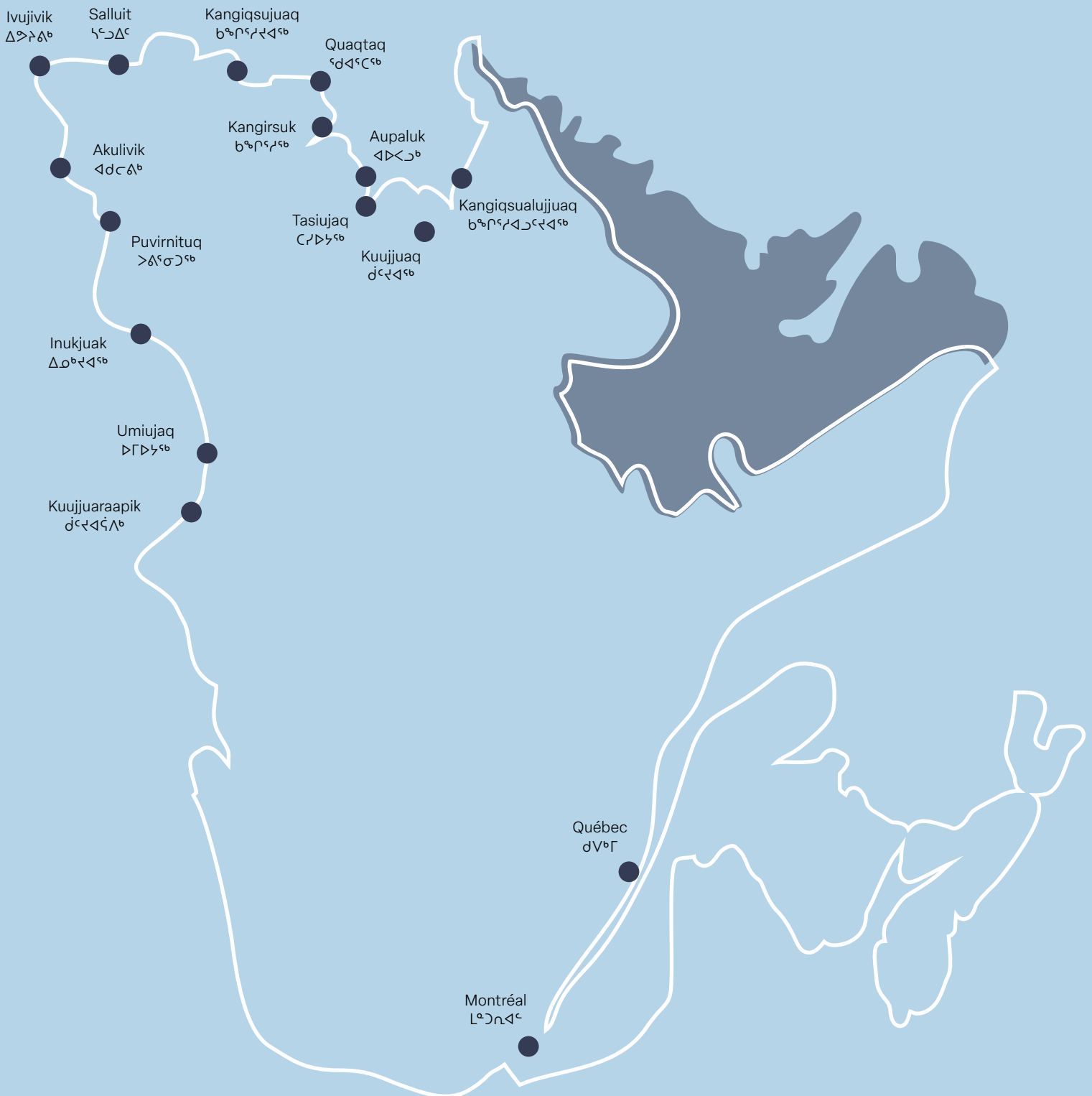


# **ANNUAL REPORT 2024-2025**



$$\underline{006} \Delta^b$$


Nunavik Regional Board of Health and Social Services  
Régie régionale de la santé et des services sociaux du Nunavik  
ᓄᓇᐱᓐ ᐃᓴᓕᓂᓴᓐ ᑲᓂᓕᓴᓐ

1602 Akianut Road  
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Kuujuaq (Québec)  
J0M 1C0

Toll-free | 1-844-964-2244 | Sans frais: 1-844-964-2244  
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information\_rrsss17@ssss.gouv.qc.ca  
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Legal deposit | ᐃᓕᑦᑕᑲᑯᑦᑭᑦ ᐃᓕᑦᑕᑲᑯᑦᑭᑦ ᐱᓂᓄᑦ | Dépôt légal — 2025  
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**ፖርቱጋሊዝ ስልጣን ብሉይ ኢትዮጵያውያን ለማስተካከል የሚችል መሆኑን**

**Christian Dubé – ᑲᕐᑎᓐ ᑕᐱ**

Δαΐδου σ' ἔδωκε Δαΐδου σ' ἔδωκε Νῆβυ

ርኩፋ ጋሃነባዎን ርህሪህ ላናጋርረዥልህ ያለሁት ልድረተው ከሊቦላሮክታሮኤሊኒ.

[illegible][illegible]

- [illegible]

ሀገረ ስሜኑ ይጻፍልህ የጋራ ሰላምና ልማት ስልጣን ለሕዝቡ ለማስገኘት ለሚችል ሁሉም ጥረትና ጥረት ይደረጋል፡፡

Jennifer Munic-Watkins

[illegible]











[illegible]

- [illegible]

[illegible][illegible][illegible][illegible][illegible][illegible]

ለዴሞሳስ ልዩ ለሀገራዊ ልሳን በገጅጅ  
ለሀገራዊ ልሳን ለሀገራዊ ልሳን ለሀገራዊ ልሳን  
ፍጥነትና ፍጥነትና ፍጥነትና ፍጥነትና ፍጥነትና  
ፍጥነትና ፍጥነትና ፍጥነትና ፍጥነትና ፍጥነትና  
ፍጥነትና ፍጥነትና ፍጥነትና ፍጥነትና ፍጥነትና  
ፍጥነትና ፍጥነትና ፍጥነትና ፍጥነትና ፍጥነትና

[illegible][illegible]





11

# ՀԳՔԼԻՆԻ ԼՁՐՎՐՈՒՄԻՆԵՐԵՏՆԱԿ

ԼՁՐՎՐՈՒՄԻՆԵՐԵՏՆԱԿԻ ԼՁՐՎՐՈՒՄԻՆԵՐԵՏՆԱԿԻ ՄԱՐԿԻ ԳԼԽԱՆՈՒՄԻ ՈՐԴՆՈՒՄԻ  
ՀԳՔԼԻՆԻ, ՀԳՐՈՒՄԻ, ԴՐՈՒՄԻ, ԴՐՈՒՄԻ ԳԼԽԱՆՈՒՄԻ ԴՐՈՒՄԻ ԴՐՈՒՄԻ  
ԿՈՄՊՈՒՆԴՐՈՒՄԻ ԳԼԽԱՆՈՒՄԻ ԼՁՐՎՐՈՒՄԻ ԴՐՈՒՄԻ ԴՐՈՒՄԻ ԴՐՈՒՄԻ







| ገደብ      | ጠቅላላ | ጠቅላላ | ጠቅላላ |
|----------|------|------|------|
| ጠቅላላ ገደብ | 3    | 2    | 1    |
| ጠቅላላ ገደብ | 2    | 3    | -1   |
| ጠቅላላ ገደብ | 2    | 1    | 1    |
| ጠቅላላ ገደብ | 1    | 0    | 1    |
| ጠቅላላ ገደብ | 3    | 3    | 0    |
| ጠቅላላ ገደብ | 21   | 15   | 6    |

ΔΗΛΩΣΗ ΑΝΕΓΧΕΙΡΕΤΕΣ, ΉΜΕΡΩΔΕΣ  
ΔΙΑΣΤΑΣΕΩΣ ΔΕΛΤΑ ΕΠΙΧΕΙΡΗΣΕΩΣ ΠΡΟΓΡΑΜΜΑΤΟΣ

[illegible][illegible]

ለድርጅታችን ልማትና ልማት ልማት

[illegible][illegible][illegible]

## ՀԱՅԳՈՐԸ

Ազգային Վճիռ Ազգայնականական Դաշնությունը Ընդունում է  
 Ազգայնականական 2024-2025-Դ.

- [illegible]

[illegible][illegible]









[illegible][illegible][illegible][illegible]

መደብ: መደብ ለወጥላኛ ርዕስ

ወደፊት ለዲሞክራሲያዊ ልማትና ለፍትሕ ጥረትና ለህዝብ አቅማቸው ለሚደረግ ስራ ማብረቅ ይገባል።

ከቦርሰቡ 52 ወደርፒሪ ለዲቫርታሪ ብዙርድራሪና ልገጋልታሪ፣  
 ልጋፊጋር ሶዊቴክክርታሪልታሪ \$832,352.92, ሥህሙራልታሪ  
 ክሪሪሪታሪዎፊዎ ለብሪክሪሪሪዎ ወደፊዎ ወደልርፒፒ. ርዕደ  
 ለዲቫርታሪ ካፒቴሪልታሪ ልገጋጋሪፊዎ 1,000 ልርታሪታሪ ልፒጋ  
 ሀገሪሪቡ ለጋፊብሪሪልታሪ ወደፊዎ ለጋሪሪዎፊዎ፣ ልጋፊሪሪሪ  
 ልርታሪሪዎ፣ ልፒጋ ልፒዎ ለፊርታሪዎ።

[illegible]

- [illegible]

- [illegible]

[illegible][illegible][illegible]

$\langle i^a j^b \rangle = \langle i^c j^d \rangle = \langle i^e j^f \rangle = \langle i^g j^h \rangle = \langle i^i j^j \rangle$ 

ደረሰናል ምርጥ ለድርጅታችን  
ጋራ ለሚገኝ ለሚገኝ ለሚገኝ

[illegible]

ᄒᆞᆫ

[illegible]

▷◁%LJ▷C%b

[illegible][illegible][illegible]

ΔΗΛΩΣΗ ΠΡΟΤΙΘΕΝΤΟΣ ΔΙΕΥΚΥΝΟΥΣ  
ΑΝΕΛΕΓΜΕΝΟΥ ΔΕΛΤΑ

[illegible][illegible][illegible]

[illegible][illegible]

മുൻപ് നിങ്ങൾ

[illegible][illegible][illegible]

[illegible]

መፈላገ ልጋርቢሮቻችን ከባለቤቱ

$\Delta C \dot{\rho}^c \quad \Delta^c \supset \Delta^c$

[illegible][illegible][illegible][illegible][illegible]

◀<sup>a</sup>σΠ<sub>2</sub>σ<sup>b</sup>

[illegible]
$$\Delta c \dot{\sigma}^b \dot{\sigma}^a \sigma^c \sigma^d \sigma^e \sigma^f$$
[illegible][illegible]





# ԾԶՃԿ ԴԵՐՇ ՀՀԸՃՃՆ

◀σ⁹ϣ▷⊂▷⁹⋈⊃ ⅇLᵗ%ᵒ

[illegible][illegible]

ከ 2024 ለጥፋት፣ ህዝብ 181 ልሳሳት ጋራዎች  
 ለሰራተኛው ርዕሰ ልሳሳት (ፖሊስ ጋራዎች)  
 ከፍተኛ ጥፋት ላይ ለመግባታቸው፡

**51 ᐱᓕᓕᑦᑲᐅᑏᓕ ᐅᖃᓚᑦᑦ ᑐᓕᓕᑕᑕᑦ ᑦᑲᐅᐃᖃᖃᑎᓯᐱᓕᓂᓴᓕ**

- o 50  $\triangleleft^{\circ} \Gamma^{\circ} C \triangleright \triangleleft \dot{\sigma}^{\circ}, 1 \triangleleft \triangleright \dot{b}^{\circ} C \triangleleft \sigma^{\circ b}$

**130 ◀<sup>c</sup>◅<sup>b</sup>▶<sup>a</sup> ◄<sup>c</sup>▵<sup>b</sup>▷<sup>a</sup>**

- o 105  $\triangleleft^{\circ} \Gamma^{\circ} \mathbb{C} \Delta \dot{\sigma}^{\circ}$ , 25  $\triangleleft \triangleright \dot{b}^{\circ} \mathbb{C} \Delta \dot{\sigma}^{\circ}$

ኦገስት 2024-፣ ሥርዓተ ወርሃውን ለመቀበልና ለመጽናወት ከሚችሉት የሰነድ አይነቶች:

- o Elaisa Alaku, ບໍລິເວນ
- o Vicky Uqittuq, ບໍລິເວນ
- o Rose-Ann Unaluk, ດຳລົງ
- o Bertha Adams-Kulula, ປະຊາຊົນ

[illegible]

- $\Delta^A \sigma^B$ : 3
- $\gamma^A \Delta^B$ : 2
- $\Delta^A \gamma^B$ : 3
- $\sigma^A \rho^B \gamma^C$ : 2
- $\rho^A \sigma^B \gamma^C$ : 1

[illegible]

- [illegible]

[illegible]

- [illegible]







உதிர்தல்

தாதுதல்தல்



[illegible]

ፍፅዋላቸውን ለማረጋገጥ ለሚገባው ሰነድ ማረጋገጫ

[illegible]

Δd<sup>c</sup>∩C<sub>2</sub>U<sub>2</sub>U<sub>1</sub>Δ<sup>c</sup>σ<sub>1</sub>Δ<sup>c</sup>

[illegible]

ፋፕፒሊኒክፕሮጀክት

መረጃና ቴክኖሎጂ ልማት ሚኒስቴር

[illegible][illegible][illegible][illegible][illegible]

[illegible][illegible][illegible][illegible][illegible][illegible][illegible][illegible][illegible][illegible][illegible]

[illegible][illegible]

ጋራ ለጋራ ማህበራዊ

[illegible][illegible][illegible][illegible][illegible][illegible]

ΔΕΥΤΕΡΟΝ 32:1-5

ልዩሮባታይ ክብሉ ልሮካሮሮሮሮኤ ኮሪሃሊሊኤ ሳኖሪሃሊሊኖሮኤ  
 ኃኔሞሪ ልሮሃኖሮሞላኤሊኤ ልሮሞላባሮሃሊኤሮሮኤ; ሃኔሮረረረ  
 ኮሮኃኖሃኖሮ ኮሪሃሊኮሮከሮኤ ልሮካሊሮ ሞሮሮሊሮ ምሃሊከሮኤ  
 ሊሞላኤክብሮ ሊሞላኤሮሮሃሊሊኤ ሳኖሪሃሊሊኖሮኤክብሮ ምክሃሊኤ  
 ልሮሞላከሮሞላ ስፑላክ-ሀ ስፑላክ ልሮሃኖሮሞላ ኮሊሞላሮሃሊኤሃሊኮሮኤ  
 ልሮሞላባሮሃሊኮሮኤ, ርሪሪሪ ሃኖሪሃሊኤሮሮኤ ልሮካሊሮ  
 ሳከባሊኮሮኤሮሊከረ ለሞላኤ ልሮከሞላኤ-ለሞላኤ ልሮከሞላኤ ሞሃሊኮሮኤ  
 ልሮሞላሮሃሊኮሮኤ ሞሃሊኮሮኤ ሞሃሊኮሮኤ ሞሃሊኮሮኤ ሞሃሊኮሮኤ  
 ልሮከባሊኮሮኤ ሞሃሊኮሮኤ ሞሃሊኮሮኤ ሞሃሊኮሮኤ ሞሃሊኮሮኤ ሞሃሊኮሮኤ  
 ልሮከሞላከሮሞላ ለሞላከሮሞላ ሞሃሊኮሮኤ ሞሃሊኮሮኤ ሞሃሊኮሮኤ ሞሃሊኮሮኤ  
 ልሮከሞላከሮሞላ ለሞላከሮሞላ ሞሃሊኮሮኤ ሞሃሊኮሮኤ ሞሃሊኮሮኤ ሞሃሊኮሮኤ ሞሃሊኮሮኤ





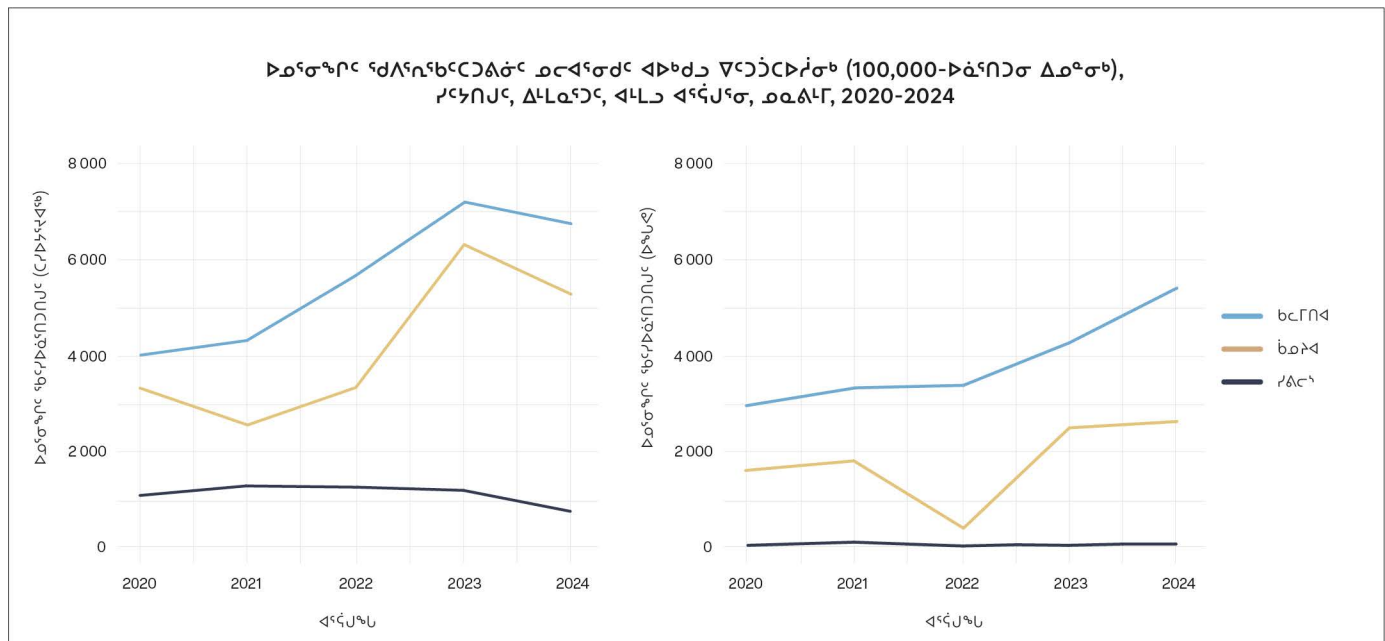


>ድጋፊና ማረጋገጫና) ለፈጣሪ ልምድና ሥነምግባርና  
 ምርጫና ልማትና >ድጋፊና ልማትና ልማትና ልማትና  
 >ድጋፊና ልማትና ልማትና ልማትና ልማትና ልማትና  
 ልማትና ልማትና ልማትና ልማትና ልማትና ልማትና

- [illegible]

[illegible][illegible]

ፎርፋፍፎ ምርጫ ምርጫ ምርጫ ምርጫ ምርጫ  
(STBBIs)

[illegible]

[illegible]

၎င်းတို့သည်

[illegible]

- [illegible]

ልዑኛዎችና ሌሎችም ብረው ለሆነው የጥበቃ ሚኒስትር ሲሆኑ፣  
 ለሀገራችን የሚገባውን የፍትሕ ምርጫ ማድረግ አለባቸው።  
 ለዚህም ምክር ቤት ማብራሪያ ማድረግ አለባቸው። ለዚህም  
 ምክር ቤት ማብራሪያ ማድረግ አለባቸው። ለዚህም ምክር ቤት  
 ማብራሪያ ማድረግ አለባቸው። ለዚህም ምክር ቤት ማብራሪያ  
 ማድረግ አለባቸው። ለዚህም ምክር ቤት ማብራሪያ ማድረግ  
 አለባቸው። ለዚህም ምክር ቤት ማብራሪያ ማድረግ አለባቸው።

- [illegible]

Δαδρρσρ ρρρρ ρρρρ ρρρρρ

[illegible]

- [illegible]

[illegible]

[illegible]

ለኖርድበርጋቦር ኃናርድበርድብሩኖር ኔቦሪኤር ሙኖኔቦኤርድጋድ ሪኦድኖር ሀገርድኖር፣ ሊኮኔ ሙኖኔቦኤርሙ (CO) ሙኖላልበርጋቦኔ ኃናርድበርድብሩኔ፣ ሀገኖልበርጋቦኔ ልኖኖኔ ልኖሪ ሙኖላልኔ ሙኖኖኔ፣ ኔቦኦኖርድብኔ 6g ሙኖላቦኔ ልኖኔኔኖርድብኔ ልኖሪ ልኖሪ፣ 101 ልኖኖር ኃናርድበርድብሩኖር ኔቦኦኖርድብሩኖኖሪኖር፣ ልኖርድብኖር 95 ልኖሪ ልኖርድብሩኖር፣

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- [illegible]

[illegible][illegible]





# **HUMAN RESOURCES**







## Local Training

Six persons registered for English courses offered jointly with McGill University.

Training in office automation was offered to the employees of the NRBHSS. In total, six licences for office automation courses were activated.

## Development of Structuring Tools

The administrative structure of positions within the organization's departments was revised, accompanied by a full update in the Logibec system. This revision enabled the creation of a new tool for tracking positions in Excel, updated every two weeks. Accessible to all management personnel, this tool includes filters by department and by sector for rapid visualization of occupied and vacant positions.

A human resources dashboard in Excel format was also developed in order to have a clear, up-to-date profile of personnel. Accessible to all management personnel, this tool provides them with an accurate and overall view of the composition of their teams.

Breakdown of the personnel on March 31, 2025.

| JOB TITLE (CATEGORY)         | NUMBER OF EMPLOYEE |
|------------------------------|--------------------|
| Management Officer           | 45                 |
| Office Employee              | 3                  |
| Nurse                        | 10                 |
| Clinician Nurse              | 37                 |
| Health Professional          | 130                |
| Administrative Professional  | 49                 |
| Social Services Professional | 5                  |
| Health Technician            | 2                  |
| Administrative Technician    | 45                 |
| Social Services Technician   | 0                  |
| Other                        | 1                  |
| <b>TOTAL</b>                 | <b>327</b>         |

A yellow graphic consisting of two parallel diagonal lines forming a chevron shape, pointing towards the top right.

# **OUT OF REGION SERVICES**





The team presently consists of:

- Other positions are slated to be created soon, as part of the establishment of other services that will be offered directly in the region.

A regional policy on transportation services for health reasons was adopted by the Board of Directors in June 2023, and this past year we trained the employees concerned with regard to its application in conjunction with the NIHB program. Moving forward, this training will be available to all new personnel whose duties require that they apply this policy.

A number of improvements were identified since the policy took effect; a review of the policy on transportation services for health reasons will begin next year.

The regional policy on mental health counselling services was adopted in June 2024. Since then, requests for services have been on the rise. In 2024-2025, 991 requests were handled by the NIHB team, compared to 595 in 2023-2024. These figures reflect the policy's effective dissemination in the region's communities and among the healthcare professionals concerned. Additional communication and awareness-raising initiatives are planned for this year, with the aim of further facilitating access to services, both in and outside of the region.

In March 2025, in conjunction with the Department of Planning and Programming, a request for proposals was issued with regard to optometry services in the region. It is expected that potential suppliers will have been identified

This request for proposals will renew and enhance the optometry services offered in Nunavik, which have notably not evolved over the past several years. The anticipated contract will allow for improved supervision of the services offered, both qualitatively and quantitatively.

A number of policies will be established or updated over the coming years. These, which will be submitted to the Board of Directors for approval, include:

- o a regional policy for medical supplies and medical equipment under the NIHB program;
- o a regional policy on drugs/medication under the NIHB program;
- o a regional policy on vision care under the NIHB program (update should be completed by the time a contract for optometry services is signed);
- o a regional policy on hearing aids under the NIHB program;
- o a regional policy on dental services under the NIHB program;
- o a regional policy on denturology under the NIHB program.

The regional committee on Out-of-Region Services (RCORS) meets four to five times a year to discuss the various services tied to the NIHB program. This committee is comprised of the Directors of the institutions, the NRBHSS Executive Director, the Director of Ullivik, the Director of Planning and Programming, and the Director of Out of Region Services. Regular meetings of the committee allow for assisting the Department of Out of Region Services in making decisions that will impact the services offered in order to meet the needs of the Nunavik population.

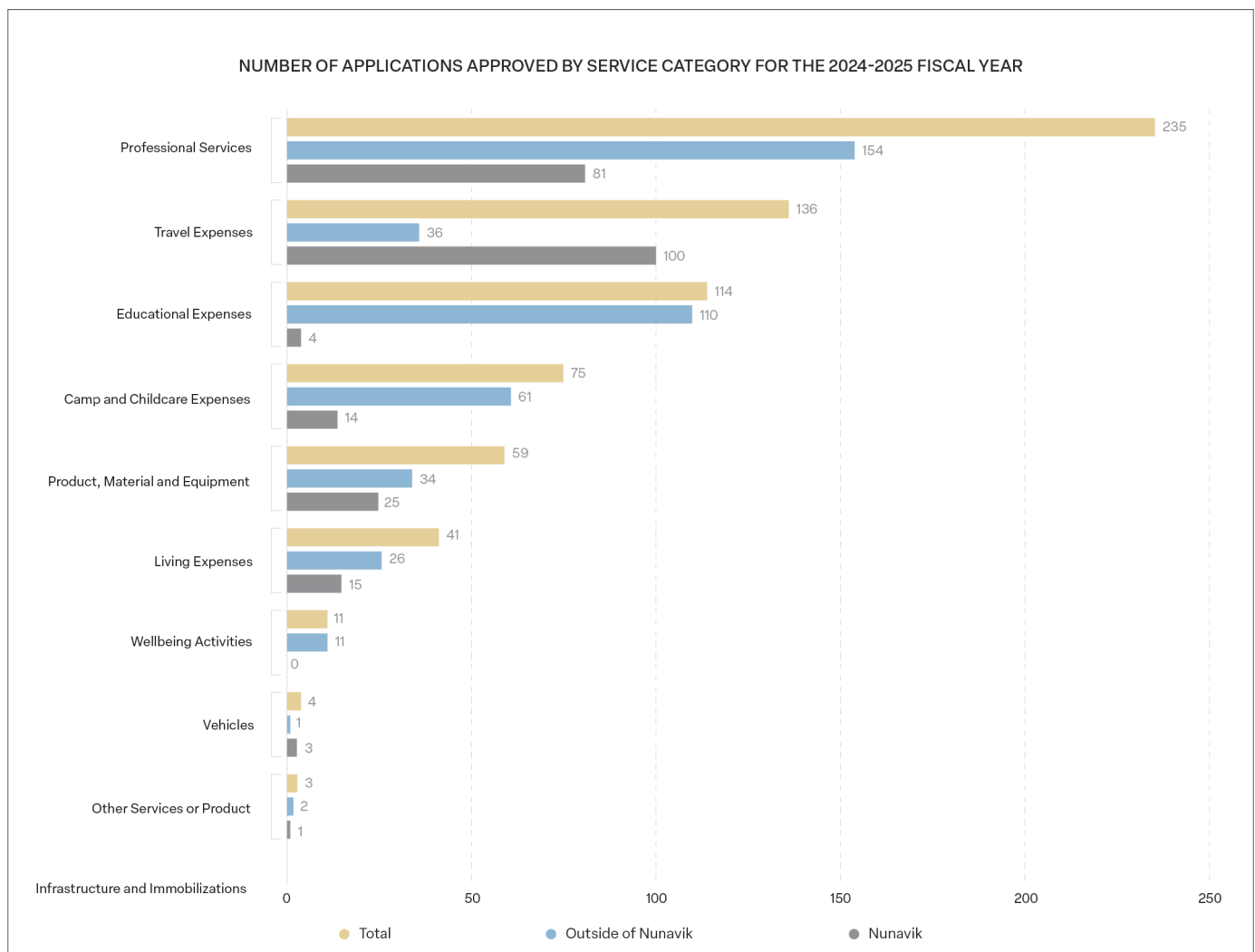
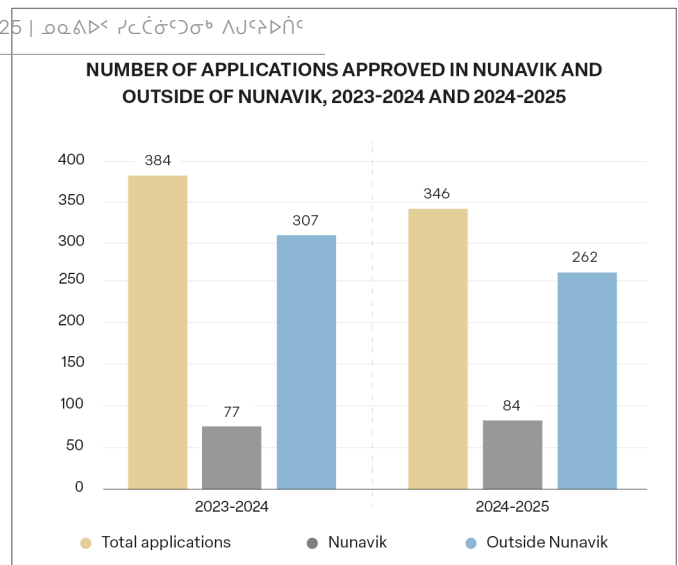


new operating criteria rendered access to financing more difficult for certain families and organizations.

- o **Delays in processing applications:** The introduction of new decision-making parameters by the government of Canada led to delays in the processing of applications by Indigenous Services Canada offices, which in turn hindered prompt access to essential products and services.

## Statistics

Despite the team's need to adjust to the new operating parameters established by ISC, 346 applications were approved, which attests to a continuity with regard to previous years (384 applications in 2023-2024, 229 in 2022-2023, 258 in 2021-2022 and 169 in 2020-2021). This financing allowed





# ՎԵՐԴՏԵՈՏՅՈՒՆ ԼԵՂՆՈՒՆ

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| የዕቅድ ስም                                    | 2023-2024       | 2025-2026       |
|--------------------------------------------|-----------------|-----------------|
| የፍትሕ ልማት (IHC)                             | \$149.3M        | \$177.8M        |
| የህዝብ ጋራ ፍትሕ (UTHC)                         | \$138.4M        | \$166.6M        |
| NRBHSS ልማትና ምርጫ ስራ                         | \$31.0M         | \$33.4M         |
| የህግ ልማትና ምርጫ ስራ ለፍትሕ                       | \$98.6M         | \$115.6M        |
| ስራ ልማትና ምርጫ ስራ                             | \$61.0M         | \$66.9M         |
| <b>ጠቅላላ ስራ (የፍትሕ ልማትና ምርጫ ስራ ስራ ስራ ስራ)</b> |                 |                 |
| የህግ ልማትና ምርጫ ስራ                            | \$4.5M          | \$4.6M          |
| ስራ ስራ                                      | \$11.6M         | \$12.4M         |
| <b>ጠቅላላ ስራ ስራ</b>                          | <b>\$494.4M</b> | <b>\$577.3M</b> |

[illegible]

|                     | 2023-2024                          |                   | 2024-2025                          |                   |
|---------------------|------------------------------------|-------------------|------------------------------------|-------------------|
| ᐃᐅᑦᐱᑦᓴᑦᓴᑦ<br>ᐱᑦᓴᑦᓴᑦ | ᐅᐱᐅᐅᑦ ᐅᐱᑦᓴᑦᓴᑦ<br>ᑦᑦᑦᑦᑦᑦᑦᑦ ᐱᑦᓴᐅᐅᑦᓴᑦ | ᐱᑦᐱᐅᐅᐅᐅᑦ (ᐱᐅᑦᑦᑦᑦ) | ᐅᐱᐅᐅᑦ ᐅᐱᑦᓴᑦᓴᑦ<br>ᑦᑦᑦᑦᑦᑦᑦᑦ ᐱᑦᓴᐅᐅᑦᓴᑦ | ᐱᑦᐱᐅᐅᐅᐅᑦ (ᐱᐅᑦᑦᑦᑦ) |
| ᐃᐅᑦᑦᑦᐅᐅ             | \$149.3M                           | \$(12.6)M         | \$177.8M                           | \$0.2M            |
| ᐅᑦᓴᓴᑦᓴᑦ ᐅᑦᑦᑦᐅᐅ      | \$138.4M                           | \$(15.9)M         | \$166.6M                           | \$2.3M            |
| ᐅᐱᐅᐅᑦ ᐃᐅᑦᑦᑦᓴᑦ       | \$31.0M                            | \$2.5M            | \$33.4M                            | \$0.9M            |
| ᑦᑦᑦᑦᑦᑦ              | \$318.7M                           | \$(26.0)M         | \$377.8M                           | \$3.4M            |

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ወደፊት ልማት ስራዎችን ለማግኘት



























# ዎደርሮ ለዊሳክሮፖሊስ ክፍልፕላንናፕላንፕላን

ዎደርሮ ርዕሰፍርድ (SRP) ለፍጥነት  
ለፍጥነት፡ ርዕሰፍርድ፡ ለፍጥነት ርዕሰፍርድ

































መልክ መረጃ ልማት ለጋራ ልማት ለጋራ ልማት  
 ልማት ልማት ልማት ልማት  
 ልማት ልማት ልማት ልማት

|                             | 2025<br>\$ | 2024<br>\$ |
|-----------------------------|------------|------------|
| የልማት ልማት - ልማት ልማት          | 20,340,937 | 15,862,222 |
| የልማት ልማት (ልማት ልማት) የልማት ልማት | 12,247,023 | 4,478,715  |
| የልማት ልማት - ልማት ልማት          | 32,587,960 | 20,340,937 |







































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RÉGIE RÉGIONALE DE LA NUNAVIK REGIONAL  
SANTÉ ET DES SERVICES BOARD OF HEALTH  
SOCIAUX DU NUNAVIK AND SOCIAL SERVICES