

# HUU-AY-AHT FIRST NATIONS

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## **Report of Executive Council on People's Assembly on Administration Organizational Structure**

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**For consideration at the session of the  
Huu-ay-aht First Nations People's Assembly  
on Saturday, June 22, 2013**

Prepared By: Executive Director

Date: June 5, 2013

**BACKGROUND:**

At the December 8, 2012 People’s Assembly the following motion was passed by vote:

MOTION #2012-226

WHEREAS it has been nearly 2 years since our Treaty came into effect and the Huu-ay-aht government has not delivered the promised results; and

WHEREAS it is the responsibility of Executive Council to provide political leadership and establish an effective, affordable, and efficient administration organizational structure to carry out Executive Council direction; and

WHEREAS the current administration organizational structure is costly, top heavy at the upper administration levels, and is not effectively organized to efficiently carry out Executive Council direction; and

WHEREAS it is in the best interests of Huu-ay-aht for Citizens to provide the current government with an opportunity to fix the problem before pursuing other options such as recall;

THEREFORE BE IT RESOLVED to recommend that Executive Council:

- (a) direct the Executive Director to have a report on Huu-ay-aht administration organizational structure prepared by February 28th, 2013 setting out recommendations and an implementation plan for an HFN administration organizational structure that is effective, affordable and efficient; and
- (b) ensure that Citizens are given an opportunity to provide input on the report; and
- (c) make the organizational structure report available to Citizens; and
- (d) implement organizational structure changes based on the report by March 31, 2013.

**INFORMATION / UPDATE:**

The Administration has completed a department review of the organizational structure and implemented changes where necessary (see attached chart). Specifically when positions were awarded internally, the vacating job description was reviewed to determine if necessary to refill or delegate workload. During the 2013/14 Budget Planning Cycle, considerable effort was spent in the analysis of each Department’s needs, following the comprehensive program assessment, some staff were assigned on a cross functional basis to evenly distribute workload and maximize program efficiency.

Further, with the departure of the previous Executive Director, a Director level position will be removed on a permanent basis. The position of Director of Finance and Government Services has been eliminated from the organizational chart with the duties absorbed by the new Executive Director. In the event that

financial information, accountability, or control, suffer as a result of the amalgamation, a managerial level position, such as a Comptroller may be hired. The Executive Director in consultation with the Executive Council will make an assessment on the success of the amalgamation during the 2013/14 fiscal year.

# May 2013 DRAFT HFN Organization Chart

\*\*\* some positions may be part time only or vacant

