaptable, and ready to deliver high-quality services for residents across the territory.

Equally important is our commitment to fostering workplaces where employees feel safe, supported, and valued. This year, the GNWT introduced a new Domestic Violence and the Workplace Policy, recognizing the important role employers can play in supporting employees experiencing domestic violence and helping to remove barriers to safety and assistance. We also enhanced employee wellness supports through GreenShield+, providing employees and their families with expanded access to mental health and wellness resources. Together, these initiatives reflect our ongoing commitment to employee well-being and to creating a respectful, compassionate workplace culture.

As we continue to navigate changing workforce needs and prepare for the future, our focus remains on attracting, developing, and retaining talented individuals who are committed to serving Northerners. By investing in our people, embracing diverse perspectives, and supporting employee wellness, we are building a public service that is resilient, representative, and well-positioned to meet the evolving needs of the Northwest Territories.

I would like to thank all GNWT employees for their dedication, expertise, and service over the past year. Your efforts make a meaningful difference in communities across the Northwest Territories, and I look forward to the work we will continue to accomplish together in the years ahead.



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MESSAGE DE LA MINISTRE



Caroline Wawzonek, ministre des Finances

En tant que ministre responsable de la *Loi sur la fonction publique*, je suis heureuse de présenter le Rapport annuel 2025-2026 sur la fonction publique.

Le succès d'un gouvernement est largement tributaire de sa capacité à garder ses employés et à les aider à progresser. Au cours de la dernière année, nous avons fait d'importants progrès et avons grandement renforcé notre capacité interne grâce au Programme de perfectionnement en leadership du gouvernement des Territoires du Nord-Ouest (GTNO). Conçu pour appuyer les leaders tant émergents qu'expérimentés de la fonction publique, ce programme est la pierre angulaire de notre stratégie de gestion des effectifs. En investissant dans le développement du leadership, nous favorisons l'émergence d'une main-d'œuvre résiliente, prête pour l'avenir, et outillée pour répondre aux besoins des Territoires du Nord-Ouest (TNO).

Nos données sur la main-d'œuvre montrent que le taux de roulement a diminué pour la quatrième année consécutive, et font état d'une hausse prévue des départs à la retraite en 2025-2026. La diminution continue du roulement du personnel, l'importante mobilité interne et la représentation accrue des Autochtones au sein de la haute direction reflètent une culture en milieu de travail qui valorise la stabilité, l'inclusion et le développement professionnel, faisant ainsi du GTNO un employeur de choix dans le Nord. L'attrait du GTNO à titre d'employeur de choix est renforcé par des avantages sociaux beaucoup plus généreux et flexibles que ceux offerts par d'autres gouvernements ou employeurs, par des possibilités d'avancement, ainsi que par la possibilité d'apporter une contribution significative au Nord.

L'une de nos priorités cette année consistait à mettre en œuvre la Politique d'emploi des Autochtones. Entrée en vigueur le 1er avril 2026, cette politique reflète l'engagement du GTNO en faveur de la réconciliation en priorisant le recrutement, la rétention et l'avancement professionnel des personnes autochtones. La Politique d'emploi des Autochtones marque une évolution dans l'approche adoptée par le GTNO pour favoriser l'équité et l'inclusion dans la fonction publique. En mettant l'accent sur le recrutement et le perfectionnement professionnel des personnes autochtones, la Politique permet aux employés autochtones de suivre un parcours professionnel enrichissant et d'avoir une carrière durable au sein du GTNO. Elle vise également à assurer une fonction publique représentative de la population qu'elle dessert.

Il s'agit et il s'agira toujours d'une priorité pour le GTNO de faire en sorte que la fonction publique reflète la population qu'elle sert. Des initiatives comme la Politique d'emploi des Autochtones représentent des étapes clés de l'atteinte de cet objectif. Cette politique se veut le complément de la mission importante du Cadre de recrutement et de rétention des Autochtones, qui continue d'orienter des mesures concrètes dans l'ensemble du GTNO. Lors de l'exercice 2026-2026, plusieurs projets passionnants verront le jour, notamment le projet pilote d'initiative de mentorat des Autochtones et le processus d'entrevues de fin d'emploi, dont le lancement est prévu pour l'automne 2026.

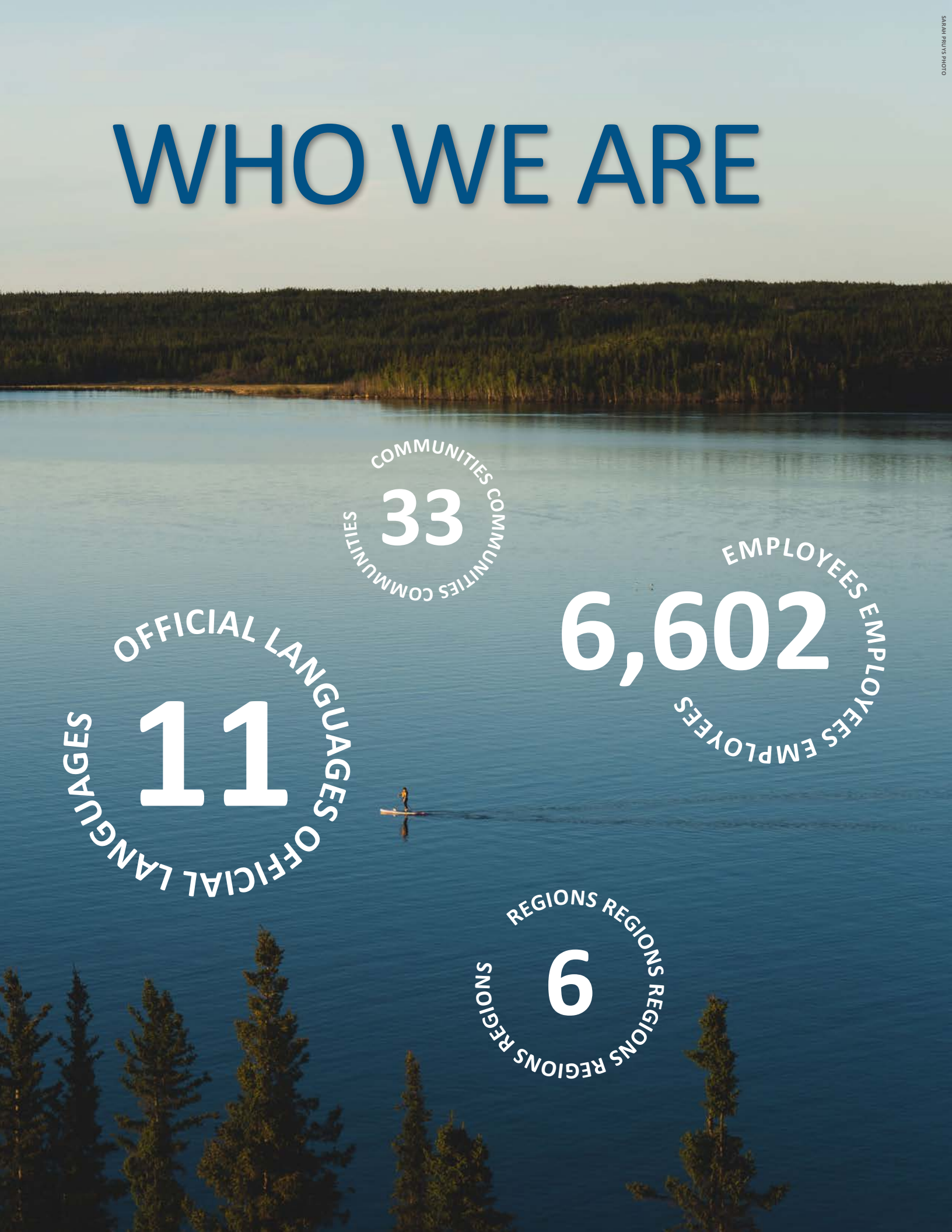
Ces initiatives témoignent de l'engagement continu du GTNO à écouter, à apprendre et à agir en partenariat avec les employés autochtones. Elles appuient le mieux-être et la satisfaction du personnel tout en favorisant la progression de la réconciliation, notamment en augmentant la représentation des Autochtones dans l'ensemble de la fonction publique. Elles créent également des tremplins pour la croissance, le leadership et la reconnaissance des diverses façons de connaître, d'être et de faire.

Par ces efforts, le GTNO vise à offrir aux employés un milieu de travail où ils se sentent en sécurité, respectés et vraiment appréciés, non seulement pour leurs contributions, mais pour qui ils sont et pour les collectivités qu'ils représentent.

Je souhaite remercier tous les employés du GTNO pour leur dévouement constant dans la prestation de programmes et de services indispensables aux résidents de l'ensemble des TNO. Votre constance, votre résilience et votre capacité à vous adapter aux besoins changeants de nos collectivités sont grandement appréciées, et je me réjouis à l'idée de travailler avec vous au cours de la prochaine année en misant sur nos réussites.

SARAH PRUYS PHOTO

WHO WE ARE



COMMUNITIES COMMUNITIES COMMUNITIES
33

EMPLOYEES EMPLOYEES EMPLOYEES
6,602

OFFICIAL LANGUAGES OFFICIAL LANGUAGES
11

REGIONS REGIONS REGIONS REGIONS
6

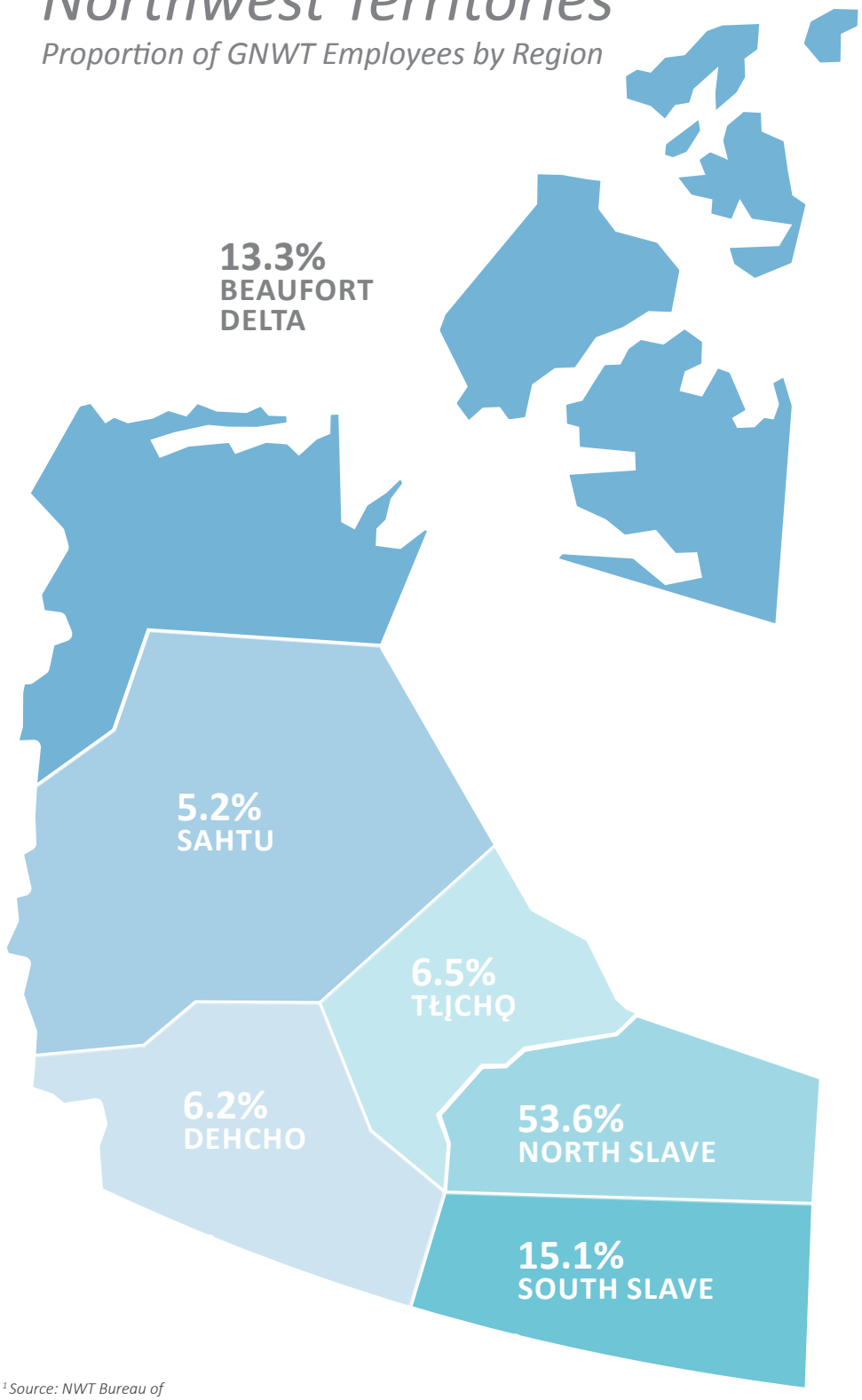
SARAH PRUYS PHOTO

OUR POPULATION

	Community Population[1]	Employee Count
BEAUFORT DELTA		
Aklavik	648	51
Fort McPherson	742	69
Inuvik	3,337	594
Paulatuk	355	27
Sachs Harbour	118	14
Tsiigehtchic	183	21
Tuktoyaktuk	1,026	65
Ulukhaktok	461	40
SAHTU		
Colville Lake	154	29
Délı̨nę	647	46
Fort Good Hope	584	52
Norman Wells	745	178
Tulita	529	37
DEHCHO		
Fort Liard	501	58
Fort Providence	687	52
Fort Simpson	1,330	231
Jean Marie River	68	6
Kakisa	39	4
Kátł'odeeche	257	35
Nahanni Butte	85	7
Sambaa K'e	110	11
Wrigley	135	8
SOUTH SLAVE		
Enterprise	81	14
Fort Resolution	523	62
Fort Smith	2,484	603
Hay River	3,317	317
TŁı̨CHǪ		
Behchokǫ̀	2,017	342
Gamètì	283	27
Wekweètì	130	12
Whatì	612	50
NORTH SLAVE		
Dettah	213	0
Łutselk'e	315	35
Yellowknife	22,858	3,505

Northwest Territories

Proportion of GNWT Employees by Region



[1] *Source: NWT Bureau of Statistics, as at July 1, 2025. Retrieved July 2026.*

A DIVERSE TERRITORY

The Northwest Territories is a vast jurisdiction, covering more than 1.35 million square kilometers. In 2025, the NWT Bureau of Statistics reported the population of the NWT as 45,950. Nearly half of the population lives in Yellowknife, the territorial capital; 29% of NWT residents reside in six regional centres; and 21% reside in smaller communities. Diverse and culturally rich, approximately half of the territory's residents are Indigenous. The territory is also linguistically diverse, officially recognizing 11 languages: Dene Kədə́, Dëne Sųłıné, Dene Zhatıé, Dinjii Zhu' Ginjik, English, French, Inuinnaqtun, Inuktitut, Inuvialuktun, nēhiyawēwin and Tłı̨chǫ.

GOVERNANCE

The NWT operates under the consensus system of government. The Legislative Assembly functions in much the same way as a provincial legislature except that all Members of the Legislative Assembly (MLAs) represent their constituencies as independent politicians, rather than as members of a political party.

At the beginning of a term, the Premier and six Ministers are selected by all MLAs to form the Executive Council. Members who are not appointed to the Executive Council are responsible for holding the government accountable and responsive to NWT residents.

The NWT follows a system of fixed date elections. The Legislative Assembly is scheduled to be dissolved every four years so that a general election may be held. Polling day is the first Monday in October, four years after the last general election. The current assembly was established in November 2023 and is set to dissolve November 2027.

The NWT has settled several land claim and self-government agreements with Indigenous Governments, and several others are currently being negotiated. New systems of governance are emerging as agreements across the territory are finalized and implemented. There will be new regional and community systems of governance, some representing a combination of Indigenous and public governments.

THE ROLE OF THE NWT PUBLIC SERVICE

The Public Service is an impartial body that supports the Government of Northwest Territories (GNWT) to develop and implement policies and deliver a range of public services. The GNWT is a public government responsible for the delivery of services to the people of the NWT. Some of these services include health and social services; justice; education; income support; economic development; industry and investment support; environment and natural resources; lands management including authority for inspections; enforcement and leasing on Territorial lands; housing; regulating the development of minerals; oil and gas; water management; climate change management, transportation infrastructure (airports and roads); support to community governments; and cultural programs.

The Public Service Act (the Act) is the legislative framework that establishes the Public Service for the NWT. *The Act* also outlines the basic terms and conditions of employment, identifies the rights and responsibilities of employer and employees, and creates the labour relations framework for the GNWT.

Enacted in 1988 and amended as issues arose, *the Act* is currently undergoing a comprehensive review, which will set out a more modern framework for the management and direction of an effective and skilled public service for the GNWT.



SARAH PRUYS PHOTO

EMPLOYEES BY DEPARTMENT AND AGENCY

March 2025



March 2026



DEPARTMENTS EDUCATION COUNCILS TŁĮCHǪ COMMUNITY SERVICES AGENCY
NORTHWEST TERRITORIES HEALTH AND SOCIAL SERVICES AUTHORITY
AGENCIES (Aurora College, Prosper NWT, and Housing Northwest Territories)

EMPLOYEE TYPES

March 2025



March 2026



INDETERMINATE (employment on a continuing basis, with no end date specified. Standard work week of 37.5 or 40 hours)
TERM (employment for a fixed period where at the end of the fixed period the employee ceases to be employed. Standard work week of 37.5 or 40 hours)
RELIEF (appointment to an indeterminate (regular) position where services operate on a daily basis throughout the year for which there are no established hours on a daily, weekly or monthly basis) PART TIME (Standard work week under 37.5 hours)

TYPES OF EMPLOYMENT

March 2025



March 2026



UNION OF NORTHERN WORKERS (UNW) NORTHWEST TERRITORIES TEACHERS' ASSOCIATION (NWTTA)
EXCLUDED SENIOR MANAGERS & DEPUTY MINISTERS

EMPLOYEE OCCUPATIONAL CLASSIFICATION

March 2025



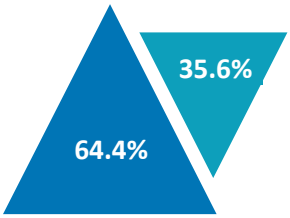
March 2026



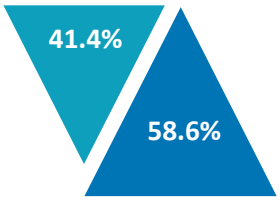
FINANCE AND ADMINISTRATION NATURAL AND APPLIED SCIENCES HEALTH EDUCATION AND CULTURE
SOCIAL, COMMUNITY AND CORRECTIONS SERVICES TRADES, INDUSTRY AND UTILITIES

THE NWT PUBLIC SERVICE

AN NWT PUBLIC SERVANT

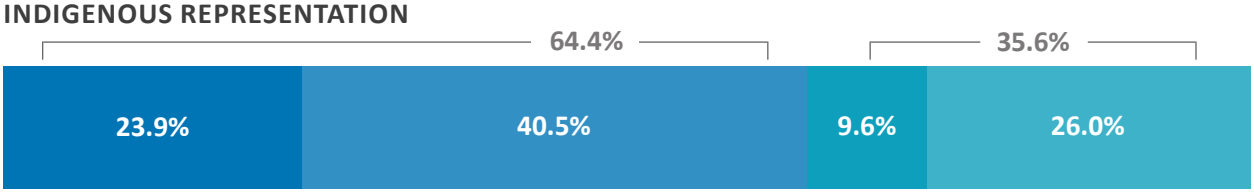


EMPLOYEES
WOMEN
MEN



MANAGEMENT EMPLOYEES
WOMEN
MEN

INDIGENOUS REPRESENTATION



Indigenous Women
Non-Priority Women
Indigenous Men
Non-Priority Men

44.8 yrs

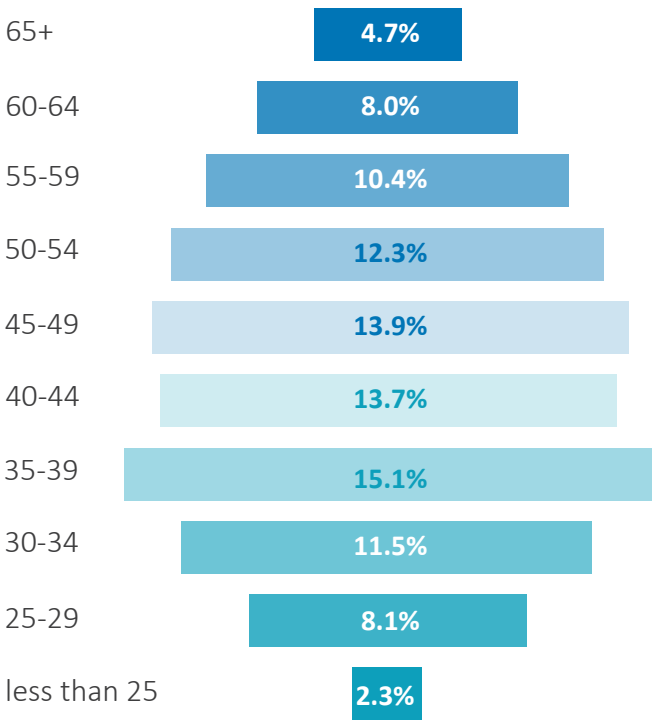
AVERAGE AGE

8.6 yrs

AVERAGE LENGTH OF SERVICE

In 2025/26, 154 employees contributed $89,005 to non-profit organizations through payroll deductions using the United Way NWT Employee Giving Program.

AGE DISTRIBUTION OF EMPLOYEES



BUILDING A DIVERSE AND INCLUSIVE WORKFORCE

The GNWT's commitment to diversity not only fosters a psychologically healthy workplace culture, but also encourages the spectrum of ideas, backgrounds and skills that helps our organization evolve and prosper. When we open ourselves up to new ideas, voices, and perspectives, we are cultivating a culture of diversity, innovation and creativity.

In 2020, the GNWT Advisory Committee on Employability (GACE) was restructured to become the GNWT Advisory Committee on Diversity and Inclusion (GACDI). This committee has been broadened to include representation of various employment equity groups including women, Indigenous persons, persons with disabilities, visible minorities and 2SLGBTQQIA+ persons. The revised committee is made up of public servants belonging to one or more of these equity groups, who provide advice on broader diversity and inclusion issues.

In addition to GACDI, the GNWT consults with the Indigenous Employee Advisory Committee (IEAC) on developing initiatives to support the growth of workplace diversity and build an inclusive culture. This consultation ensures the unique needs of NWT residents are woven into policies, programs, and services within each department. In March 2021, the GNWT launched two new initiatives:

- **The Indigenous Cultural Awareness and Sensitivity Training (ICAST)** is intended to fulfill the GNWT's commitment to the Truth and Reconciliation Commission Calls to Action #57. The goals of this Indigenous Cultural Awareness and Sensitivity Training are:
  - to create awareness and understanding of the impact of colonization;
  - to have all GNWT employees know the collective role in reconciliation; and
  - to provide the necessary foundation and tools to become culturally competent.

Since its launch in March 2021, 79.1% of active employees (4,046) have completed ICAST. This training is publicly accessible. Cross-jurisdictional interest has demonstrated that this training is being accessed and incorporated by organizations across Canada.

> In their Call to Action #57, the Truth and Reconciliation Commission "call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

- The **Exploring Anti-Racism Campaign** consists of:
  - a poster based on an image created by Dr. Andrew M. Ibrahim that interprets the work of Dr. Ibram X. Kendi, and
  - an Equitable Workplace: Cultivating Attitudes of Antiracism and Allyship workshop series, which creates space for learners to explore their own personal experiences with racism and allyship, identifying how these behaviours impact our lives daily, especially within the workplace.

Since its launch, over 2,000 employees have either completed or are currently enrolled in the Equitable Workplace trainin which helps teach participants to deconstruct what they thought they knew about these social norms while discovering tools to help them reshape the way they see the world and our interactions with each other.

29

PUBLIC SERVANTS SECURED EMPLOYMENT WITH THE GNWT THROUGH THE INDIGENOUS CAREER GATEWAY PROGRAM

Other initiatives spearheaded by the GNWT's Diversity and Inclusion Unit include:

- The **Indigenous Career Gateway Program** which offers entry level and trainee employment opportunities to Indigenous NWT residents. In 2025/2026, 19 new applicants received employment through ICGP. In total, there were 29 participants within ICGP, 10 of which were carried over from the previous fiscal year.
- The **Indigenous Development Training Program** provides financial assistance for skills training and/or work experience necessary for career advancement. In 2025/2026, 53 applications were supported with 53 employees having utilized this program.
- The **Indigenous Mentorship Program**, which supports the professional and personal development of Indigenous employees by connecting them with experienced mentors across the GNWT. Through relationship-building, knowledge sharing and career guidance, the program helps participants strengthen their skills, expand their networks and explore opportunities for growth and advancement.

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EMPLOYEES RECEIVED FINANCIAL ASSISTANCE THROUGH INDIGENOUS DEVELOPMENT TRAINING PROGRAM

- The **Indigenous Recruitment and Retention Framework & Action Plan** supports GNWT efforts to build a workforce that is representative of the population it serves. The two main goals of the Framework are to increase Indigenous representation and to support Indigenous leadership opportunities.
- The **Building Capacity with Indigenous Governments Program** supports secondment arrangements with Indigenous governments in all regions to help develop human resource capacity. 9 secondments were financially supported in the 2025/2026 fiscal year which resulted in all of the allocated funding being fully utilized.

790

EMPLOYEES COMPLETED THE WORKING MIND FOR MANAGER/ EMPLOYEES PROGRAM

- The **Diversity and Inclusion Framework** launched in March 2023, supports departments review programs, policies, and resources to identify and address any systemic barriers that may prevent employees from reaching their full potential or prevent people from accessing opportunities within the Government of the Northwest Territories.
- The **Working Mind for Managers/Employees** is a training program developed by the Canadian Mental Health Commission of Canada. The program provides practical knowledge to help participants increase their comfort level discussing mental illness, reduce stigma and negative attitudes toward people experiencing mental health challenges in the workplace, and strengthen their own mental health and resilience.
- The **Applied Suicide Intervention Skills Training (ASIST)** is a two-day in-person workshop where participants learn how to recognize when someone may be thinking about suicide, and how to provide a skilled intervention and develop a safety plan with the person to connect them to further support. Since its launch in November 2023, 77 employees have completed the training.



Beyond recruitment and professional advancement, the GNWT also adheres to a platform of education-based inclusion. New and existing public servants are provided with opportunities to complete online training at their convenience. Some of these programs focus on diversity and inclusion within the workforce and Indigenous cultural awareness. Employees obtain strategies to build an inclusive workplace and an opportunity to learn about the rich culture within the NWT and the residents we serve.

941

EMPLOYEES COMPLETED 2SLGBTQQIA+ INCLUSIVE WORKPLACE AWARENESS TRAINING

GNWT employees are also able to remotely attend the 2SLGBTQQIA+ Inclusive Workplace Awareness Training developed and facilitated in partnership with the Northern Mosaic Network. Since its launch in May 2019, 941 employees have completed the training. The course helps participants recognize terms associated with the 2SLGBTQQIA+ community, identify and apply respectful behaviour, and support co-workers and clients within the community.

OFFICIAL LANGUAGES

A government's ability to communicate in the official languages of the public it serves is an important part of the operation of good government and is the responsibility of all GNWT departments and agencies. The GNWT is committed to providing services in the eleven official languages of the Northwest Territories as set out in legislation, Cabinet-approved policies, and legally binding agreements to enhance and support community efforts to maintain and develop those languages.

GNWT EMPLOYEES
BILINGUAL BONUS



Employees received the French Bilingual Bonus



Employees received the Indigenous Bilingual Bonus

Public servants required to provide services in a language other than English as a part of their job are recognized and compensated for their skill through a bilingual bonus. This bilingual bonus is offered where the ability to speak an additional official language is needed to provide adequate service to the public. A bilingual bonus may also be offered if the ability to speak a second official language is an asset to the position, for example, when an employee occasionally provides assistance in another language.



Employees received the Teachers Language Allowance

The GNWT also provides an annual language allowance to teachers proficient in one or more official Indigenous languages of the NWT. Teachers who qualify receive the allowance when using the skill in the following areas:

- Classroom teaching;
- Individual student counseling;
- Parent teacher interviews;
- Extracurricular activities; and/or,
- School/community relations.

The GNWT is committed to providing services in the eleven official languages of the Northwest Territories as set out in legislation, Cabinet-approved policies, and legally binding agreements to enhance and support community efforts to maintain and develop those languages.

AWARDS AND RECOGNITION

DEPARTMENTAL RECOGNITION

The Departmental Recognition Programs acknowledge individual employees or teams who demonstrate excellence and innovation in meeting the objectives of a Department, Agency or Board. Award programs such as these can improve morale and help motivate employees to continue the great work being exemplified through their commitment and dedication to their respective Department.

SERVICE APPRECIATION

Service appreciation is used to recognize long-term employees who retire from the GNWT in good standing. Service appreciation is recognized by presenting the employee with a retirement certificate, hosting gatherings with colleagues to celebrate and acknowledge the employee's time with the GNWT and by the giving of non-cash awards to mark the occasion.

THE PREMIER'S AWARDS FOR EXCELLENCE

GNWT employees work hard to deliver programs and services to residents of the Northwest Territories. Every year, the Premier recognizes individual GNWT employees and groups who show excellence, innovation and dedication to their work through the peer-nominated Premier's Awards for Excellence.

The Premier's Awards are a chance to shine a light on those who have made a difference and to celebrate the outstanding contributions and achievements of public servants.

There are four categories of Premier's Awards:

- Individual (recognizing the work of individual GNWT employees)
- Teams (recognizing the work of teams of GNWT employees)
- Collaboration (recognizing the work of GNWT employees in collaboration with non-GNWT employees)
- Indigenous Partnerships (recognizing the work of GNWT employees in collaboration with Indigenous governments and organizations)

2025 Individual Excellence Award Recipients

Rena Chapple, Community Health Representative, Northwest Territories Health and Social Services Authority

Rena Chapple was recognized for her exceptional dedication to promoting health and wellness in Tulita. Through innovative community programs such as Elders in Motion, Nutrition Bingo, and annual events supporting Elders, she has strengthened community connections while improving access to health information and services.



Rena consistently goes beyond the expectations of her role by securing grants, organizing community initiatives, and serving as a trusted liaison between the health system and community members. Her commitment to sharing Dene language and cultural knowledge has fostered more culturally responsive care and strengthened relationships throughout the community.

Sonia Gregory, Principal, Beaufort Delta Education Council

Sonia Gregory received a Premier's Award for Excellence for her transformative leadership in education. As a champion of culturally relevant and land-based learning, Sonia has advanced inclusive educational practices that support student success and belonging.



Her leadership has resulted in enhanced programming and innovative supports for students while strengthening partnerships between schools, community organizations, and government agencies. Through her commitment to the Indigenization of education and inclusive learning environments, Sonia has made a lasting impact on students, educators, and communities throughout the Beaufort Delta region.

2025 Team Excellence Award Recipients

Fuel Resupply via Mackenzie Valley Winter Road Team, Department of Infrastructure

The Fuel Resupply via Mackenzie Valley Winter Road Team was recognized for successfully coordinating one of the largest winter fuel resupply operations in recent memory following significant transportation challenges affecting northern communities.



Through extensive planning, collaboration, and innovation, the team ensured the delivery of essential fuel supplies to Sahtu communities despite difficult winter conditions. Their efforts required strong partnerships with contractors, Indigenous governments, suppliers, and community leaders and demonstrated exceptional commitment to protecting community well-being and maintaining critical services across the region.

Street Outreach Community Health Nurses, Northwest Territories Health and Social Services Authority



Megan Lowry and Amy Chin were recognized for transforming healthcare delivery for individuals experiencing homelessness in Yellowknife. Through outreach services provided in shelters, encampments, and community locations, they improved access to health care for some of the territory's most vulnerable residents. Their innovative, compassionate, and client-centred approach has strengthened trust, increased access to essential services, reduced barriers to care, and improved health outcomes within the community.

2025 Collaboration Excellence Award Recipients

Transitional Housing for Addictions Recovery Program (THARP)

The Transitional Housing for Addictions Recovery Program was recognized for its innovative, collaborative approach to addressing recovery and housing needs in the Northwest Territories. Through a partnership involving Housing NWT, the Department of Health and Social Services, the City of Yellowknife, the Salvation Army, and the Inuvialuit Regional Corporation, the project created a model of transitional housing that integrates recovery supports with stable accommodation. The initiative provides residents with culturally safe, recovery-oriented supports and has established a new model for collaboration across governments and organizations to improve community wellness outcomes.



LONG SERVICE AWARDS

To recognize the long-term commitment of its employees, the GNWT honours those who have served long periods of uninterrupted service with the GNWT. Long Service Awards are typically hosted annually by each Department, Agency or Board, with support from the Department of Finance.

DAVE RAMSDEN CAREER EXCELLENCE AWARD

The Dave Ramsden Career Excellence Award recognizes the outstanding achievements of individuals who have served 20 years or more in the GNWT public service. The goal of this award is to recognize individuals who have committed their careers to public service.

2025 Recipient: Dr. Donald Giovanetto



Dr. Donald Giovanetto received the Dave Ramsden Career Excellence Award in recognition of more than three decades of dedicated service to the people of the Northwest Territories. Throughout his career as an Otolaryngologist with the Northwest Territories Health and Social Services Authority, Dr. Giovanetto has demonstrated exceptional professionalism, leadership, and commitment to high-quality health care delivery, particularly in remote and underserved communities.

In addition to providing exemplary clinical care, Dr. Giovanetto has made significant contributions to the advancement of the Northwest Territories health system through his involvement in healthcare governance, policy development, and legislative initiatives, including contributions to the *Medical Profession Act* and the NTHSSA Medical Practitioner Staff Bylaws.
His commitment to mentorship and collaboration has supported the development of future healthcare professionals and strengthened health services across the territory.

The Dave Ramsden Career Excellence Award recognizes individuals who have dedicated 20 years or more to public service and whose careers have had a lasting and positive impact on the Government of the Northwest Territories and the people it serves. Dr. Giovanetto's legacy of service, leadership, and dedication exemplifies the values of the Northwest Territories public service.

KRISTINE MCLEOD EMERGING INDIGENOUS LEADER AWARD

The Kristine McLeod Emerging Indigenous Leader Award recognizes young Indigenous NWT residents who demonstrate exceptional initiative and commitment to the principles of public service within community, territorial, federal, or Indigenous government. The goal of this award is to recognize Indigenous individuals who personify outstanding leadership qualities.

2025 Recipient: Kristen Tanche

Kristen Tanche received the Kristine McLeod Emerging Indigenous Leader Award in recognition of her outstanding leadership and commitment to Indigenous health and wellness in the Northwest Territories. As Regional Health and Wellness Director for Dehcho First Nations, Kristen has demonstrated a strong commitment to advancing culturally grounded approaches to community wellness while fostering collaboration, inclusion, and meaningful engagement across the region.

A champion of Indigenous-led health initiatives, Kristen combines academic achievement with community leadership. While completing a Bachelor of Social Work and preparing to begin a Master of Social Work program at the University of Victoria, she has continued to promote trauma-informed, strength-based approaches to wellness that incorporate traditional knowledge and Indigenous perspectives. Her work supports cultural revitalization through land-based learning opportunities, Elder engagement, and the integration of Indigenous teachings into health and wellness programming.



Kristen's ability to build relationships, mentor others, and create safe and inclusive spaces has made a meaningful difference in the communities she serves. Her leadership reflects the spirit of the Kristine McLeod Emerging Indigenous Leader Award by demonstrating exceptional initiative, integrity, and dedication to public service and community wellbeing.

GNWT'S NEW EMPLOYEE ASSISTANCE PROGRAM

SUPPORTING EMPLOYEE HEALTH AND WELL-BEING is part of the GNWT's commitment to a healthy and productive public service. As part of this commitment, the updated Employee and Family Assistance Program (EFAP), delivered by GreenShield Health, provides employees and their eligible dependants with access to a broad range of confidential, voluntary services that support mental, emotional, physical, social and financial well-being across the lifespan.

Everyone experiences life's challenges differently, and the support people need often changes over time. There is no one-size-fits-all approach to wellness. Employees and their eligible dependants can choose from a range of EFAP services that best meet their individual needs, preferences and circumstances.



Employees now access EFAP services through GreenShield+, GreenShield Health's online platform, which connects individuals with confidential counselling, health and life services, specialized programs and digital wellness resources. Care navigation services help employees and eligible dependants identify the services and resources that best meet their needs. Support is available 24 hours a day, seven days a week by computer, tablet, mobile device or telephone.

Employees can learn about the EFAP through BearNet, the MYHR website, organizational email communications and employee information sessions. Find more details on the services offered by our new EFAP provider below.

Key Program Features

Counselling and Continuity of Care

Confidential individual and couples counselling is available by telephone, video and in-person, depending on location, with online counsellor matching and self-service appointment booking. The counselling model supports continuity of care, helping to build trust and strengthen the therapeutic relationship. If additional counselling, beyond the allocated hours, is needed, individuals can continue with their counsellor using existing health coverage or through private pay.

Culturally Safe Care for Indigenous Employees and Families

Through a partnership with Noojimo Health, employees and eligible dependants who identify as First Nations, Inuit or Métis can access Indigenous-led virtual mental wellness services directly through GreenShield+. Care is provided by Indigenous therapists and wellness practitioners who understand the importance of culture, identity, community and lived experience in supporting mental wellness. This option helps individuals access culturally safe care that respects their values, lived experiences and ways of knowing.

Total Health and Life Services

Health and well-being are influenced by many interconnected factors. Employees and their eligible dependants have access to Total Health and Life Services delivered by registered nurses, registered dietitians, career coaches and other specialists. These services provide guidance on health and nutrition, legal and financial matters, career planning, parenting, caregiving, retirement planning and other life transitions.

Children’s Mental Health Program

Children's mental health is an important part of healthy development. Children aged four to 17 can access a clinically validated, game-based mental health program designed to build coping skills, emotional regulation and resilience through play. Caregivers also receive educational resources and practical tools that families can use together to support children’s healthy emotional development.

Substance Use Support

Substance use concerns exist along a spectrum, and the support people need varies from person to person. Employees and eligible dependants have access to confidential virtual substance use management services designed for individuals experiencing mild to moderate impacts. The program supports both harm reduction and

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EMPLOYEE TRENDS AND INSIGHTS

Top Reported Workplace Stressors



Most Common Counselling Concerns



Most Frequently Accessed Health and Life Services:



To protect employee confidentiality, GreenShield Health provides the GNWT with aggregate utilization data for program monitoring and reporting purposes. Individual employee information is not shared.

abstinence goals, combining evidence-based self-guided learning with personalized support from a care team. Where additional support is needed, substance use assessments and referrals help connect individuals with appropriate treatment and resources.

Digital Mental Health and Wellness Resources

Employees and eligible dependants have access to a variety of self-guided digital resources that support prevention, early intervention and ongoing well-being. These include resources that build mental health literacy, encourage early recognition of mental health concerns and support individuals in seeking help when needed. Employees can also access digital Cognitive Behavioural Therapy (CBT), an evidence-based approach that helps individuals develop practical skills to manage mild to moderate symptoms of anxiety and depression. The Well-being Hub offers health assessments, learning modules, articles and practical resources on a wide range of health and wellness topics to support informed decision-making and promote a proactive approach to your mental health and wellbeing.

Manager and Organizational Support

Managers and Human Resources professionals have access to confidential consultation services to help navigate complex workplace situations, promote employee well-being and respond to challenging circumstances. Organizational supports, including critical incident response services, are available to help the GNWT in responding to traumatic events and other significant incidents. Wellness-related webinars on a range of health topics are offered throughout the year to support employee learning and well-being.

Accessible Support Across the NWT

The virtual delivery model helps improve access to services across the NWT by connecting employees and eligible dependants with qualified professionals through telephone and virtual services, reducing geographic barriers to care.

For employees in smaller or more remote communities, virtual services may also provide greater flexibility and the option to connect with practitioners outside their own community, offering an additional level of comfort and privacy.

DEVELOPING AN EFFECTIVE NWT PUBLIC SERVICE

RECRUITMENT

Recruiting, training and retaining northerners is essential to building a strong, stable, and representative public service. While the responsibility of hiring initiatives and outcomes rest with departments and agencies, the Department of Finance provides advice and guidance to support effective hiring and deployment at all levels within the public service. During the 2025/2026 fiscal year recruitment efforts resulted in a total of 741 hires.

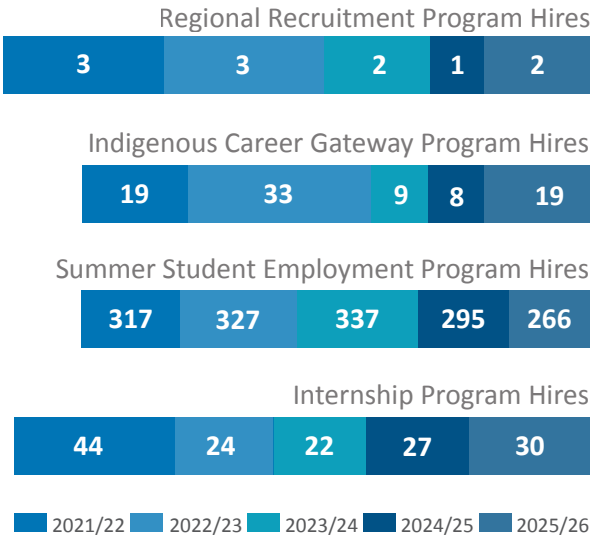
The GNWT has a number of initiatives to support the recruitment of a skilled and representative workforce, including:

- The **Regional Recruitment Program** provides a link between vacant regional positions and local northern residents through on-the-job training.
- The **Indigenous Career Gateway Program** supports the career objectives of Indigenous NWT residents interested in a career with the territorial government.
- The **Summer Student Employment Program** offers work experience and competitive salaries to support northern post-secondary students. This valuable work experience enhances their employment prospects upon graduation.
- The **Internship Program** provides unique employment opportunities to recent northern graduates through internships with GNWT departments. This valuable work experience enhances their employment prospects and helps retain skilled northern workers.

21,927
APPLICANTS

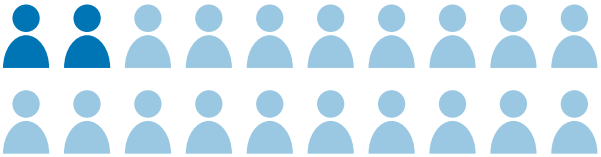
741
HIRES

RECRUITING NORTHERNERS TO PUBLIC SERVICE

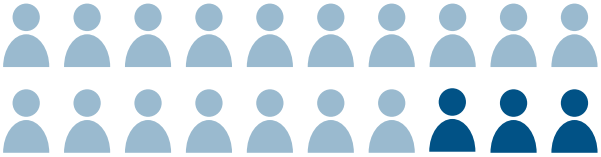


The Internship Program has been an effective retention tool that enhances the GNWT's workforce capacity. Since the start of the 2012/13 fiscal year, a total of 390 interns were hired. Of the internships that have ended, 81.2% continued to progress with the GNWT and 58.3% reached indeterminate status. Over this 14-year time frame, 54.2% of former interns remain active with the GNWT today.

ACCESSION AND TURNOVER



ACCESSION: **11.3%**



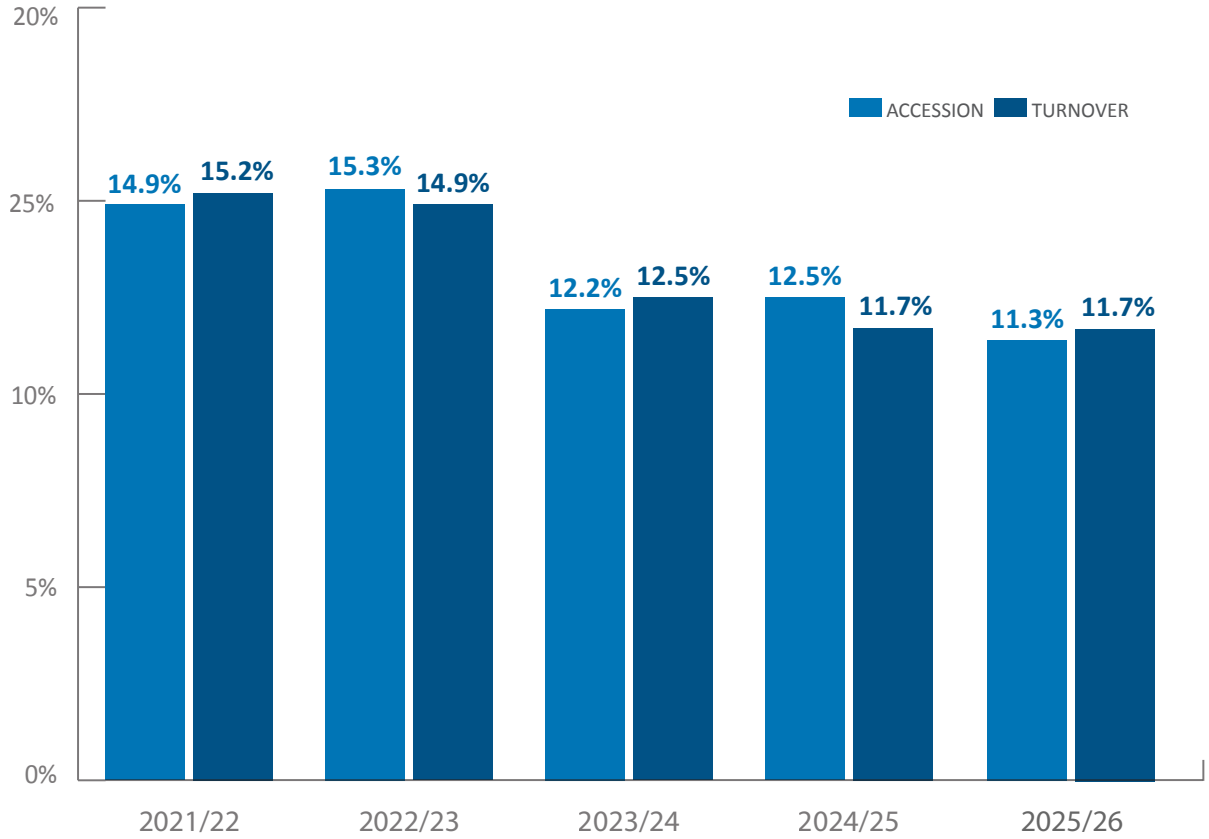
TURNOVER: **11.7%**

The accession rate measures the number of employees hired as a percentage of the average total workforce. The turnover rate measures the number of employees who left the GNWT as a percentage of the average total workforce.

88.3%

THE GNWT'S EMPLOYEE RETENTION RATE

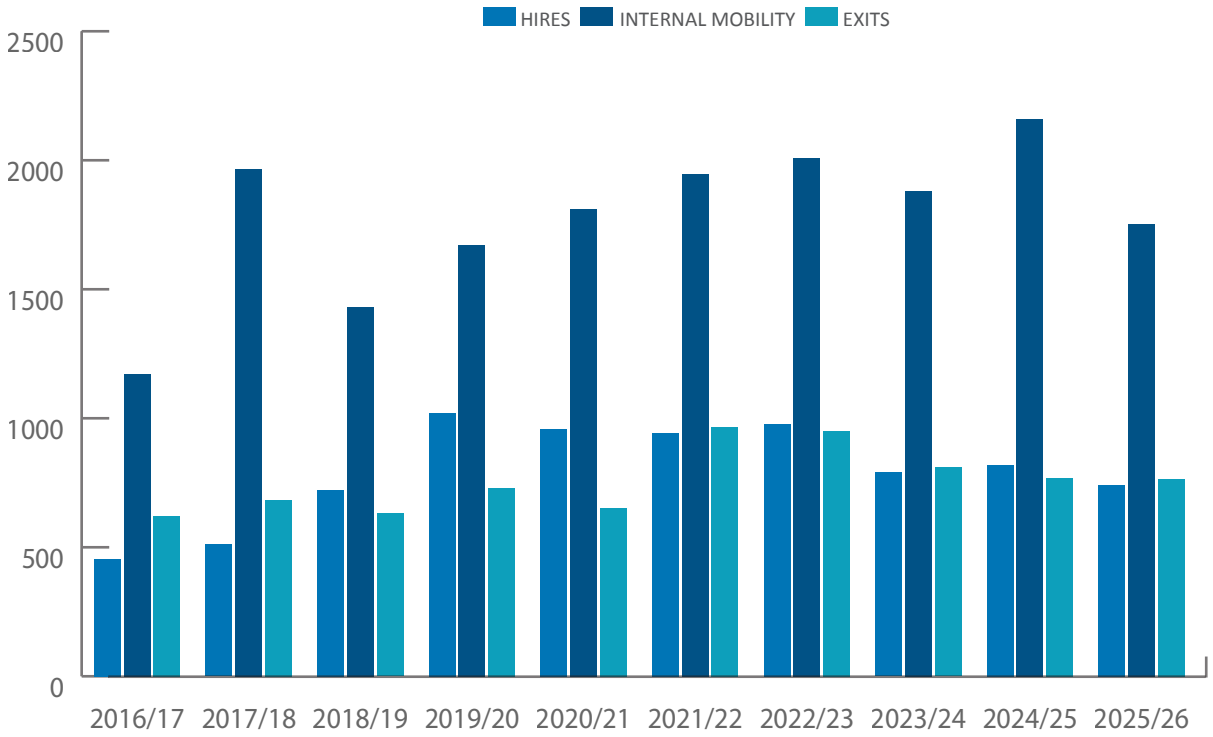
ACCESSION AND TURNOVER RATES (2021/22 TO 2025/26)



Over the previous four years employee turnover had been on a steady decline. This year, the turnover rate has stabilized, as it is unchanged from last year's rate of 11.7%. This continues to be driven primarily by lower levels of retirements and resignations than we've seen historically. While term contract expiries were up relative to last year, it did not offset other the reductions in other forms of employee departures.

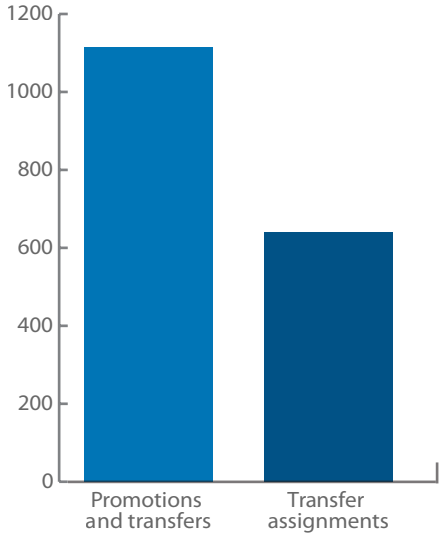
STAFFING ACTIONS
(HIRES, INTERNAL MOBILITY AND EXITS)

STAFFING ACTIONS BY FISCAL YEAR (2016/17 TO 2025/26)



In 2025/26, the GNWT hired 741 employees, and 767 employees ended their employment. Hiring is down relative to last year while exits remain similar to the previous fiscal year. In 2025/26, 32.1% of employee exits were due to retirement or the expiration of term employment.

INTERNAL MOBILITY



The GNWT is committed to promoting employee growth and development through annual performance reviews, personalized training plans, and dynamic competency-based courses. A key component of this strategy is encouraging internal mobility, which provides employees with opportunities for learning, growth and career advancement. Internal mobility declined from the previous year but still accounted for over half of staffing actions in 2025/26, representing 53.7% of staffing actions. This underscores the GNWT's continued commitment to professional development and leveraging talent from within to meet staffing needs.

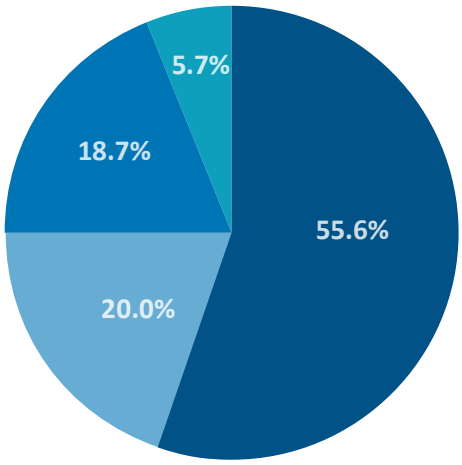
DIRECT APPPOINTMENTS

Direct appointments are a mechanism used in specific circumstances to address operational requirements and advance a representative public service. Governed by Executive Council procedures and requiring formal approval, direct appointments may result in either a new hire or the movement of an existing employee and are reflected within hiring and internal mobility statistics.

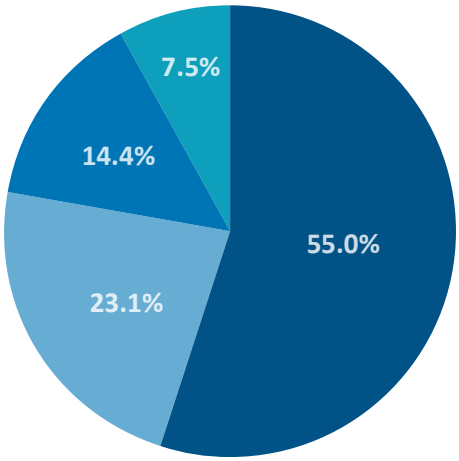
During the 2025/26 fiscal year, the GNWT made 71 direct appointments, of which 40 (56.3%) were Indigenous employees.

EXITS BY REASON FOR LEAVING

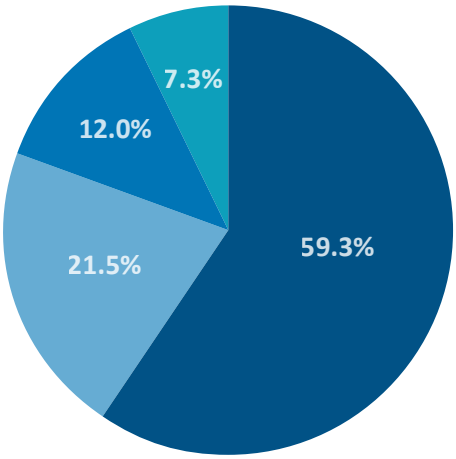
2021/22 FISCAL YEAR TO 2025/26 FISCAL YEAR



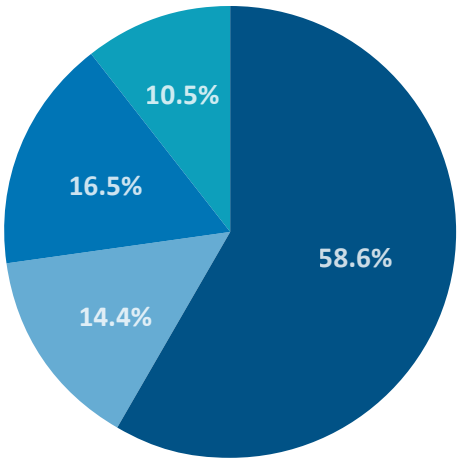
2021/2022



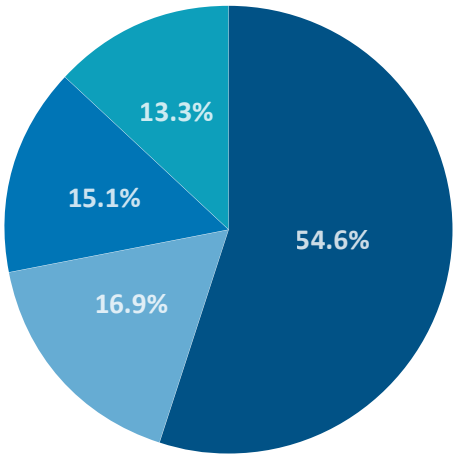
2022/2023



2023/2024



2024/2025



2025/2026



**Other includes: Dismissal, Layoff, Death in Service, Health Reasons, Abandonment of Position, Rejection on Probation, Return to School, Company Transfer Out, Mutual Consent, Relocation of Spouse & Termination Agreement*



SARAH PRUYS PHOTO



RECRUITMENT AND MARKETING INITIATIVES

As Canada maintains its highly competitive market for skilled workers, it is vital that our GNWT recruitment and marketing efforts continue to grow and develop. The GNWT developed a Workforce Planning Strategy to identify gaps between where the GNWT, as an employer, is now and where it wants to be, and uses this strategy to guide its recruitment efforts. In addition to this, the GNWT recognizes the importance of having a workforce that is reflective of the people it serves.

The Indigenous Recruitment and Retention Action Plan seeks to increase Indigenous representation and support Indigenous leadership opportunities.

The GNWT demonstrated a strong commitment to outreach, recruitment, and workforce development during the 2025/2026 fiscal year. Through strategic campaigns, in-person events, national conferences, and robust digital engagement, GNWT Recruitment and Marketing initiatives successfully promoted public service careers across diverse communities.

During the 2025/2026 fiscal year, the Department of Finance continued targeted recruitment outreach and student engagement activities across the Northwest Territories and virtually. GNWT representatives participated in 14 career fairs, outreach events, open houses, networking opportunities, and student engagement initiatives.

Activities included Café Emploi events, CDÉTNO's virtual job fair, Collège Nordique's Open House, Yellowknives Dene First Nation career and community events, the National Skilled Trade and Technology Craft Fair in Inuvik, Aurora College's Open House, student-focused events at Sir John Franklin High School, and summer student engagement activities in Yellowknife, Fort Simpson, Fort Smith, and Inuvik.

These events provided opportunities to connect with job seekers, students, Indigenous youth and community members, bilingual candidates, educational institutions, and partner organizations to promote GNWT career pathways and employment programs. The outreach conducted during the year helped maintain awareness of GNWT opportunities and informed the development of a more structured outreach approach for 2026/2027, with future activities more directly aligned to recruitment objectives.

DOMESTIC VIOLENCE AND THE WORKPLACE POLICY

Supporting a safe, respectful, and responsive workplace

THE GOVERNMENT OF THE NORTHWEST TERRITORIES (GNWT is committed to maintaining workplaces that are healthy, safe, and free from violence, including risks arising from domestic violence. Domestic violence is recognized as a workplace hazard that can affect employees, coworkers, clients, and the broader workplace, requiring a coordinated and proactive organizational response.

The GNWT Domestic Violence Policy and supporting guidelines establish a coordinated framework for identifying, assessing, and responding to workplace risk while prioritizing safety, dignity, confidentiality, and informed decision-making across all levels of the organization.

This policy is grounded in the *Northwest Territories Safety Act* and occupational health and safety requirements, which recognize domestic violence as a workplace hazard, as well as the *Employment Standards Act*, which provides family violence leave for eligible employees.

COMMITMENT AND RESPONSE

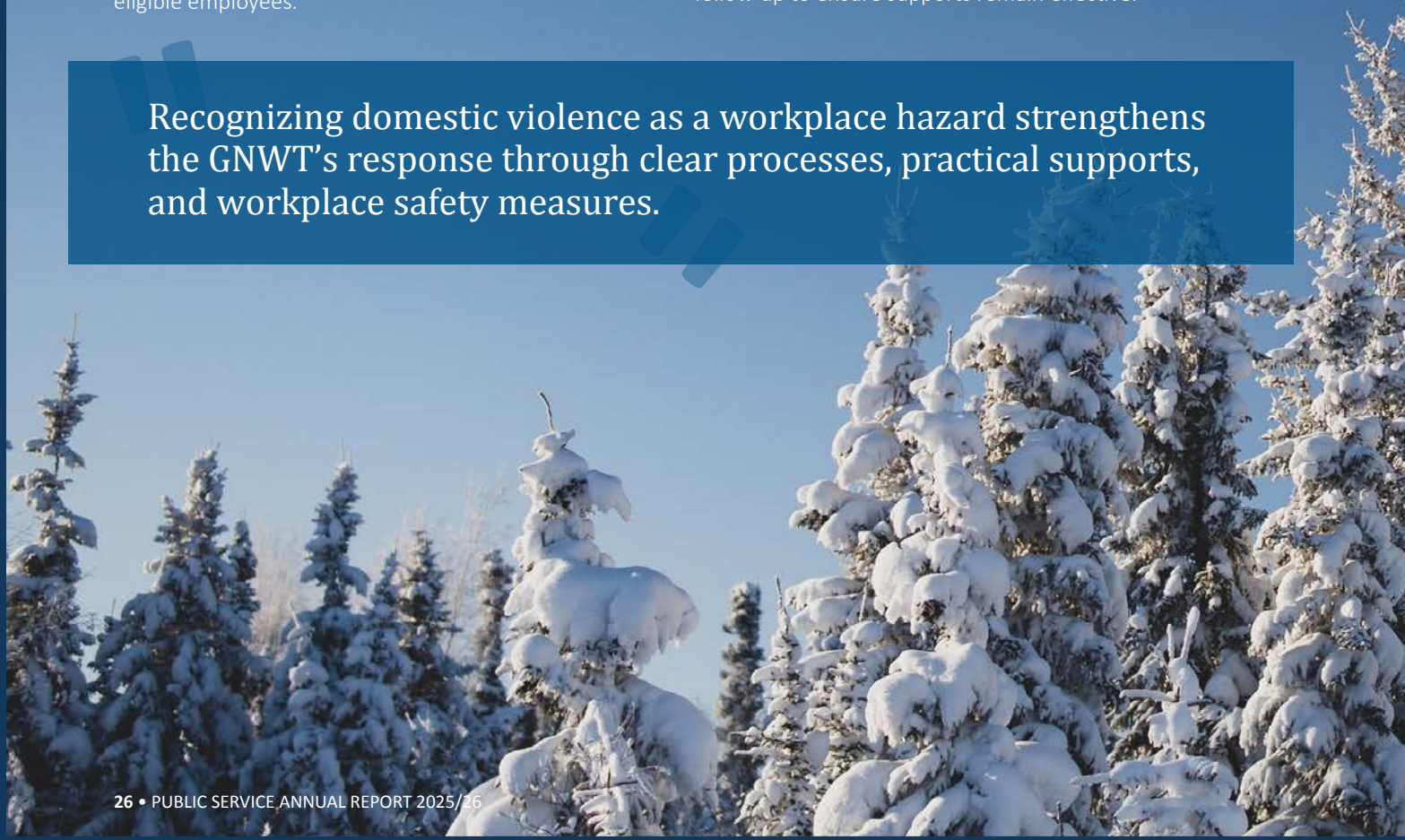
The GNWT affirms every employee's right to a physically and psychologically safe workplace and is committed to taking reasonable, timely, and proportionate steps to protect employees and others who may be affected by domestic violence in the workplace context.

Support may include leave provisions, workplace measures, and access to external resources for employees and their dependent children, balanced with privacy and confidentiality.

When domestic violence is disclosed, the GNWT responds through a structured process that provides information on available protections, confidentiality measures, supports, and workplace options, with decisions guided by risk, operational requirements, and the individual circumstances of the employee.

Workplace risk assessments, accommodations, and safety measures are implemented as required, with follow-up to ensure supports remain effective.

> Recognizing domestic violence as a workplace hazard strengthens the GNWT's response through clear processes, practical supports, and workplace safety measures.





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APPEALS

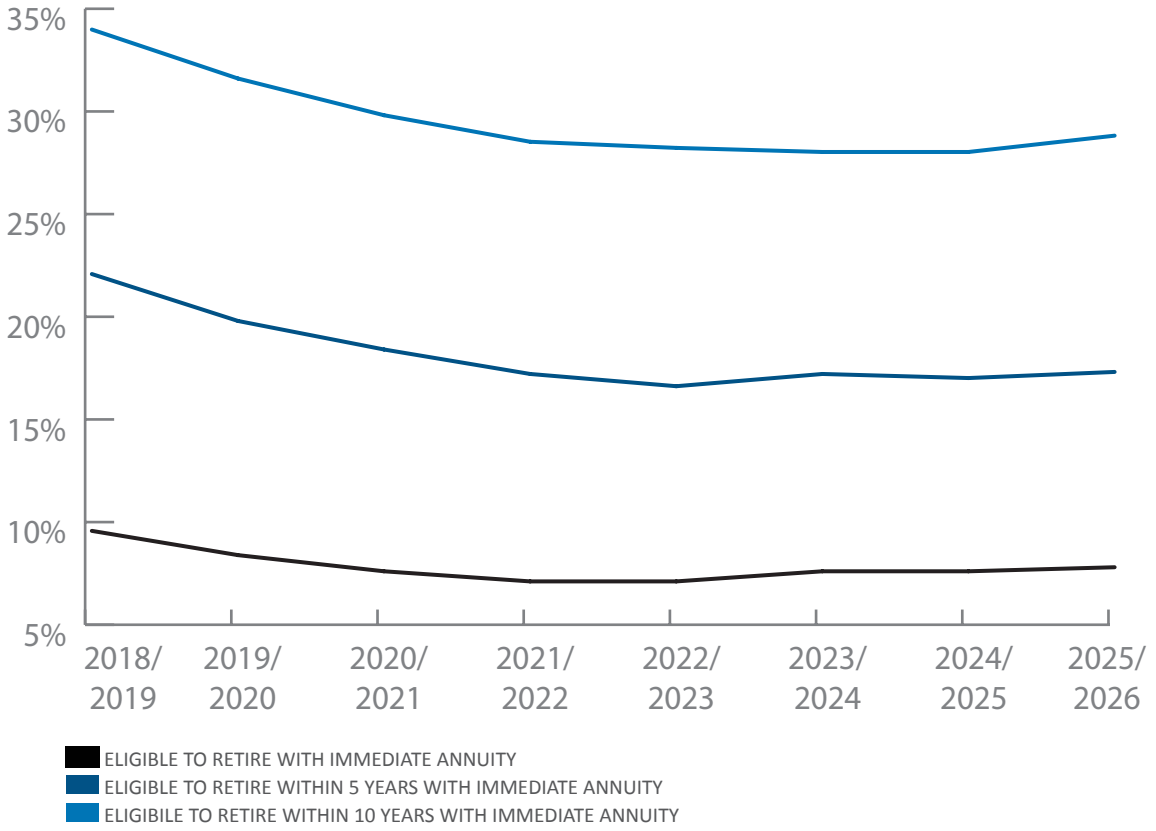
The GNWT's staffing appeal process allows unsuccessful candidates an opportunity to appeal a staffing decision if they believe that a procedural error occurred during the hiring process.

Staffing appeals are reviewed by Staffing Review Officers who are non-government individuals appointed by the Minister Responsible for the *Public Service Act* for three-year terms.

RETIREMENT

As the GNWT workforce ages, employees will continue to retire from their positions. Since the 2020/21 fiscal year the average age of the GNWT has been slowly trending upwards, yet; the rate of retirement and retirement eligibilities (as demonstrated in the graph below) have remained relatively stable over that time. This, along with stable turnover rates, demonstrates that the GNWT is largely retaining much of its increasingly experienced workforce.

RETIREMENT ELIGIBILITY OVER THE NEXT TEN YEARS



LABOUR RELATIONS AND COLLECTIVE BARGAINING

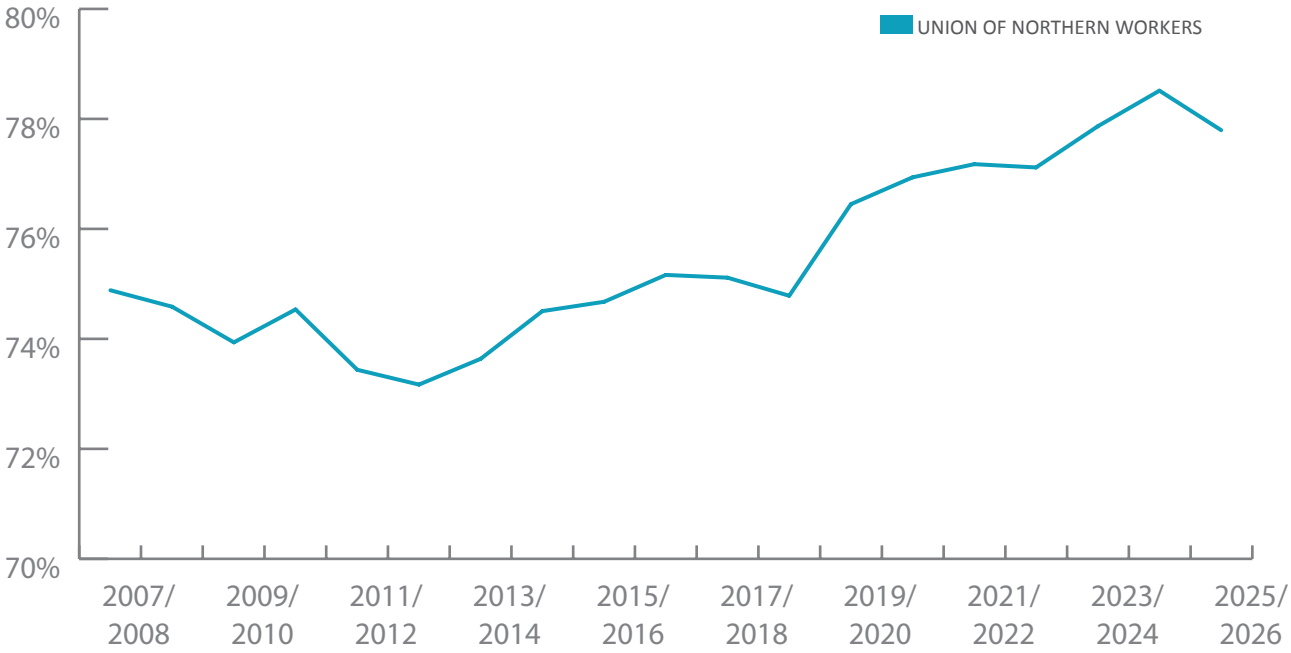
85.7% of the GNWT's workforce are union members, with the Union of Northern Workers (UNW) accounting for 77.8% and the Northwest Territories Teachers' Association (NWTTA) accounting for 7.9%. Excluded employees remained a small portion of the workforce at 10.0%, while senior management and deputy ministers made up 4.2% of the Public Service.

All NWT Teachers are members of the NWTTA. The current Collective Agreement between the NWTTA and the Minister Responsible for the Public Service has a three-year term, effective August 1, 2023, to July 31, 2026.

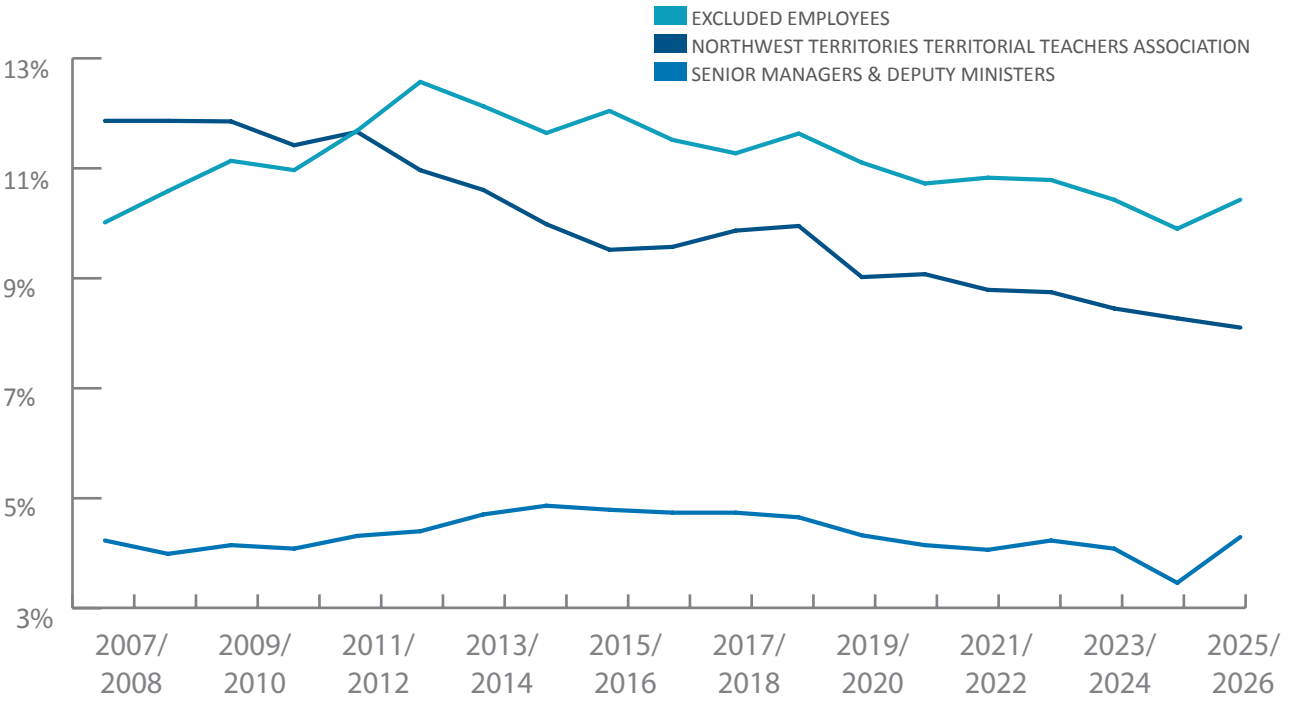
The bulk of the GNWT's growth since 2018-19 is attributable to UNW members, who have increased their share of the workforce by 3.0 percentage points over that time frame. This is the only group to increase its workforce share over this time frame, although their total share has modestly declined from 78.5 to 77.8 percent over the past year.

The Collective Agreement between the UNW and the Minister Responsible for the Public Service is a three-year term, effective April 1, 2023 to March 31, 2026.

GNWT WORKFORCE



GNWT WORKFORCE



LEARNING AND DEVELOPMENT

The GNWT values continuous lifelong learning to support a competent and well-trained public service to help the government achieve its mandate, goals and priorities. The GNWT Learning and Development Policy guides and reinforces the importance of learning and development to foster and support performance growth, while continuing to provide innovative programs and services to NWT residents.

To foster a learning culture, the GNWT has a Workforce Development Framework that outlines the wide range of GNWT initiatives, tools and resources that continue to facilitate training opportunities for employee development through four main primary pathways to learning:



Formal and Directed Learning



Self-Directed Skill Development



Learning through Experience



Learning through People

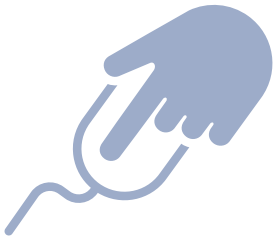
The GNWT provides all employees with access to various forms of learning and development opportunities. These are carried out through formal, self-directed learning, online, and in-person training courses. These learning and development opportunities not only allow the GNWT to support government-wide priorities and provide progressive services to the public, but also retain, attract, and develop a skilled, qualified and representative workforce.

The GNWT continually offers personal and professional training opportunities to employees.

In the 2025/26 fiscal year, the GNWT finalized transferring course histories to the new ELM training module in HRIS. Courses and training continued to be offered in mainly three methods:

1) In-person instructor-led training,
2) Online instructor-led training, and
3) Online self- study modules.

As the GNWT continues to house its learning and development offerings on ELM, support and adjustments will occur as needed to attain the best possible user experience.



Top 5 Online Courses for Employees in 2025/2026:

1. Information Security Awareness Training
2. Indigenous Cultural Awareness and Sensitivity Training-Living Well Together
3. Visa One Cardholders
4. Modern Code of Conduct for Employees
5. Workplace Safety Awareness

Top 5 Online Courses for Managers in 2025/2026:

1. Supervisor Safety Training
2. Duty to Accommodate Training for Managers
3. Labour Relations Training for Managers and Supervisors
4. Harassment Free Respectful Workplace Training for Managers and Supervisors
5. Coaching Fundamentals

Employee learning and development links directly to the competency-based performance development process by establishing learning plans as a tool to plan and manage learning goals.

The GNWT recognizes the value of having a formalized government-wide performance management program in place to manage and support ongoing effectiveness and ongoing development of its employees and to continue to ensure business goals and objectives are being met. Performance development training and resources continue to be available for staff, including self-study modules, web-based delivery, in-person sessions and user guides to help the Public Service's ongoing commitment to a competency-based performance development and management model.

The GNWT Competency Model (Model) is designed to define and guide employees on how they can be successful in their roles.

The Model is displayed in a graphic below. The cluster names, Leadership Excellence and Management Excellence, are located in the outermost circle, followed by the names of the related competencies. In the next ring, are bullets that provide an illustration of what each of the competencies represent. The innermost circle depicts the Inclusive Leadership competency, central to the work of the GNWT public service, and its associated bullets.



LEADERSHIP DEVELOPMENT PROGRAM

The GNWT is committed to meeting the leadership development needs of its workforce and to putting programs in place that support management development within the GNWT.

In 2025/26, the GNWT continued delivery of its updated Leadership Development Program, developed in partnership with Aurora College and relaunched in October 2024. During the fiscal year, two cohorts completed the program, while two additional cohorts were launched in Fall 2025 and Winter 2026. As of March 31, 2026, these cohorts remained actively enrolled, supporting the ongoing development of leadership capacity across the public service. The next cohort is scheduled to begin in Fall 2026.

INDIGENOUS DEVELOPMENT TRAINING PROGRAM

Launched in the 2018/19 fiscal year, the Indigenous Development and Training Program (IDTP) supports the professional development of Indigenous GNWT public servants by providing the necessary skills training and/or work experience for career advancement.

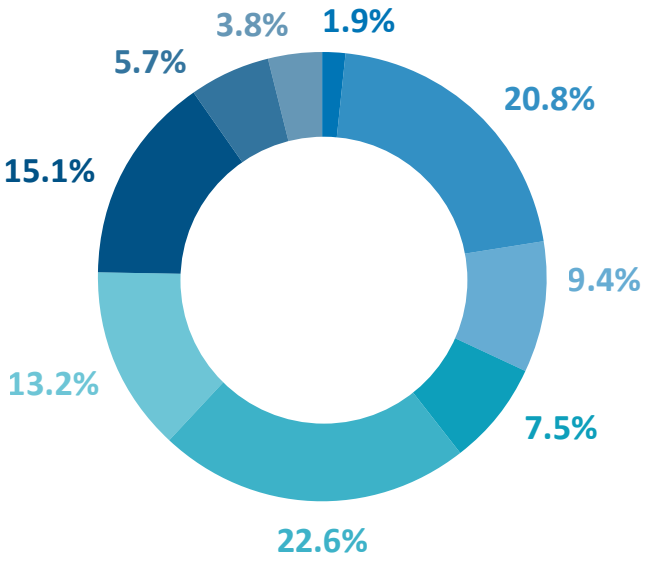
Seven core competencies of the GNWT Competency Model:
Action Management, Authentic Leadership, Engaging Others, People Management, Sustainable Management, Systems Thinking, and Inclusive Leadership.

Under this program, the GNWT provides up to $10,000 to current employees who identify as Indigenous individuals under the GNWT Indigenous Employment Policy, who require skills training to obtain and maintain sustainable employment that shows progression; have demonstrated the desire for developmental opportunities to support career advancement; and have identified the learning goal within their learning plan.

In early 2026 the IDTP moved from accepting applications year-round to two designated intake periods. This change created a more consistent and transparent process for reviewing applications, prioritizing funding and communicating decisions. It also allowed available funding to be managed more strategically across the fiscal year while supporting equitable access for eligible employees and aligning funding decisions with the program's focus on career development and advancement.

In 2025/2026, the IDTP supported 53 public servants through funded learning and development opportunities.

In the 2025/2026 fiscal year, ECE and Finance collaborated for the second consecutive year to encourage utilization of IDTP funding for the Indigenous Language Instructor Employment Plan (ILIEP) by continuing to promote Indigenous language training as being equivalent to higher level degree programs in the application evaluation process.



…the Indigenous Development Training Program supports the professional development of Indigenous GNWT public servants… Under this program, the GNWT **provides up to $10,000** to current employees who identify as Indigenous individuals under the GNWT Indigenous Employment Policy who require skills training to obtain and maintain sustainable employment…

2SLGBTQQIA+ INCLUSIVE WORKPLACE AWARENESS TRAINING

With support from the Northern Mosaic Network, this in-person course was designed to provide all territorial government employees with the necessary knowledge and tools to identify and apply respectful and supportive behaviour towards co-workers and clients within the 2SLGBTQQIA+ community.

The training includes information and advice on:

- Gaining a basic understanding of the key terms – words and acronyms – central to the 2SLGBTQQIA+ community as the proper usage of such terms is an important part of developing and maintaining an inclusive workplace;
- Identifying barriers and unique challenges that 2SLGBTQQIA+ employees face either in their personal lives or in the workplace; and
- Taking action in creating and supporting a healthy, inclusive work environment.

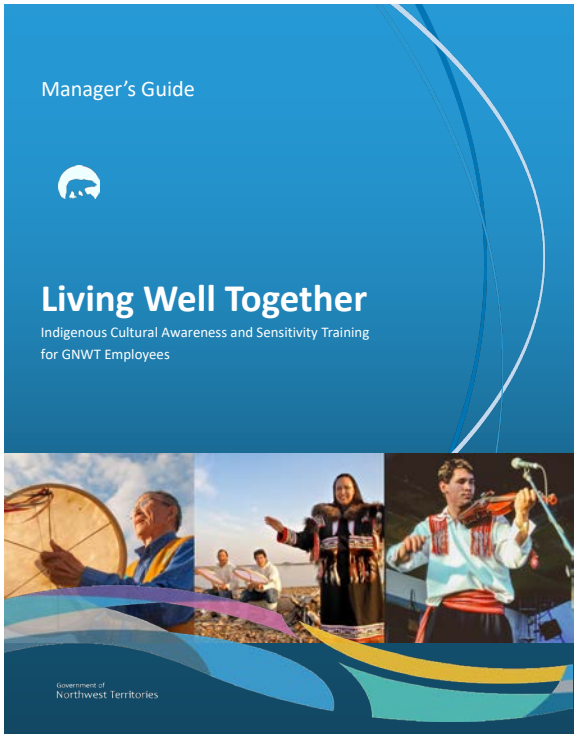


INDIGENOUS CULTURAL AWARENESS AND SENSITIVITY TRAINING

Living Well Together was developed to fulfill the GNWT's commitment to the Truth and Reconciliation Commission's Calls to Action #57 and Article 14 and 15 of the United Nations Declaration of the Rights of Indigenous Peoples.

Living Well Together is comprised of two series: Truth and Reconciliation. The Truth Series (modules 2-5) focuses on creating awareness around colonization, residential schools, and Indigenous and non-Indigenous relations. The Reconciliation series (modules 6-8) focuses on developing cultural sensitivity, and the practice of reconciliation.

Though the Living Well Together training is intended for GNWT employees, it is publicly available on the Department of Finance website. This training contains a wealth of important information and learning opportunities for anyone who wants to learn more about intercultural competency, conflict resolution, human rights and anti-racism.



A Safe And Healthy Workplace

HARASSMENT FREE AND RESPECTFUL WORKPLACE

The GNWT is committed to providing a respectful workplace where every employee is treated with fairness, dignity, and respect. Respectful Workplace training is offered to managers and supervisors in all departments to highlight the resources available to support respectful, healthy, and inclusive workplaces. All individuals who work for the GNWT, including volunteers and contractors, play an important role in ensuring an environment where employees, clients, and visitors are respected.

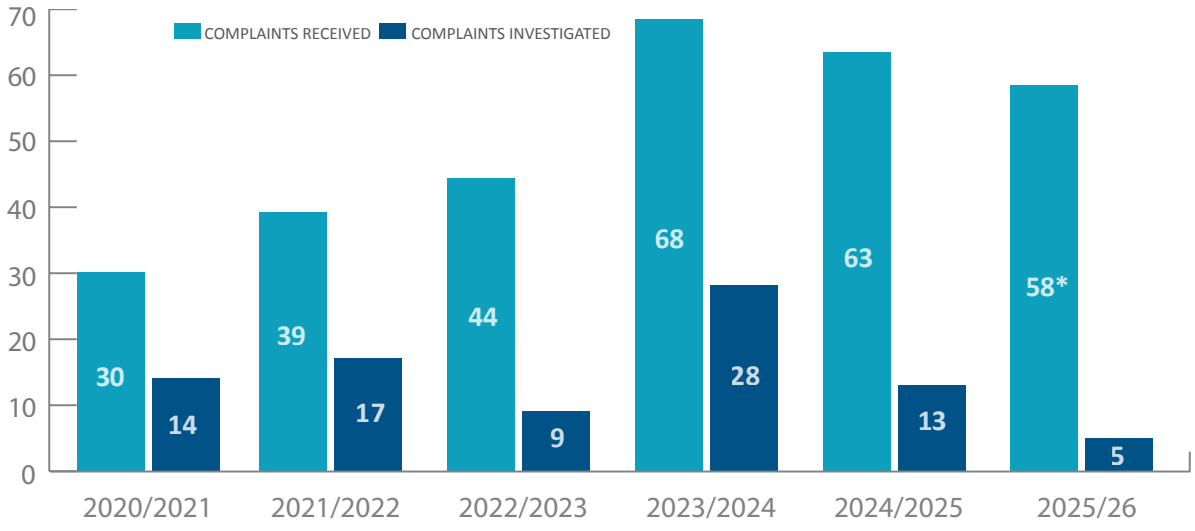
The existing *Harassment Free and Respectful Workplace Policy* and accompanying guide remain available on the GNWT website while the updated Respectful Workplace Policy is finalized.

The GNWT is updating the *Harassment Free and Respectful Workplace Policy* to reflect current case law and to place greater emphasis on prevention, early conflict resolution, alternate dispute resolution, and workplace restoration. Once finalized, the updated *Respectful Workplace Policy* will replace the existing policy and provide a clearer, more modern framework for preventing and addressing workplace conflict, harassment, and inappropriate conduct.

Key improvements include stronger alignment with current case law, clearer roles and responsibilities, increased emphasis on early resolution and workplace restoration, and practical guidance and tools to support employees, managers, and Human Resource practitioners.

The updated policy is intended to support a more prevention-focused approach by encouraging early identification of workplace concerns and the use of early intervention techniques, including coaching, facilitated discussions, clarification of expectations, mediation, and other informal dispute resolution options where appropriate. Increased awareness and education will support employees, managers, and Human Resource practitioners in recognizing inappropriate conduct, distinguishing harassment from workplace conflict or management action, and addressing concerns before they escalate to formal complaints.

HARASSMENT FREE RESPECTFUL WORKPLACE POLICY COMPLAINTS



** Includes an investigation on a complaint not filed with Finance initially*

All members of a workplace are responsible for contributing to a respectful work environment and for attempting to resolve workplace concerns in a fair and respectful manner where appropriate. When the formal complaint process is required, the policy continues to support proportionate and less adversarial resolution mechanisms, such as mediation or facilitated discussion, where appropriate, while maintaining access to formal investigation when warranted.

Formal complaints are assessed to determine:

- Whether the allegations fall within the mandate of the applicable *Respectful Workplace Policy* framework;
- If there was an unreasonable, extensive delay in the reporting of the complaint;
- Whether, when the complaint is taken at face value, there is information capable of supporting a finding that workplace harassment, inappropriate conduct, or other conduct captured by the policy may have occurred; and
- Whether a formal investigation is warranted, or whether early resolution, alternate dispute resolution, workplace restoration, or another response would be more appropriate in the circumstances.

OCCUPATIONAL HEALTH AND SAFETY

Corporate Occupational Health and Safety (OHS) continues to provide advice and guidance to all government departments and works collaboratively to keep GNWT workplaces safe. OHS policies apply to all territorial public service employees, except employees of the Northwest Territories Power Corporation. It also applies to contractors, volunteers, clients and members of the public in GNWT workplaces.

The GNWT has updated the *OHS Policy* to bring it in line with the Mental Health Commission of Canada's National Standard for Psychological Health and Safety in the Workplace (the "Standard"). The *Occupational Health and Safety Policy* has been updated to the *Health, Safety, and Wellness Policy* which highlights the GNWT's commitment to incorporating the Standard across our Public Service. This work includes the implementation of an overarching health and safety program with an aim to streamline GNWT health and safety procedures and strengthen the existing GNWT safety culture.

This health and safety program provides staff with training in health and safety orientations, hazard management, emergency preparedness, and incident management. Each Department, Board and Agency is responsible for ensuring their workplaces comply with health and safety requirements and establishing their own health and safety committees and OHS representatives.

In 2025/26, 36 employees completed Supervisor Safety Training and 719 employees completed Workplace Safety Awareness training sessions. GNWT employees can also access training on a number of other OHS topics, such as: First Aid and CPR as well as other customized training sessions.

This fiscal year work was completed in many areas including: creation of a policy around domestic violence in the workplace, and enact a new corporate *Health, Safety and Wellness Policy* that allows the GNWT to give equal consideration to both physical and psychological hazards by creating training and resources that supports employees.

DUTY TO ACCOMMODATE

The GNWT recognizes that to prevent or reduce discrimination it has a legal and moral obligation to accommodate employees. The GNWT's *Duty to Accommodate Injury and Disability Policy* promotes the full workplace participation of persons with disabilities, including those with mental illness, and to ensure the workplace is accessible, non-discriminatory, and inclusive.

The goal of accommodation is to have employees remain in the workforce or, if absent, integrated back into the workplace as soon as reasonably and safely possible. The GNWT accommodates employees in a number of ways, depending on the individual circumstances. There are no concrete rules for workplace accommodation as job modifications work best when tailored to the individual and the situation.

Not everyone with a disability requires accommodation, but in some instances, change is necessary to ensure no discrimination takes place. Accommodations may include, but are not limited to:

- Modifying job duties;
- Modifying hours of work;
- Modifying work sites and/or equipment;
- Providing an alternate position; and
- Bundling existing duties.

Duty to accommodate training is offered to managers and supervisors in all departments and guidelines on applying the *Duty to Accommodate Injury and Disability Policy* are available on the GNWT website. Employees also have access to online Duty to Accommodate training that can be completed at their workstation.

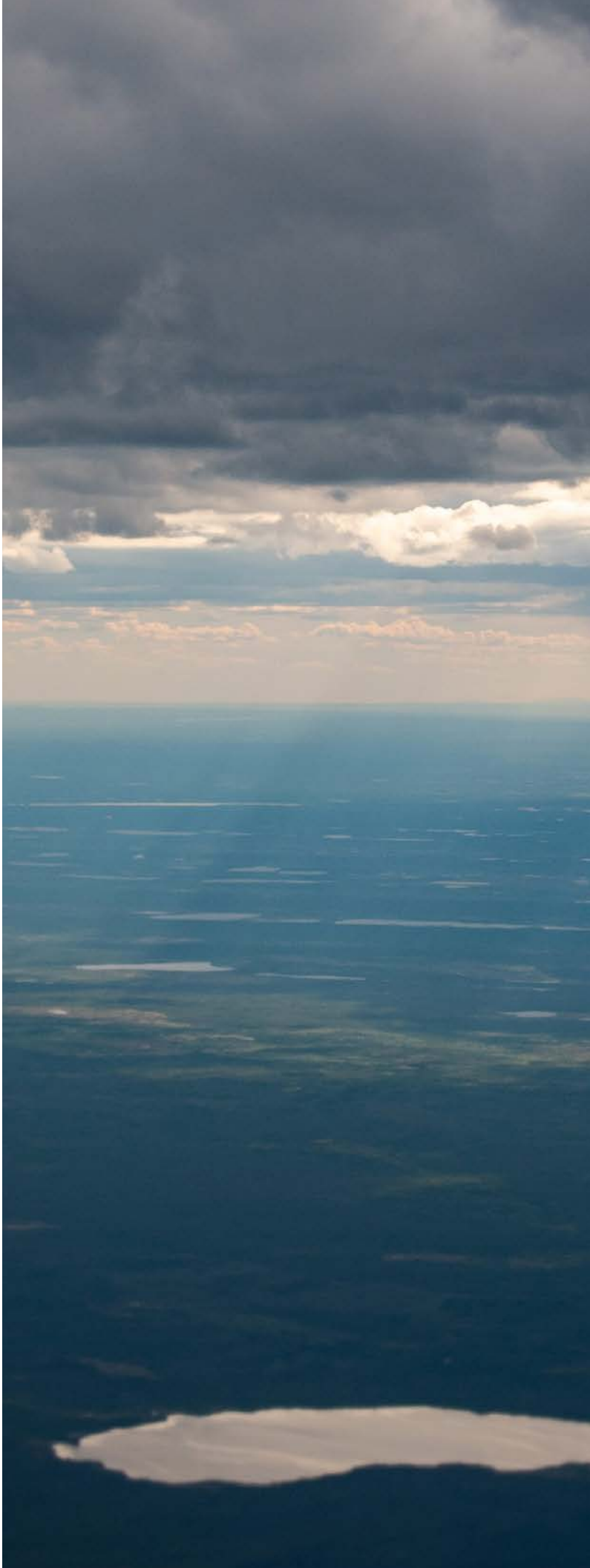
Duty to Accommodate Advisor positions are located in Yellowknife, Hay River and Inuvik to provide training, advice and support to managers.

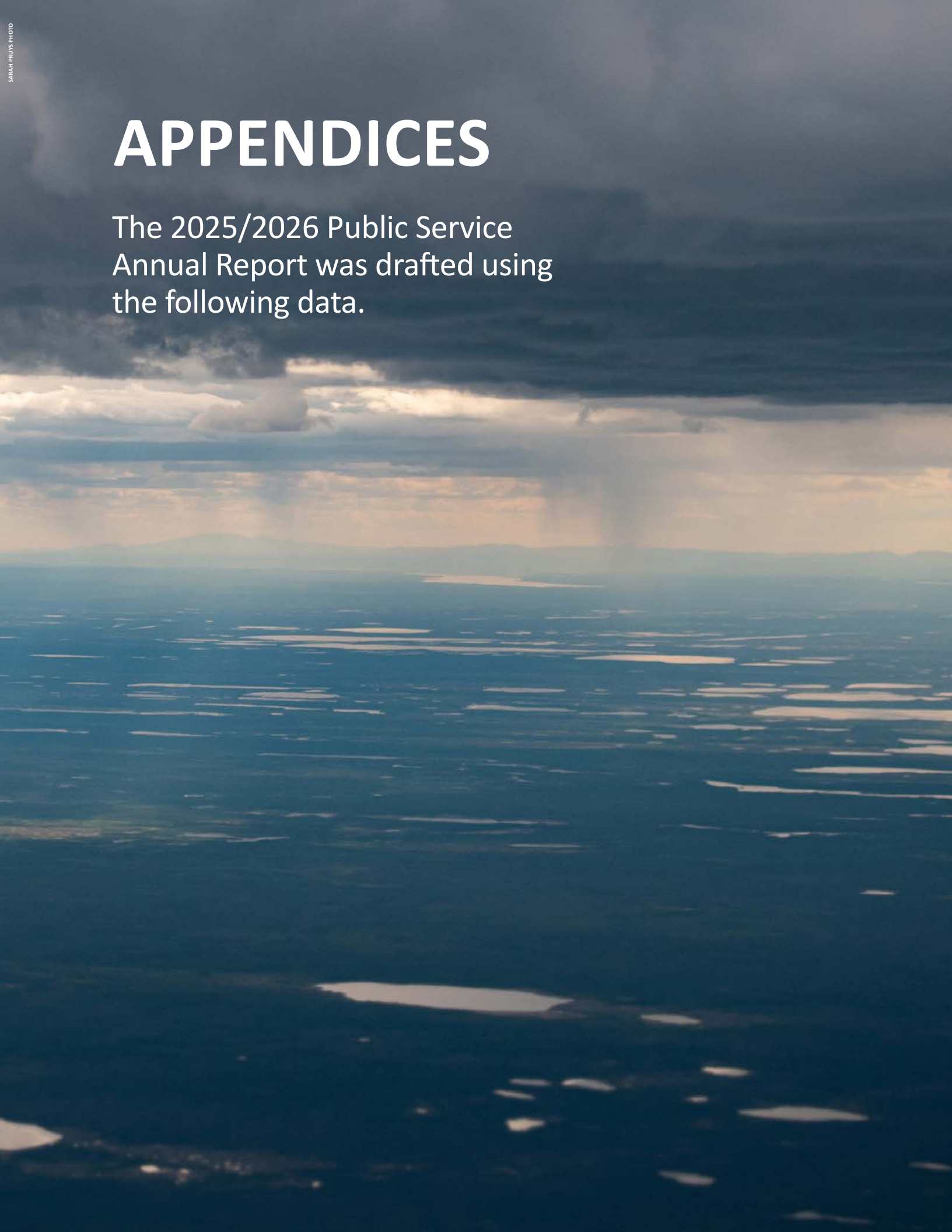
The GNWT is reviewing and updating the *Duty to Accommodate Injury and Disability Policy* and accompanying guidelines.

The updated policy and guidelines will modernize the GNWT's accommodation framework by clarifying roles and responsibilities, strengthening consistency in decision-making, and providing practical tools to support managers, Human Resources practitioners, and employees through the accommodation process. The review will also ensure alignment with current duty to accommodate case law and recent updates to the Government of Canada's accommodation policy framework.

EMPLOYEE WELLNESS

The GNWT is committed to ensuring that all employees have access to the supports available to help manage and maintain their mental health and wellbeing. The GNWT promotes health and wellness to all employees to ensure they are aware of and can access the support, counselling, and training resources available.





APPENDICES

The 2025/2026 Public Service Annual Report was drafted using the following data.

A. EMPLOYEES BY DEPARTMENT, COUNCILS, AGENCIES AND BOARDS

AT MARCH 31, 2026

Department/Board/Agency	Total Employees	Indigenous Employees	% Indigenous Employees	Non-Priority Employees	% Non-Priority Employees
Education, Culture and Employment	293	86	29.4%	207	70.6%
Environment and Climate Change	451	198	43.9%	253	56.1%
Executive and Indigenous Affairs	138	56	40.6%	82	59.4%
Finance	594	172	29.0%	422	71.0%
Health and Social Services	237	51	21.5%	186	78.5%
Industry, Tourism and Investment	171	51	29.8%	120	70.2%
Infrastructure	522	240	46.0%	282	54.0%
Justice	535	142	26.5%	393	73.5%
Legislative Assembly	52	21	40.4%	31	59.6%
Municipal and Community Affairs	130	44	33.8%	86	66.2%
Total for Departments	**3,123**	**1,061**	**34.0%**	**2,062**	**66.0%**
Beaufort Delta Divisional Education Council	271	122	45.0%	149	55.0%
Commission scolaire francophone, TNO	68	0	0.0%	68	100.0%
Dehcho Divisional Education Council	94	43	45.7%	51	54.3%
Sahtu Divisional Education Council	133	64	48.1%	69	51.9%
South Slave Divisional Education Council	273	98	35.9%	175	64.1%
Total for Education Councils	**839**	**327**	**39.0%**	**512**	**61.0%**
Tłı̨chǫ Community Services Agency- Education	224	137	61.2%	87	38.8%
Tłı̨chǫ Community Services Agency- Health	173	106	61.3%	67	38.7%
Total for Tłı̨chǫ Community Services Agency	**397**	**243**	**61.2%**	**154**	**38.8%**
NTHSSA	1,876	468	24.9%	1,408	75.1%
Aurora College	236	75	31.8%	161	68.2%
Prosper NWT	13	0	0.0%	13	100.0%
Housing NWT	118	36	30.5%	82	69.5%
Total for Agencies	**2,243**	**579**	**25.8%**	**1,664**	**74.2%**
Total of Public Service	**6,602**	**2,210**	**33.5%**	**4,392**	**66.5%**

A. EMPLOYEES BY DEPARTMENT, COUNCILS, AGENCIES AND BOARDS

CONTINUED

Region	Total Employees	Indigenous Employees	% Indigenous Employees	Non-Priority Employees	% Non-Priority Employees
Headquarters/North Slave	3,540	599	16.9%	2,941	83.1%
Beaufort Delta Region	881	451	51.2%	430	48.8%
Dehcho Region	412	241	58.5%	171	41.5%
Sahtu Region	342	150	43.9%	192	56.1%
South Slave Region	996	494	49.6%	502	50.4%
Tłı̨chǫ Region	431	275	63.8%	156	36.2%
Total	**6,602**	**2,210**	**33.5%**	**4,392**	**66.5%**

B. EMPLOYEE DISTRIBUTION BY COMMUNITY

AT MARCH 31, 2026

Community/Region	Total Employees	Indigenous Employees	% Indigenous Employees	Non-Priority Employees	% Non-Priority Employees
Łutselk'e	35	23	65.7%	12	34.3%
Yellowknife	3,505	576	16.4%	2,929	83.6%
Headquarters/North Slave Region	**3,540**	**599**	**16.9%**	**2,941**	**83.1%**
Aklavik	51	33	64.7%	18	35.3%
Fort McPherson	69	44	63.8%	25	36.2%
Inuvik	594	276	46.5%	318	53.5%
Paulatuk	27	17	63.0%	10	37.0%
Sachs Harbour	14	7	50.0%	7	50.0%
Tsiigehtchic	21	13	61.9%	8	38.1%
Tuktoyaktuk	65	37	56.9%	28	43.1%
Ulukhaktok	40	24	60.0%	16	40.0%
Beaufort Delta Region	**881**	**451**	**51.2%**	**430**	**48.8%**
Fort Liard	58	35	60.3%	23	39.7%
Fort Providence	52	39	75.0%	13	25.0%
Fort Simpson	231	122	52.8%	109	47.2%
Jean Marie River	6	6	100.0%	0	0.0%
Kakisa	4	2	50.0%	2	50.0%
Kátł'odeeche	35	20	57.1%	15	42.9%
Nahanni Butte	7	4	57.1%	3	42.9%
Sambaa K'e	11	7	63.6%	4	36.4%
Wrigley	8	6	75.0%	2	25.0%
Dehcho Region	**412**	**241**	**58.5%**	**171**	**41.5%**
Colville Lake	29	20	69.0%	9	31.0%
Délı̨nę	46	29	63.0%	17	37.0%
Fort Good Hope	52	25	48.1%	27	51.9%
Norman Wells	178	55	30.9%	123	69.1%
Tulita	37	21	56.8%	16	43.2%
Sahtu Region	**342**	**150**	**43.9%**	**192**	**56.1%**
Enterprise	14	12	85.7%	2	14.3%
Fort Resolution	62	38	61.3%	24	38.7%
Fort Smith	603	315	52.2%	288	47.8%
Hay River	317	129	40.7%	188	59.3%
South Slave Region	**996**	**494**	**49.6%**	**502**	**50.4%**
Behchokǫ̀	342	219	64.0%	123	36.0%
Gamèti	27	20	74.1%	7	25.9%
Wekweèti	12	9	75.0%	3	25.0%
Whatì	50	27	54.0%	23	46.0%
Tłı̨chǫ Region	**431**	**275**	**63.8%**	**156**	**36.2%**
Total GNWT	**6,602**	**2,210**	**33.5%**	**4,392**	**66.5%**

C. EMPLOYEES BY IEP STATUS

AT MARCH 31, 2026

	Total Employees	% of Work Force
Indigenous Female	1,578	23.9%
Indigenous Male	632	9.6%
Non-Priority Female	2,675	40.5%
Non-Priority Male	1,717	26.0%
Total	**6,620**	**100.0%**

D. SENIOR MANAGEMENT BY IEP STATUS

AT MARCH 31, 2026

Department/Board/Agency	Total Senior Management Employees	Indigenous Employees in Senior Management	% Indigenous Employees in Senior Management	Non-Priority Employees in Senior Management	% Non-Priority Employees in Senior Management
Education, Culture and Employment	25	7	28.0%	18	72.0%
Environment and Climate Change	27	8	29.6%	19	70.4%
Executive and Indigenous Affairs	23	8	34.8%	15	65.2%
Finance	32	4	12.5%	28	87.5%
Health and Social Services	23	3	13.0%	20	87.0%
Industry, Tourism and Investment	18	5	27.8%	13	72.2%
Infrastructure	28	6	21.4%	22	78.6%
Justice	13	3	23.1%	10	76.9%
Legislative Assembly	4	1	25.0%	3	75.0%
Municipal and Community Affairs	17	7	41.2%	10	58.8%
Total for Departments	**210**	**52**	**24.8%**	**158**	**75.2%**
Beaufort Delta Divisional Education Council	3	0	0.0%	3	100.0%
Commission scolaire francophone, TNO	1	0	0.0%	1	100.0%
Dehcho Divisional Education Council	0	0	0.0%	0	0.0%
Sahtu Divisional Education Council	1	0	0.0%	1	100.0%
South Slave Divisional Education Council	2	0	0.0%	2	100.0%
Total for Education Councils	**7**	**0**	**0.0%**	**7**	**100.0%**
Tłı̨chǫ Community Services Agency- Education	2	1	50.0%	1	50.0%
Tłı̨chǫ Community Services Agency- Health	4	0	0.0%	4	100.0%
Total for Tłı̨chǫ Community Services Agency	**6**	**1**	**16.7%**	**5**	**83.3%**
NTHSSA	30	5	16.7%	25	83.3%
Aurora College	9	2	22.2%	7	77.8%
Prosper NWT	2	0	0.0%	2	100.0%
Housing NWT	15	2	13.3%	13	86.7%
Total for Agencies	**56**	**9**	**16.1%**	**47**	**83.9%**
Total	**279**	**62**	**22.2%**	**217**	**77.8%**

D. SENIOR MANAGEMENT BY IEP STATUS

CONTINUED

Region	Total Senior Management Employees	Indigenous Employees in Senior Management	% Indigenous Employees in Senior Management	Non-Priority Employees in Senior Management	% Non-Priority Employees in Senior Management
Headquarters/North Slave	219	36	16.4%	183	83.6%
Beaufort Delta Region	17	10	58.8%	7	41.2%
Dehcho Region	6	3	50.0%	3	50.0%
Sahtu Region	8	3	37.5%	5	62.5%
South Slave Region	23	9	39.1%	14	60.9%
Tłı̨chǫ Region	6	1	16.7%	5	83.3%
Total	**279**	**62**	**22.2%**	**217**	**77.8%**

E. SENIOR MANAGEMENT BY GENDER

AT MARCH 31, 2026

Department/Board/Agency	Total Senior Management Employees	Number of Women in Senior Management	% of Women in Senior Management	Number of Men in Senior Management	% of Men in Senior Management
Education, Culture and Employment	25	16	64.0%	9	36.0%
Environment and Climate Change	27	13	48.1%	14	51.9%
Executive	23	13	56.5%	10	43.5%
Finance	32	20	62.5%	12	37.5%
Health and Social Services	23	17	73.9%	6	26.1%
Industry, Tourism and Investment	18	14	77.8%	4	22.2%
Infrastructure	28	9	32.1%	19	67.9%
Justice	13	6	46.2%	7	53.8%
Legislative Assembly	4	1	25.0%	3	75.0%
Municipal and Community Affairs	17	11	64.7%	6	35.3%
Total for Departments	**210**	**120**	**57.1%**	**90**	**42.9%**
Beaufort Delta Divisional Education Council	3	2	66.7%	1	33.3%
Commission scolaire francophone, TNO	1	0	0.0%	1	100.0%
Dehcho Divisional Education Council	0	0	0.0%	0	0.0%
Sahtu Divisional Education Council	1	1	100.0%	0	0.0%
South Slave Divisional Education Council	2	1	50.0%	1	50.0%
Total for Education Councils	**7**	**4**	**57.1%**	**3**	**42.9%**
Tłı̨chǫ Community Services Agency- Education	2	2	100.0%	0	0.0%
Tłı̨chǫ Community Services Agency- Health	4	3	75.0%	1	25.0%
Total for Tłı̨chǫ Community Services Agency	**6**	**5**	**83.3%**	**1**	**16.7%**
NTHSSA	30	24	80.0%	6	20.0%
Aurora College	9	6	66.7%	3	33.3%
Prosper NWT	2	1	50.0%	1	50.0%
Housing NWT	15	7	46.7%	8	53.3%
Total for Agencies	**56**	**38**	**67.9%**	**18**	**32.1%**
Total	**279**	**167**	**59.9%**	**112**	**40.1%**

Region	Total Senior Management Employees	Number of Women in Senior Management	% of Women in Senior Management	Number of Men in Senior Management	% of Men in Senior Management
Headquarters/North Slave	219	129	58.9%	90	41.1%
Beaufort Delta Region	17	11	64.7%	6	35.3%
Dehcho Region	6	5	83.3%	1	16.7%
Sahtu Region	8	5	62.5%	3	37.5%
South Slave Region	23	12	52.2%	11	47.8%
Tłı̨chǫ Region	6	5	83.3%	1	16.7%
Total	**279**	**167**	**59.9%**	**112**	**40.1%**

F. HUMAN RESOURCE COSTS

2026 FISCAL YEAR (APRIL 1, 2025 - MARCH 31, 2026)

Costs	2026 FY	
Salary	$679,901,469	67.6%
Salary Total	**$679,901,469**	**67.6%**
Bilingual Bonus/Language Allowance	$571,273	0.1%
Callback Pay	$8,777,272	0.9%
Excluded/SRM Bonus/Pay for Performance	$2,019,652	0.2%
Miscellaneous Pay	$11,478,587	1.1%
Overtime	$43,729,817	4.3%
Shift Premium (evening)	$2,314,440	0.2%
Standby Pay	$7,021,828	0.7%
Teacher Allowances	$2,649,250	0.3%
Wages Sub-Total	**$78,562,119**	**7.8%**
Education Allowance	$573,110	0.1%
Northern Allowance	$45,451,646	4.5%
Allowances Sub-Total	**$46,024,757**	**4.6%**
Canada Pension Plan	$26,432,731	2.6%
Dental Premiums	$7,765,091	0.8%
Disability Insurance	$10,974,465	1.1%
Emplyee Family Assistance Program	$258,545	0.0%
Employment Insurance	$9,125,775	0.9%
SUB Plan- Maternity/Adoption	$7,621,100	0.8%
PSHCP	$11,564,954	1.2%
PSMIP	$2,548,927	0.3%
Superannuation	$65,444,223	6.5%
WCB Premiums	$11,347,303	1.1%
Pension & Health Care Sub-Total	**$153,083,113**	**15.2%**
Medical Travel Assistance - MTA	$32,864,230	3.3%
Professional Development & Training	$7,909,928	0.8%
Ultimate Removal Out	$904,281	0.1%
Severance Pay	$6,204,933	0.6%
Other Benefits Sub-Total	**$47,883,373**	**4.8%**
GRAND TOTAL	**$1,005,454,831**	**100.0%**

G. STAFFING APPEALS

2026 FISCAL YEAR (APRIL 1, 2025 - MARCH 31, 2026)

	2026 FY
Upheld	5
Denied	68
No Appeal Rights	6
Withdrawal	0
Layoff Article 33	0
Total	**79**

**WSCC Appeals not included*

H. RETIREMENT ELIGIBILITY

AT MARCH 31, 2026

	Eligible to retire with immediate annuity	Eligible to retire within 5 years with immediate annuity	Eligible to retire within 10 years with immediate annuity
Finance and Administration	8.5%	17.9%	29.6%
Natural and Applied Sciences	7.4%	18.1%	32.9%
Health	5.1%	13.7%	23.1%
Education and Culture	7.6%	15.9%	26.7%
Social, Community and Corrections	7.5%	18.1%	29.5%
Trades, Industry and Utilities	13.0%	24.1%	37.1%
Overall	**7.8%**	**17.3%**	**28.8%**

I. STAFFING ACTIONS

2026 FISCAL YEAR (APRIL 1, 2025 - MARCH 31, 2026)

	2026 FY
Hires	741
Internal Mobility	1,752
Exits	767

Hires include all staffing actions that result in an employee entering or re-entering the public service.

Internal Mobility includes all Transfers (including Direct Appointments), Transfer Assignments, Promotions and Demotions.

Exits include all staffing actions that result in an employee leaving the public service.

J. EMPLOYEE ACCESSION AND TURNOVER

2026 FISCAL YEAR (APRIL 1, 2025 - MARCH 31, 2026)

Department/Board/Agency	Percentage Accession	Percentage Turnover
Education, Culture and Employment	11.6%	9.8%
Environment and Climate Change	12.5%	9.6%
Executive and Indigenous Affairs	13.7%	9.9%
Finance	6.2%	7.5%
Health and Social Services	10.9%	9.6%
Industry, Tourism and Investment	10.3%	13.2%
Infrastructure	8.4%	7.6%
Justice	11.8%	11.6%
Legislative Assembly	7.7%	7.7%
Municipal and Community Affairs	8.8%	11.2%
Beaufort Delta Divisional Education Council	13.9%	18.7%
Commission scolaire francophone, TNO	32.6%	21.7%
Dehcho Divisional Education Council	11.0%	18.6%
Sahtu Divisional Education Council	16.5%	22.5%
South Slave Divisional Education Council	9.9%	10.7%
Tłı̨chǫ Community Services Agency- Education	14.1%	18.9%
Tłı̨chǫ Community Services Agency- Health	20.5%	7.9%
Northwest Territories Health and Social Services Authority	11.3%	11.3%
Aurora College	8.9%	17.9%
Prosper NWT	7.7%	7.7%
Housing NWT	13.5%	18.6%
Overall Average	**11.3%**	**11.7%**

Region	Percentage Accession	Percentage Turnover
Headquarters/North Slave Region	10.3%	9.8%
Beaufort Delta Region	11.7%	14.8%
Dehcho Region	13.4%	11.2%
Sahtu Region	16.8%	19.8%
South Slave Region	9.7%	11.5%
Tłı̨chǫ Region	15.9%	15.7%
Overall Average	**11.3%**	**11.7%**

Government of
Northwest Territories

