

Inuit Language Incentive Program

Frequently Asked Questions (FAQs)

Q. What is the Inuit Language Incentive Program?

A. The Inuit Language Incentive Program supports and encourages the use of Inuktitut as a working language of the public service. Government of Nunavut employees who demonstrate proficiency through an assessment will be paid an annual allowance based on their proficiency level:

Level One: Fluency – \$1,500

Level Two: Fluency plus Reading and Writing – \$2,400

Level Three: Language Expert – \$5,000

Q. Who is eligible for the Inuit Language Incentive Program?

A. All GN employees (including indeterminate, term, casual and relief) are eligible, with the exception of employees covered by the Nunavut Teachers' Association and Qulliq Energy Corporation collective agreements, and people employed as professional interpreters/translators.

Q. What happens if I have been receiving Inuktitut Bilingual Bonus?

A. Bilingual bonuses will no longer exist for Inuktitut. All employees who are currently receiving a bilingual bonus for Inuktitut on October 2, 2017 will be grandfathered into the Inuit Language Incentive Program at Level One (1). In order to retain the incentive (or to gain a higher level), these employees must apply to be assessed within two (2) years (ie: before October 2, 2019).

Q. How do I apply for Inuktitut proficiency test?

A. Complete the Inuit Language Incentive Application Form found at ([link](#)).

Q. Who will perform the proficiency assessments/tests?

A. Inuit Uqausinginnik Taiguusiliuqtiit (IUT) or their designate will do the proficiency tests.

Q. How long will it take before I get tested?

A. This will depend on the number of people that apply for testing. We expect there to be some delays due to volume at the beginning, and it may take longer for people in smaller communities. Applicants will be contacted within five (5) working days to confirm the next available test date. If you are successful in qualifying for an incentive, your payments will be retroactive to the date that your application was received.

Q. What happens after I pass?

A. Once your testing has been completed and your proficiency established, you will receive a payment retroactive to the date you requested the testing.

Q. I do not work full time hours. How will my payment be determined?

A. Part-time and Relief employee allowances will be pro-rated based on the number of hours worked.

Q. If I pass, how long will my established proficiency level be valid for?

A. The proof of Inuktitut proficiency will be valid for five (5) years after which a mandatory re-assessment must take place to continue to receive the allowance.

Q. How long do I have to wait after passing one level, before I can apply to move to a higher level?

A. An employee can request an assessment to progress to the next level after one year at their current level.

Q. Will I have the option to re-take the test?

A. Employees will be given the option to re-take the test if necessary. Employees who do not succeed on the first attempt will be given feedback including suggestions for pursuing further language development.

Q. Can I appeal the test results?

A. Employees may appeal to retake or have their test results re-evaluated by another assessor. Employees may appeal a test once. Appeals must be submitted to IUT within 30 days of being sent the assessment notification

Q. Will I get leave with pay to prepare and study for the proficiency test?

A. Leave with pay will not be granted for test preparation and studying.

Q. Will I get leave with pay for the time it takes to attend and complete the assessment?

A. Yes. Employees will be granted leave with pay for the time it takes to attend and complete the assessment.

Q. What is my role/responsibility?

A. Employees who wish to access the Language Incentive Program will be responsible for initiating and completing the Inuit Language Incentive application process, including requesting language testing for certification of proficiency and ensuring that their language proficiency certification remains valid.