

Organizational Review Team (ORT)

Call for Youth Member

The Committee's Mandate:

The Organizational Review Team (ORT) is a committee appointed by and under the direction of Council, established to provide broad guidance to the implementation of report recommendations, coordinate implementation activities, and to organize and facilitate community consultation. This group will also track progress over time towards implementation of recommendations.

April 2012, Council extended the Mandate of the Team and authorized it to become a formal Committee of Council. Present committee composition and members is as follows:

- (2) Council Representatives (Jeffrey Jacobs and Zack McCue);
- (2) Staff Representatives (Tammy Banks and Stephanie Monahan); and
- (4) Community Representatives (Katherine Knott, Delma Foster, Puckwiss Johnson and
1 Vacancy for Youth Rep)

The committee would like to thank Ms. Katelyn Knott, former youth representative, for her valuable contribution during her tenure.

Call for Youth Member:

The Team is now issuing a call for one (1) Youth Representative (30 yrs. or younger and must be a CLFN member). If you are interested in becoming a member please contact Jeffrey Jacobs at 705-657-8780 (w), 705-872-1337 (c) or by email at JeffJ@curvelake.ca .

Execution of Recommendations to Date:

- a. March 2012, Council accepted the Final Organizational Review report and its 78 recommendations. Approximately half of all recommendations have been implemented.
- b. Recently the Team developed and implemented the new Human Resources Management Manual (HRMM) as well Employee and Employer Committee.
- c. Presently, the Team has made it their priority to focus on the development of an organizational wide compensation strategy. This includes four key components:
 - i. Development of job description template and updating of all job descriptions;
 - ii. Review of benefit package;
 - iii. Impact analysis of HRMM; and
 - iv. Design and development of compensation tool.