

## GNWT Organizational Design

The GNWT must make changes to its current structure to prepare for the new programs and responsibilities it will acquire through devolution. Many of the functions the GNWT will be receiving are new, while others complement programs already in place.

The Devolution Agreement-in-Principle (AiP) requires the GNWT to share its proposed organizational design.

*“As soon as is practicable after the signing of this Agreement-in-Principle, the GNWT will develop its organizational structure and provide it to the other Parties” (Section 9.5)*

The GNWT is approaching organizational design in two phases:

**Phase 1 – High Level Organizational Design (completion fall 2012)** : Identifies at a high level what functions are transferring and where they will be placed in the GNWT

**Phase 2 – Detailed Organizational Design (completion summer 2013):** Identifies what positions will be established, their department, unit and geographic location

Phase One was developed by Deputy Ministers from all GNWT departments. Deputy Ministers, senior staff, a representative from the Department of Aboriginal Affairs and Northern Development Canada and a small group of consultants reviewed anticipated transferring functions, developed design criteria and conducted an analysis to determine how best to fit functions into the GNWT. A draft of Phase One is now complete and has been recommended to Cabinet for approval.

Two design parameters from the Devolution Agreement-in-Principle (AiP) influenced the design process:

**Mirror Legislation and Regulations** – The GNWT has committed to substantially mirror the federal government’s current land and resource management legislation and regulations for land, water, oil and gas and minerals.

**Provisions Related to Affected Federal Staff** – The GNWT has committed to offer employment to each affected indeterminate federal employee. The job offers must match as closely as possible the functions, authorities and location of each substantive position held immediately prior to devolution.

Design parameters to guide the development of the high level organizational design included:

- Affordability
- Decentralization
- Balanced Decision Making

- Energy Integration
- Lands Integration
- Business Continuity

Phase One of the organizational design has been completed. It recommends that the GNWT create two new departments and reconfigure three existing departments to receive the new programs, functions and responsibilities.

The newly designed departments are as follows:

- Lands
- Environment and Natural Resources
- Economic Development, Investment and Tourism
- Energy, Mines and Petroleum Resources
- Municipal and Community Affairs.

Work will begin shortly on Phase Two – the creation of the detailed organizational design. More information will be provided as we work through that process.

Source: GNWT Devolution Website [www.devolution.gov.nt.ca/](http://www.devolution.gov.nt.ca/)