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Building *Nunavut* Together
Nunavut liuqatigiingniq
Bâtir le *Nunavut* ensemble

Thank you for considering working for the Government of Nunavut!

We understand that you have an important decision to make – a decision that will be easier to make with clear, complete information.

This package aims to provide insight into living and working in Nunavut, which means “our land” in Inuktitut.



Our territory

On April 1, 1999, Canada’s geographical and political map changed and a new jurisdiction, Nunavut, was created as a result of the Nunavut Agreement. Formed from the eastern part of the Northwest Territories, Nunavut was officially named Canada’s third territory. The territory, which spans two million square kilometers (about 18 per cent of Canada), is massive but sparsely populated.

The Government of Nunavut is one of only two legislatures in Canada that practice consensus style of government rather than a political party system. Under this system all Members of the Legislative Assembly (MLAs) are elected as independents in their constituencies.

While Nunavut has the same status and powers as the Northwest Territories and Yukon, it also operates in a way that is unique from any other jurisdiction in Canada. Nunavut incorporates Inuit values and beliefs into a contemporary system of government. The official languages of the territory are: the Inuit Language (Inuktitut and Inuinnaqtun), English and French.

All departments are headquartered in Iqaluit, while decentralized offices are located in communities throughout Nunavut’s three regions: Qikiqtaaluk (or Baffin), Kivalliq and Kitikmeot.

Nunavut has three time zones

The Qikiqtaaluk region (except for the community of Resolute Bay) operates on Eastern Standard Time.

The Kivalliq region, and the community of Resolute Bay, is on Central Standard Time.

The Kitikmeot region operates on Mountain Time.



Quick Facts about Nunavut

Capital City:	Iqaluit
Population:	37,996 – 84% Inuit
Communities:	25
Elected Members:	19
Nunavut Day:	July 9



Did you know?

- ★ Every community has internet, cable, and satellite TV from a choice of providers.
- ★ Most communities have cell phone service.
- ★ Most communities are free of snow for about five months, usually between June and October.
- ★ Taxis cost approximately \$7-10 a person, but some communities may charge more for airport trips. Taxis are like small buses, so do not be surprised if you share a cab with several passengers. It is a great way to meet people!
- ★ Online shopping is how most people buy their goods in Nunavut. As long as you have a post office box and a credit card, most online stores ship to Nunavut. Some may charge extra for shipping, but many have free shipping for purchases over a certain amount.
- ★ All goods are flown in year round or arrive by ship in the summer during “sealift” season
- ★ Nunavut is unique in that it is a fly-in and fly-out only territory. There are no roads to Nunavut or between communities. Some communities are close enough that you can travel by snowmobile in the winter or by boat when conditions permit.
- ★ There are some alcohol restrictions on importing and consuming alcohol in certain communities in Nunavut. Rules vary between communities according to the system in place: committee, prohibition or unrestricted. Information on liquor enforcement can be found at:
<https://www.gov.nu.ca/finance/information/liquor-enforcement-and-inspections>.

Facts about the Government of Nunavut

- ★ Largest employer in Nunavut
- ★ Regular work hours: 8:30 a.m. to 5 p.m., Monday to Friday
- ★ Pay period: bi-weekly (cheque or direct deposit)

Departments

- Community and Government Services (CGS)
- Executive and Intergovernmental Affairs (EIA)
- Economic Development and Transportation (EDT)
- Education
- Environment
- Finance
- Justice
- Culture and Heritage (CH)
- Family Services (FS)
- Health
- Human Resources

Compensation and Benefits

The Government of Nunavut (GN) offers a comprehensive compensation and benefits package.

All positions have a minimum and maximum rate of pay, and salary increases are applied annually on the employment anniversary date.

Benefits may include many professional development opportunities. In short, your career in Nunavut will be life changing.

Nunavut Northern Allowance

The GN pays a northern allowance to make up the differences in the cost of living between Nunavut communities and larger designated southern centres. The allowance is paid based on the community of employment. Currently, it varies from \$15,016 to \$34,455 per year, to offset the higher cost of living in a remote location.

Subsidized housing or household allowance

If your position qualifies for GN subsidized staff housing, you will receive a housing application with your letter of offer. If you own your own home and occupy it as your principal residence or if you pay full rental cost of a unit, you get a monthly allowance of \$400.

Continuous Service Bonus

An annual bonus is paid to employees based on years of continuous service.

Leave Package

The GN offers a comprehensive leave package including:

- ★ Annual/vacation leave
- ★ Holiday closure days
- ★ Maternity/parental leave
- ★ Optional leave

Continuous Bonus (Years of continuous services)	
3-5	\$1,000
6-10	\$2,000
11-15	\$3,000
16- 20	\$4,000
21+	\$5,000

Federal Pension Plan

The Public Service Pension Plan is a legislated pension plan and is designed to provide members with a retirement income.

Health and Dental Benefits

Employees have a health and dental plan, with premiums fully paid by the employer.

Travel Relocation

The GN has relocation guidelines to help relocate some employees and their dependents if they are moving from a different Nunavut community, province or territory. For more information, visit: <https://gov.nu.ca/human-resources/information/relocation-guidelines>

Territorial Health Care

Nunavut Health Care Coverage

Employees who are hired for positions that are either indeterminate or term (longer than one year) are eligible for coverage. For more information, visit: <https://www.gov.nu.ca/health/information/health-insurance>.

Nunavut has health centres in each community, as well as regional health facilities in Rankin Inlet and Cambridge Bay, and the Qikiqtaani General Hospital in Iqaluit.

Land and Wildlife



Nunavut has a vast, beautiful landscape filled with fresh water lakes and rivers, towering mountains, rolling tundra, ancient glaciers and a wide variety of Arctic wildlife. Hike, ski or snowboard the Baffin mountains; experience the thrill of being on the Arctic sea floe edge; check out Kitikmeot's many archeological sites; catch and sample some of Nunavut's famous Arctic char; take in the beauty of one of the wonders of the world, the northern lights (aurora borealis); admire the breathtaking wild polar bears in the Kivalliq from afar; pick wild blackberries and cloudberries, and drink fresh, cold and clean water from one of Nunavut's many rivers.

Experience the freedom of Nunavut.



A glimpse of Nunavut's outdoor activities:

Tours	Cruises	Dogsledding
Hunting	Fishing	Bird watching
Boating	Camping	Snowmobiling
Hiking	Canoeing	Wildlife watching
Kayaking	Swimming	Berry picking



We certainly hope you take the leap and come live Canada's Arctic and join Nunavut's public service. Adventure awaits!

For current GN employment opportunities or for more information, visit our website at: www.gov.nu.ca/public-jobs