2026 MMF ANNUAL REPORT

RECOGNIZING OUR PLACE IN HISTORY



Human Resources Department
Minister Anita Campbell

Human Resources Department Annual Report

April 1, 2025 – March 31, 2026



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Accomplishments

- *Implementation of a new ADP Human Resources Information and Payroll System (HRIS)*
- *Updated Workplace Policies*
- *Benefits for Part-Time Staff*
- *Expansion of the HR Department*
- *Extension of HR Services to all Affiliates*



MMF Workforce at a Glance



Total Employees

1070 *(includes MMF, Affiliates and Regions on MMF Payroll – excludes MCFS and N4)*

Full-Time: **960**
Part-Time: **26**
Casual: **29**
Retirements: **4**
Employee Turnover: **20.74%**
Employees on Leave: **51**

Workforce Profile

Average Employee Age: **40**
Average Years of Service: **3.9 Years**
Employees in a Senior Management Role: **59**
Employees Covered by Benefits: **607**

Long Service Announcements

- *Theresa Lorteau, Kerry Smith, Rachelle Neault 1998 =* ***28 years***
- *Lea-Ann Denoyer, Yvette Spence, Penny Fleming, Wendi Parenteau 2000 =* ***26 years***
- *Amanda Boudreau 2002 =* ***24 years***
- *Shannon Allard Chartrand 2003 =* ***23 years***
- *Cathie Buors, James Puffault, Rosemary Rosyk 2007 =* ***19 years***
- *Lorena Doerksen, Crystal Allard 2008 =* ***18 years***
- *Elizabeth Kelly 2009 =* ***17 years***
- *April Smith 2010 =* ***16 years***
- *Marci Riel 2011 =* ***15 years***



MMF Workforce Demographics

Female: **578 (73%)**
Male: **193 (24%)**
Unspecified: **19 (3%)**



Age Distribution

Under 30 : **216** **(29.67%)**
30–39: **193** **(26.51%)**
40–49: **141** **(19.37%)**
50–59: **102** **(14.%)**
60+: **76** **(10.45%)**

Leadership Demographics

Total: **59**

includes all Directors and Sr Directors



Female: **32** **(54.2%)**

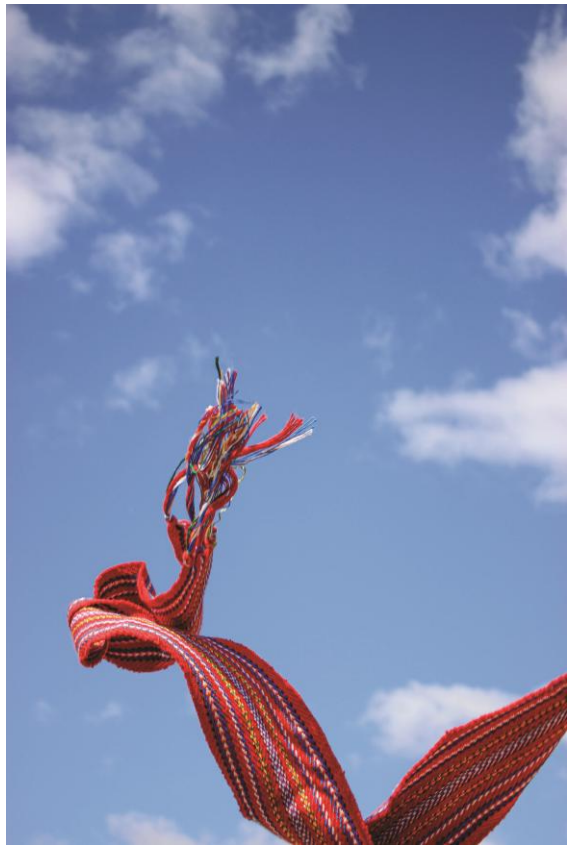
Male: **27** **(45.8%)**

Average Age: **51**

Human Resources remains committed to supporting diversity and succession planning initiatives while fostering equal opportunities for leadership roles across the government.

Strengthening Governance

One of the department's most significant achievements during the fiscal year was the successful development and Cabinet approval of a comprehensive suite of workplace policies. These policies establish a consistent governance framework that supports fair, transparent, and legally compliant employment practices throughout our government.



The new policies provide greater clarity for employees and supervisors, strengthen accountability, and align workplace practices with current legislative requirements and MMF values.

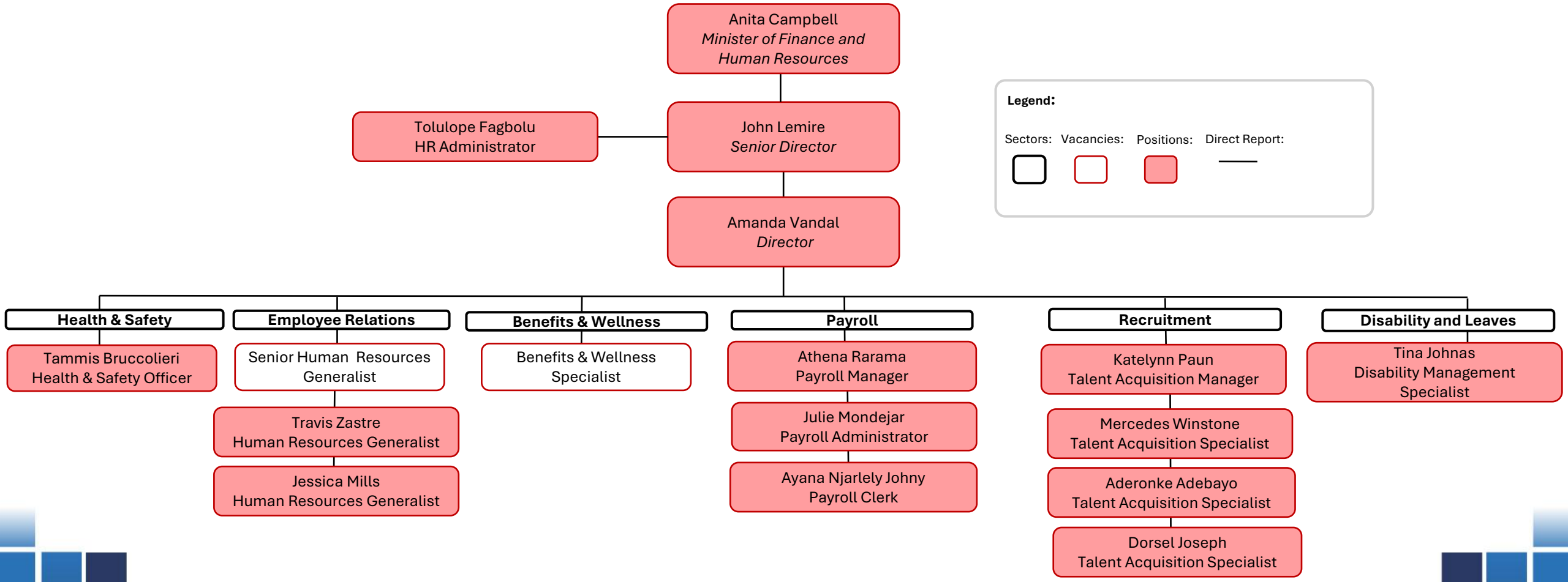
Expansion of Employee Benefits for Part-Time Staff

Recognizing the important contributions of part-time employees, the MMF expanded eligibility for employee benefits. **Effective January 1, 2026**, new part-time staff working a minimum of **22.5** hours per week are enrolled into the benefits plan.

This enhancement demonstrates the MMF's commitment to employee well-being while strengthening recruitment and retention efforts.



Human Resources is Growing



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Expansion of HR Services

Human Resources expanded its service model by providing HR Services to an increasing number of MMF affiliates.



<u>This expansion has enabled the department to</u>:

- ✓ *Deliver consistent HR practices with our affiliate partners*
- ✓ *Improve response times*
- ✓ *Increase strategic HR support*
- ✓ *Strengthen partnerships*
- ✓ *Build internal HR capacity*
- ✓ *Human Resources is now positioned to provide a broader range of strategic services while maintaining high levels of client support.*

Recruitment and Talent Acquisition

Recruitment activity remained strong throughout the fiscal year as the MMF continued its growth.



Recruitment Metrics

Positions Posted: **165**
Positions filled: **337 –** *(includes internal transfers, promotions and new hires)*
Average time to fill: **30-60 days**
Internal Applicants: **90**
Overall number of job applicants *(Internal and external):* **5850**
Hard to recruit positions: *(Northern Regions, Direct Support Staff)*
HR Student Placements: **1**
Summer Student Employment Program (SSEP): **43 Internal**
Summer Student Employment Program (SSEP): **256**

Health, Safety and Wellness

Health, Safety and Wellness

The department continued promoting a safe and healthy work environment through:

- ✓ Joint Safety and Health Committee support
- ✓ Safe Work Procedures
- ✓ Health & Safety Policy development
- ✓ Workplace inspections
- ✓ Incident investigations
- ✓ Return-to-work coordination
- ✓ Wellness promotion initiatives and mental health resources available to all staff
- ✓ Maintaining employee health and safety remains a core MMF priority.

Joint Safety and Health Committee Support

Total workplace safety and health committee action items: **36**

Open workplace safety and health committee action items: **24**

Closed workplace safety and health committee action items: **12**

Workplace Inspections & Incident Investigations

Workplace Safety inspections completed: **6**

Incident Investigations completed:

- ✓ 24 total incidents
- ✓ 10 serious incidents investigated
- ✓ 14 non serious investigated

Human Resources Strategic Priorities

Over the coming fiscal year, Human Resources will continue to support the MMF's strategic priorities by focusing on:

- Treaty Transition Preparation
- Lead the National Assembly Staff Registration process
- Enhancing workforce planning and succession management
- Launching the MMF New Employee Orientation Program
- Launching of the MMF Rewards and Recognition program
- Continuing modernization of HR policies and procedures
- Expanding HR services to our affiliated partners
- Improving recruitment, onboarding, and retention strategies
- Leveraging HR data and analytics to support informed decision-making
- Strengthening employee wellness and engagement initiatives
- Continuing to build a diverse, inclusive, and high-performing workforce



Current High-Priority Positions Available at MMF

- ✓ Senior Bookkeeper
- ✓ SR. HR Generalist
- ✓ Benefits & Wellness Specialist
- ✓ Regional Coordinator (MET) - Northern Regions (Thompson, The Pas, Dauphin)
- ✓ Community Nurse (North West Region)
- ✓ Bookkeeper
- ✓ Finance Officer
- ✓ Finance Clerk
- ✓ French Language Services Coordinator
- ✓ Security Guard - IWS

Please share with your friends, family and communities. Send Resumes to: jobs@mmf.mb.ca

We encourage all Métis Citizens to apply for these positions. Métis applicants that lack qualifications will be referred to our Metis Employment and Training Department to upgrade their skills.

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