

# PIKTUK AKNUTMAQN

## Congratulations to all of our NAIG Athletes!

Athletics - Jayme Fraser

Basketball - Memphis Paul

Lacrosse - Jake Maloney

Softball - Jacoby Beadle

Canoe - Katerra and Katalina Young



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## Calling all Artists and Builders!!

April is looking for someone to build a secure wooden frame to hold two large garbage bins for the beach and an extra space to put a dog poop bin beside it. She is looking for quotes as these bins are larger than our regular bins, you'll need to take measurements of the bins to go with your quote. Reach out to April if you are interested.

She is also looking for a quote from a youth in the community who would be interested in painting the garbage bins. We have a lot of creative artistic youth in the community. Below are some ideas.

Contact April if you are interested at [April.n@plfn.ca](mailto:April.n@plfn.ca)



***Health Centre Update:***



## PIKTUK NEWS

Band Office Hours	Health Centre Hours	Garbage Day	Chief & Council Meetings
<p>Monday - Thursday</p> <p>9:00 am - 4:00 pm</p> <p>Friday</p> <p>9:00 am - Noon</p>	<p>Monday - Thursday</p> <p>9:00 am - 4:00 pm</p> <p>Friday</p> <p>CLOSED</p>	<p>Collection is every second Tuesday</p> <p><b>Next Collection Date is:</b></p> <p>Tuesday July 25, 2023</p> <p>Tuesday August 8, 2023</p>	<p>The next Chief &amp; Council meeting is Tuesday TBD.</p> <p>To submit a letter or a request please email <a href="mailto:webmaster@plfn.ca">webmaster@plfn.ca</a> or you can drop off at the front desk of the Band Office.</p>
VCM Hours	Wolf Den Hours	Pictou Landing Pantry Hours	Fisheries Hours
<p>Monday - Friday</p> <p>7:00 am - 11:00 pm</p> <p>Saturday- Sunday</p> <p>9:00 am - 11:00 pm</p>	<p>Open 7 days a week</p> <p>9:00 am - Midnight</p>	<p>Tuesday</p> <p>9:00 am - 3:00 pm</p> <p>Wednesday</p> <p>1:00 pm - 3:00 pm</p> <p>Thursday</p> <p>9:00 am - 3:00 pm</p>	<p>Monday - Thursday</p> <p>9:00 am - 4:00 pm</p> <p>Friday</p> <p>9:00 am - Noon</p>

## *Community Notices:*

Coffee & Chats with Michael happening Beginning Wednesday August 2 at 9:00 am. These will take place at the Band Office and everyone is welcome to attend!

The Annual General Meeting will be held Wednesday September 13 at 4:30 pm at the Pictou Landing School Gymnasium. Everyone is Welcome!

### **Bloodwork**

Collections happen between **10 – 11** at the Health Centre every Wednesday by **APPOINTMENT ONLY**. We will need your **Lab Requisition** paper the **Monday** prior to your appointment, as it has to be faxed to the lab before they come down, to ensure they have the proper supplies. It can be dropped off at the front desk or faxed to (902)752-6465 or 1(833)842-5564 **If the requisition is not received, you will be removed from the list and be responsible for rescheduling yourself.** Please call Ashley at the Health Centre (902-752-0085) to book your appointment.

Patients also have the option to book in New Glasgow by phone or online.

**Aberdeen Blood Collection** 678 East River Road, New Glasgow, NS B2H 3S1

**Appointments are required for blood collection service.**

This location offers online appointment bookings. Visit <https://booking.nshealth.ca> to book your own appointment.

Patients can book their own appointment for blood collection service by calling 902-928-2830 from 8:30 a.m. to 2:30 p.m. Monday to Friday (excluding holidays).



## MEMBERSHIP NOTICE TO CLIENTS

The CMM Membership Administrator will be travelling to CMM Communities to deliver membership services to those clients that cannot make it to the CMM Office in Millbrook. Below is a scheduled date for Membership Administrator visit to your community.

**Bear River First Nation Health Center**  
August 22, 2023 – afternoon – Theresa LeBlanc  
August 23, 2023 – morning – Theresa LeBlanc

**Glooscap First Nation Band Office**  
**To be Scheduled** – Jay Martin

**Annapolis Valley First Nation Bingo Hall**  
July 12, 2023 – Jay Martin

**Paqtnkek Mi'kmaw Nation**  
July 11, 2023 – Theresa LeBlanc

**Pictou Landing First Nation**  
August 16, 2023 – Jay Martin

**Membership is taking Clients by Appointment Only,**

For Appointment, please call Membership Office: 902-895-6385 or Toll free: 1-877-892-2424  
Jay Martin: Cell 902-956-2807 ext. 109 or Theresa LeBlanc: ext. 108 Cell: 902-956-4339,  
Email: [membership@cmmns.com](mailto:membership@cmmns.com)

If you wish to schedule an appointment time we will need your full legal name, date of birth, reason for appointment and phone number for contacting you.

We prepare most of the paperwork in advance to shorten appointment times.

Please arrive at least 5 to 10 minutes early prior to your appointment.

1 Person per appointment time, except when a child is getting status card, then it will be 1 parent and 1 child at a time.

If you must cancel your appointment time, please contact membership asap to reschedule. This will allow someone else to receive the cancelled appointment time.

If a client is late for their appointment, they will have to reschedule their appointment for another time. It will be 6 to 8 weeks before membership visits the community again.

**Please Note:**

- If you are registering a child, dependent or an adult registration, you must have a Longform Birth Certificate, Marriage Certificate (if you are married), Valid Government Issued ID with Photo, Date of Birth, and signature. Ex: Driver's License, Provincial ID or Passport or combination of status card & health card.
- If you are renewing a status card, you will need a Valid Government Issued ID with Photo, Date of Birth and signature. Ex: Driver's License, Provincial ID or Passport or combination of status card & health card. Please bring old, expired status card with you.
- If you lost your card and need a new status card, you will need Valid Government Issued ID with Photo, Date of Birth, and signature. Ex: Driver's License, Provincial ID or Passport or combination of status card & health card. If you do not have any identification, you will need to fill out a Guarantor form. There is a lost document form that you will be required to fill out and sign to notify you lost your card or it was stolen. Please Note: All registered band members can only be issued 2 cards within 12-month period.
- Already registered band members, if you are applying for the NS Indian Fuel Tax Exemption, you will need a Valid Government Issued Driver's License and your status card.
- Already registered band members requiring an amendment for name change, there is an amendment form that is required to be filled out and signed. You will need Valid Government Issued ID with Photo, Date of Birth, and signature. Ex: Driver's License, Provincial ID or Passport or combination of status card & health card, legal documents to show your name change with new Longform Birth Certificate, Divorce Certificate.  
  
If it is a spelling error, please write a letter requesting the spelling change and include original longform birth certificate that shows correct spelling, Valid Government Issued ID with Photo, Date of Birth, and signature. Ex: Driver's License, Provincial ID or Passport or combination of status card & health card.
- Already registered band members that have passed away and you would like to notify us of your loved ones passing, please provide a death certificate from the funeral home.

**Thank you.**

## IHPP Update:

### PLFN IHPP MONTHLY CALENDAR

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
25	26	27	28	29	30	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19 <b>IHPP ELDERS MEETING</b>	20	21 <b>IHPP COMMITTEE MEETING</b>	22
23	24	25	26 community land based learning session	27	28 <b>IHPP COMMUNITY SESSION</b>	29
30	31	1	2	3	4	5

### JULY 2023

**NOTES**

- IHPP Elder Meeting - July 19th
- Location: PLF Fisheries training Centre
- Time: 11am
- IHPP Committee Meeting - July 21st
- Location: PLFN Fisheries Training Centre
- Time: 5pm
- IHPP Community Session - July 28th
- Location: PLF Fisheries Training Centre
- Time: 5pm
- IHPP community land based learning session July 26th
- location: fisheries training centre
- time: 5pm



## Employment Opportunity:



**Pictou Landing  
First Nation**

**Pictou Landing First Nation**  
People & Culture (P&C) Manager  
Trenton, Nova Scotia

Pictou Landing First Nation (PLFN) is searching for a hands-on, proactive Human Resources professional to develop and lead an employee-centric People & Culture function across the community. The People & Culture (P&C) Manager will be an integral member of the Executive team of the Community, working alongside the Executive Director, CFO, and Director of Communications to design, develop, and implement strategies that will attract, engage, retain, and develop employees across the Band Administration, while ensuring that the Human Resource function is appropriately aligned with Indigenous culture and values.

Pictou Landing First Nation is one of thirteen Mi'kmaq communities in Nova Scotia. With five reserves spanning a combined 527.6 hectares, PLFN's community members live in Fisher's Grant 24, at the mouth of Pictou Harbour and adjacent to A'se'k (also known as Boat Harbour). This was the site of a former tidal lake, which now forms part of the remediation site for the reclamation of waters and land for Pictou Landing First Nation. Services within PLFN include the band's administrative office, fire hall, training centre, a school, and fishing, gaming, and retail operations, as well as a health centre.

An organization focused on supporting the advancement and development of its community members, Pictou Landing has been working hard to bring awareness within Nova Scotia and across the country about Boat Harbour and the environmental racism they have suffered for more than five decades. They have also been focusing on economic development opportunities to support the betterment of the community and its people. As the People & Culture Manager, you will play a key role in developing an environment for the community's employees to thrive and prosper, while achieving their vision for the future.

### Responsibilities

Reporting to the Executive Director, the People & Culture Manager will create and lead the Human Resource function for Pictou Landing First Nation. The successful candidate will implement and maintain effective policies and practices, ensuring a respectful and ethical workplace, all the while working with senior leadership to build a community-focused Human Resources function and an effective team. Specific responsibilities include, but are not limited to:

- Develop, implement, and communicate culturally aligned Human Resource policies and practices that will maintain and improve employee relations and shape organizational culture. It is expected that the function will be developed and executed with a trauma-informed lens, respecting First Nations culture and practices.
- Advise leadership and other managers on HR and people-related matters to enhance organizational effectiveness and decision-making
- Collaborate with leadership and management to discuss issues, needs, and requirements related to workforce planning and recruitment, including the development of team members through coaching, training, and career pathing
- Develop and maintain job descriptions and ensure accountabilities are well understood by employees, supervisors, and managers



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- Support the attraction and recruitment of high-quality talent, including coaching leaders with respect to interview and selection processes
- Lead the development and implementation of performance management processes, providing support to managers and supervisors to effectively address performance concerns as they arise
- Manage and diffuse employee disputes by identifying and initiating quick and effective resolution plans, processes, and procedures
- Develop and evolve PLFN's Employee Value Proposition (EVP); driving a connection with organizational and Indigenous culture and ensuring contribution to the development of individuals, teams, and the organization
- Develop and maintain compensation/total rewards structures across the organization, including the provision of recommendations as it relates to annual cost of living adjustments for review by the Executive Director, Chief and Council, with consideration of equity for First Nations employees
- Oversee the negotiation, implementation, and administration of company benefits and incentives
- Correspond with external stakeholders including WCB, Human Rights, Labour Laws, and other regulatory officials
- Maintain knowledge of trends, best practices, regulatory changes and new technologies in HR, talent management, and employment law, with an emphasis on First Nations employees
- Other various responsibilities, as required and/or requested

### Qualifications and Experience

- Bachelor's degree in Business Administration (or similar field), with a major or post-graduate certificate in Human Resources Management
- Certified Indigenous Human Resources Professional (CIHRP) or other Professional Human Resources designation (CHRP, CPHR) is preferred
- Indigenous-Based Cultural Sensitivity Training, Non-Violent Crisis Intervention Training, and Respectful Workplace Training are required, or willingness to complete courses prior to employment
- 5-7 years' of experience in a role with comparable responsibilities or complexity, preferably within an Indigenous environment
- Must have an understanding of the unique values and dynamics of working within a First Nations community, including their political, governance, and community structures
- Understanding of the Reconciliation climate in Canada
- Exceptional verbal and written communication skills, with the ability to effectively communicate complex information to staff and other stakeholders
- High-level of emotional intelligence and self-awareness with an understanding of how to navigate cultural complexities and maintain an openness to understanding varied perspectives
- Excellent leadership skills, with the ability to motivate, mentor, collaborate with, and empower employees to perform to their highest capacity





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The People & Culture Manager will easily navigate being able to think strategically, while also providing hands-on, practical advice, creating an environment where colleagues are engaged, supported, and differences are respected. They will understand and align their strategy and approach to the culture and traditions of the First Nations community, respectfully following cultural beliefs and working with employees at all levels across the organization to implement safe, trauma-informed practices that are focused on positivity, reconciliation, and cultural healing.

Qualified applicants are asked to submit a resume and cover letter to Grant Thornton LLP via email at [ClientApplications@ca.gt.com](mailto:ClientApplications@ca.gt.com), citing "P&C Manager – PLFN" in the subject line no later than August 11, 2023.

We appreciate all expressed interest in this position; however, only candidates who have been selected for interview will be contacted. No phone calls please.

We encourage and consider applications from all qualified individuals regardless of race, religion, color, gender identity or expression, sexual orientation, national origin, disability, age, or those of other minority groups. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority.



## *Pictou Landing Band Office*



6533 Pictou Landing Rd, Fisher's Grant., NS B0K 1X0  
Ph: 902-752-4912 Fax: 902-755-4715

### **Indigenous Habitat Participation Program – Youth Representative**

The Indigenous Habitat Participation Program (IHPP) is hiring a Youth Representative. The IHPP Youth Representative will be responsible for gathering information on topics relevant to the IHPP work plan as it relates to the youth. The IHPP Youth Representative will develop a youth priority list and represent their ideas as a complete document to the IHPP Engagement Officer. The IHPP Youth Representative will report to the IHPP Engagement Officer.

#### **Duties:**

- Engage with youth on topics that relate to the IHPP workplan
- Create Youth Priority List
- Create Youth Engagement Plan to be used in future sessions
- Attend all IHPP Engagement Sessions and keep note on relevant information shared
- Ability to communicate effectively with partners and community members
- Other duties as assigned by the IHPP Engagement Officer
- Engage with youth on IHPP topics
- Keep Weekly Progress Reports to be Submitted to the IHPP Engagement Officer

#### **Working Conditions:**

- At Home/in office Hours
- Site and in Office Visits and Meetings as they come up
- Prolonged walking, standing, sitting, hiking
- Travel may be required
- Evening and weekend work may be required

#### **Compensation:**

\$20 per hour

#### **Hours of Work:**

- Need to be contactable and available during Monday – Friday normal work hours (9-4pm)
- 35 hours a week
- Hours can be divided to meet an at home work schedule when working from home

#### **Term**

- September 1<sup>st</sup> 2023 – April 1<sup>st</sup> 2024 with possibility of renewal

**Position Deadline:** August 18<sup>th</sup> 2023 11:59pm

Please send resumes and cover letters explaining interest in the position to: Katie Paul [katie.p@plfn.ca](mailto:katie.p@plfn.ca)