



## POLICY STATEMENT

The *Public Service Act (PSA)* requires that the Minister responsible for the *Public Service Act* establish a Priority Hiring Policy that facilitates the achievement of the objectives of Article 23 of the *Nunavut Land Claims Agreement (NLCA)*. This policy is intended to increase the employment of beneficiaries of the NLCA (beneficiaries) in the public service to a representative level of the population of Nunavut.

## PRINCIPLES

This policy is guided by the following principles:

- The Government of Nunavut (GN) recruitment and hiring practices will be:
  - based on merit;
  - understandable; and,
  - well communicated;
- Measures will be taken to increase the recruitment, selection, training/career development and promotion of beneficiaries; and,
- Founded on Inuit Qaujimajatuqangit principles in particular:
  - *Pilimmaksarniq* – development of skills through practice, effort and action;
  - *Qanuqtuurniq* – being innovative and resourceful; and
  - *Tunnganarniq* – fostering good spirit by being open, welcoming and inclusive.

## APPLICATION

This policy applies to all hiring by and for the GN, including but not limited to:

- Department of Finance;
- Department of Education (teaching positions);
- Departments or public bodies with hiring delegated authority; and
- Public bodies listed in Schedule A of the PSA.

## DEFINITIONS

**Beneficiary** is a person who is enrolled as a beneficiary under the *Nunavut Land Claims Agreement*. Beneficiary status will be confirmed through Nunavut Tunngavik Inc.'s Nunavut Inuit Enrolment List, which will be considered as the enrolment list of record for any disputes.

## **PROVISIONS**

Based on the government's goal of achieving a representative workforce in the Nunavut public service, beneficiaries who meet the qualifications required for a position will be given priority over all other applicants. This priority treatment will extend to all recruiting actions, including short term assignments, summer students, transfers, and job competitions.

Beneficiaries who qualify for an interview are rated by a Selection Committee based on knowledge, skills, ability and relevant experience.

Applicants must self-identify as beneficiaries in order for the Priority Hiring Policy to come into effect. Beneficiaries may request to have another beneficiary (selected by Staffing) participate in the panel.

The Department of Finance will communicate the Priority Hiring Policy widely by referring to the policy in the media, advertisements, job competition posters, and during the interview process.

All positions created or filled will be analyzed on a graded scale for Inuktitut language requirements and Inuit traditional knowledge; all hiring will take into account an applicant's skills and knowledge in these areas. It is the responsibility of the departments and public bodies in conjunction with the Department of Finance to ensure that appropriate search criteria and job descriptions include requirements for an understanding of the social and cultural milieu of the Nunavut Settlement Area, including but not limited to:

- knowledge of Inuit culture, society and economy;
- community awareness;
- fluency in Inuktitut;
- knowledge of environmental characteristics of the Nunavut Settlement Area; and,
- northern experience

## **EXCEPTIONS**

### **Laid off Beneficiaries and Personnel Accommodation**

As stipulated by recognized Collective Agreements, employees with laid off status who meet the qualifications required for the position will be given priority.

Beneficiaries with laid off status or who are being accommodated will be given priority over non-beneficiaries who are on laid off status or being accommodated.

## **ROLES AND RESPONSIBILITIES**

### **All Departments and Public Bodies**

Departments and public bodies are accountable for achieving representative beneficiary employment and complying with the Priority Hiring Policy in the recruitment and selection, training/career development and promotion of beneficiary staff.

### **Department of Finance**

The Department of Finance is responsible for developing staffing directives and guidelines to implement the Priority Hiring Policy, communicating the policy, coordinating the recruitment and selection process and monitoring the application of the Priority Hiring Policy.

## **RELATED LEGISLATION**

*Article 23 of the Nunavut Land Claims Agreement*

*Public Service Act*

*Education Act*

Collective Agreement (GN) - Nunavut Employees Union

Collective Agreement (QEC) - Nunavut Employees Union

Collective Agreement - Nunavut Teachers Association

*Canadian Charter of Rights and Freedoms*

*Human Rights Act*

## **PROGRAMS**

Sivuliqtiksat Internship

Summer Student Employment Equity

## **PREROGATIVE OF EXECUTIVE COUNCIL**

Nothing in this policy shall in any way be construed to limit the prerogative of the Executive Council to make decisions or take action respecting the provisions of this policy.

## **SUNSET DATE**

This policy will be reviewed before July 31, 2021.