

# MANAGERS' HANDBOOK

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## DEFINITIONS

### *Continuous Service*

Uninterrupted employment:

- With the Government of Nunavut.
- Includes prior service within the public service of the G.N.W.T., the Government of Canada, if you were hired or transferred within three months or before June 20, 1972.
- Includes prior service with the municipalities and hamlets of Nunavut if you were hired or transferred within three months.
- If you were re-appointed after being laid off, employment in the position held at the time of your lay-off is included, if the lay-off was after April 1, 1999.
- If you were re-employed by the Government of Nunavut within three months following the termination of your employment. This does not apply if you were dismissed, you abandoned the position or you were rejected on probation.

### **Dependent**

Any person living with you who is:

- your spouse;
- your child, step-child, adopted child or foster child who is
  - under 21 years old and dependent on you for support; or
  - 21 years old or older and is dependent on you because of mental or physical illness;
- a relative who is wholly dependent on you for support because of mental or physical illness.

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To live with you means to live in the same dwelling. Normally this will be where the person receives mail, keeps personal property and spends the majority of time.

## **Employer**

The Government of Nunavut.

## ***Lay-Off***

The termination of an employee due to lack of work or due to the discontinuation of a function.

## **Manager**

The Public Service Regulations define manager as an employee responsible for planning, organizing, coordinating, directing and controlling the use of persons, material and money.

## **Professional**

An employee hired to do work requiring a body of knowledge and membership in a professional association.

## **Professional Association**

A body which regulates the performance of its members, is recognized by legislation and gives authority to members to perform certain functions.

### **OATH OF OFFICE AND SECRECY**

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You must take the following oath:

I, (...) solemnly and sincerely swear that I will faithfully and honestly fulfil the duties that devolve upon me by reason of my employment in the public service of Nunavut and that I will not, without due authority, disclose or make known any matter that comes to my knowledge by reason of such employment. So help me God.

OR

If you object to taking an oath, you must make the following affirmation:

I, (...), solemnly affirm and declare that I will faithfully and honestly fulfil the duties that devolve upon me by reason for my employment in the public service of Nunavut and that I will not, without due authority, disclose or make known any matter that comes to my knowledge by reason of such employment.

#### **SMOKE FREE ENVIRONMENT**

A smoke free environment is provided.

### AFFIRMATIVE ACTION

The Government is committed to achieving a representative workforce. When the Government hires, people belonging to certain groups are given priority. The priority ranges from #1 (highest) to #4 (lowest). There are different priorities depending on the type of job.

For management and non-traditional jobs, the priorities are:

1. Inuit
2. Resident women
3. Indigenous Non-Inuit or Resident Disabled persons
4. All other applicants

For these purposes management jobs are jobs that plan, organize, staff, direct and control programs and services through other supervisors; non-traditional jobs are those where more than 70% of the employees are male.

For all other jobs, the priorities are:

1. Indigenous Aboriginal persons
2. Indigenous Non-Aboriginal or Resident Disabled persons
3. All other applicants

You can only include yourself in one priority group. For example, you will not get extra consideration for being an aboriginal resident female.

## DISCRIMINATION/HARASSMENT

### DISCRIMINATION/HARASSMENT

The government is committed to providing a workplace free of discrimination, harassment, interference, restriction or coercion with respect to race, creed, color, gender, marital status, nationality, ancestry, place of origin, disability, age, family or pardoned convictions.

A discriminatory employment practice is one in which an employer:

- refuses to employ or continue to employ any individual on any ground or grounds listed above; or
- in the course of employment, differentiates adversely in relation to an employee on any ground or grounds listed above.

It is not a discriminatory practice to have a special program, for example, the Government Affirmative Action Program (Article 23), which is designed to correct historical disadvantages.

#### **Sexual Harassment**

The Government promotes a work environment which is free from sexual harassment.

Sexual harassment includes behavior, actions or remarks of a sexual nature that are unwanted or unsolicited.

All employees are responsible for respecting the rights of others and contributing to a work environment that is free from sexual harassment.

Sexual harassment investigators are designated for each department at headquarters and for each region. Managers are responsible for informing employees who these investigators are and how they may be contacted.

Any complaints will be handled with all possible confidentiality and dispatch. Complaints should be directed to your departmental Designated Sexual Harassment Officer, your supervisor, the Regional Superintendent of the Department of Human Resources or the Director of Labour Relations and Compensation Division of the Department of Human Resources.

### PROBATION

Your probationary period begins on the effective date of employment into your position and lasts:

- six months if you are hired from within the Government; or
- one year if you are hired from outside the Government.

Your Deputy head may reduce, extend or waive the probationary period.

### SALARY

The responsibilities of your job are set out in a position description approved by your Deputy Head. You sign the position description to indicate that it is an accurate description of the position you occupy.

Your position description is evaluated by a committee against several criteria set out in the Senior Management Job Evaluation Plan. This evaluation determines the salary of the job. Your position is assigned to one of the pay bands on the chart on page 6.

Your salary placement in your band depends on your experience and performance. If you are new in your position, your salary will be at or close to the minimum. It is expressed as a percentage of the maximum. The minimum is 70% and the maximum is 100%.

Your salary may be adjusted annually in a number of ways. The first mechanism is economic adjustments, which may increase the salary ranges. If your performance has been satisfactory, your salary will be increased by an amount equal to the overall economic adjustment. Your relative position in the salary range will, therefore, stay the same.

Deputy Ministers may also grant merit increases. This is done in two ways, the first of which is an increase to the base salary which is part of your ongoing salary package.

The second is in the form of a one-time bonus that does not affect your salary base. The combination of merit and bonus increases cannot exceed 8%. Annual merit increases are based on your performance for the year ending March 31.

Salary is paid every other week. Your bi-weekly salary is calculated by dividing the annual salary by 26.088.

The following grid applies to managers who cannot be granted five days of mandatory leave without pay because the employer is unable to shut down its operations due to legal or operational requirements to provide continuous operation.

Generally, this includes managers who are scheduled to work on a Rotating Irregular (RI) basis but may also include certain managers who are scheduled to work on a Monday to Friday (MF) basis and are required to provide continuous day time operations.

**“NON-CONTINUOUS “MANAGERS’ SALARY GRID”  
Pay Schedule in Annual amount  
April 1, 1999**

**SALARY RANGE**

<b>Pay Band</b>	<b>Points</b>	<b>70% Minimum</b>	<b>100% Maximum</b>
1	450 – 490	59,935	85,621
2	491 – 533	61,423	87,747
3	534 – 548	62,951	89,930
4	549 – 629	64,519	92,170
5	630 – 682	66,129	94,470
6	683 – 737	67,782	96,832
7	738 – 798	69,479	99,255
8	799 – 865	71,220	101,743
9	866 – 936	73,008	104,297
10	937 – 1013	74,843	106,918
11	1014 – 1096	76,726	109,609
12	1097 – 1185	78,660	112,371
13	1186 – 1280	80,645	115,207
14	1281 – 1383	82,683	118,118
15	1384 – 1496	84,774	121,106
16	1497 – 1617	86,920	124,171
17	1618 – 1756	89,124	127,319
18	1757 – 1907	91,386	130,552
19	1908 – 2070	93,708	133,868
20	2071 – 2249	96,092	137,274
21	2250 – 2320	98,538	140,768

In accordance with the following conditions, the employer will make every reasonable effort to structure its operations to provide for five mandatory days of unpaid leave to managers scheduled on a Monday to Friday (MF) basis and for managers scheduled on a Rotating Irregular (RI) basis in non-continuous operations:

- Generally, managers are scheduled on a Monday to Friday (MF) basis are paid under these pay grids. However, certain managers who are scheduled to work on a Rotating Irregular (RI) basis may also be paid under these pay grids if operational requirements enable the employer to shut down the operation in which they work.

## SALARY

- Managers who can be granted five days of mandatory leave without pay will be paid under these grids subject to the following:
  - managers must take the five days of leave without pay on the days on which the operations are shut down by the employer.
  - managers cannot be granted leave with pay on the five mandatory leave days in which the operations are shut down by the employer.
  - managers who do not work the full year and who have not taken any of the five mandatory leave days will have their salary adjusted to reflect the pay grid for managers in Continuous Operations.

### **Acting Pay**

You may be appointed in writing to act in a more senior position covered by this Handbook.

If the acting appointment is for over five days you will be paid an additional 10% of your salary for the period.

You will be paid a responsibility allowance of up to 10% of your salary if the acting appointment is for five days or less, or you are not required to perform all of the duties of the position.

Employees not covered by this Handbook who are required to act in a manager position will receive either acting pay or a responsibility allowance. However, their benefits will not change to correspond to the benefits in this Handbook.

## ALLOWANCES

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#### Northern Allowance

Community differences in cost of living and travel are offset by a northern allowance. This allowance is taxable. The annual northern allowance rate for Iqaluit is \$8,872.

#### Northern Allowance Effective April 1, 1999

Arctic Bay	\$ 9,533	Kimmirut	\$ 7,607
Arviat	\$ 5,012	Kugluktuk	\$ 8,676
Baker Lake	\$ 7,632	Nanisivik	\$ 8,767
Broughton Island	\$ 8,061	Pangnirtung	\$ 7,831
Cambridge Bay	\$ 8,696	Paulatuk	\$11,660
Cape Dorset	\$ 7,953	Pelly Bay	\$11,523
Chesterfield Inlet	\$ 7,253	Pond Inlet	\$ 8,764
Clyde River	\$ 8,414	Rankin Inlet	\$ 6,321
Coral Harbour	\$ 9,246	Repulse Bay	\$ 9,246
Gjoa Haven	\$10,383	Resolute	\$ 8,857
Grise Fiord	\$10,349	Sanikiluaq	\$ 5,835
Hall Beach	\$ 8,820	Taloyoak	\$10,567
Igloolik	\$ 8,820	Whale Cove	\$ 7,886
Iqaluit	\$ 8,872		

The allowance is paid every other week. The bi-weekly amount is calculated by dividing the annual allowance by 26.088.

#### Bilingual Allowance

If you are required by the Government to use two or more of the official languages in your position, you are provided with a bilingual allowance of \$1,200 per year. An examination of language ability may be required.

The official languages of Nunavut are: English, Inuktitut and French.  
The bilingual allowance is taxable.

The allowance is paid every other week. The bi-weekly amount is calculated by dividing the annual allowance by 26.088. Health Boards determine the bi-weekly amount by dividing the annual allowance by 26.

### REMOVALS/HIRE/TRANSFER

Reimbursement for any removal is limited to the costs for a move carried out in the most practical and economical manner. Reasonable expenses incurred will be reimbursed. You must have prior approval for all moves for which you wish to receive reimbursement.

The following expenses are allowed:

#### **Transportation:**

- the most economical airfare;

**Meals and Incidental Expenses** up to a maximum of \$15 a day for you and each dependant six years and over, and \$10 a day for each dependant under six years:

- When the journey starts, for a maximum of three days.
- En route, for the time required to make the direct journey. If you are travelling by vehicle you will be allowed accommodation and meal costs for up to one day for each 644 km (400 miles). The distances are outlined in the Canadian Warehousing Official Distance Guide. Any distance not listed will be the generally accepted most direct route.
- At the destination, while awaiting furniture or accommodation, for up to ten days if alone or 21 days if you have dependants.
- In exceptional circumstances, such as lack of accommodation at the destination, you will receive additional reimbursement in reduced amounts to a maximum of \$7.50 per day per person, \$5.00 per day for each child under six years of age.
- The maximum reimbursed for kilometers, meals and accommodation en route cannot exceed the total expense if you had made the trip by economy class air travel.

**Excess Baggage** to a maximum of six pieces plus two pieces for each of your dependants. This applies if effects are moved separately by a slower method of transportation or if no other expenses are reimbursed for moving effects. Each piece of excess baggage is limited to 32 kg (70 lbs.).

**Telephone calls** necessary to facilitate shipment of effects.

### REMOVALS/HIRE/TRANSFER

**Movement and storage of effects**, if furnished accommodation is not provided for you at the destination and/or the location is serviced by an all-weather road or rail line. Movement and storage of up to 1,814 kg (4,000 lbs.) is reimbursed or up to 6,084 kg (15,000 lbs.) if you have dependants.

Effects include furniture, household goods, equipment and personal effects of you and your dependants at the time of the move. Effects do not include automobiles, boats, motorcycles, snowmobiles, trailers, animals or foodstuffs. However, when a continuing employee is moved within Nunavut, effects may include all-terrain vehicles, snowmobiles and foodstuffs.

**Movements and storage of effects**, if furnished accommodation is provided for you at locations not serviced by an all-weather road or rail line. Movement and storage of up to 680 kg (1,500 lbs.) is reimbursed or up to 1,814 kg (4,000 lbs.) if you have dependants.

**Packing, crating, unpacking, uncrating, transportation and in-transit insurance** costs will be reimbursed. If professional movers are not available in the community, payment may be authorized for the cost of packing materials purchased from local stores and the cost of making crates by local residents.

**Temporary storage** will be reimbursed until permanent accommodation is available (where authorized).

**Long term storage** costs at the nearest facility will be reimbursed when it is not in the interest of the Government to move your effects. Under normal circumstances this storage will not exceed three years.

**Incidental expenses** of the move not specifically provided for will be reimbursed. There is a maximum of \$250 if you are moving into unfurnished accommodation or \$125 if you are moving into furnished accommodation.

#### **Real Estate and Legal Fees**

Actual real estate, legal and notarial fees for the sale of your principal residence may be reimbursed. The residence must be a single family dwelling. It must be sold within one year of the date of your authorization to transfer.

This does not apply to your initial appointment to the public service.

All claims must be authorized and receipts provided.

### **Duplicate Costs on Initial Appointment**

In some cases there will be duplicate costs because you cannot sell or rent a single family dwelling before your relocation. Duplicate costs for up to three months from the date of appointment may be reimbursed. Reimbursement will be the lesser of:

- the monthly mortgage payment (principal and interest) on your old residence; and
- the payment for your new residence.

This only applies to your initial appointment to the public service.

All claims must be authorized and receipts provided.

### **Cost of Breaking Lease**

You will be reimbursed for the cost of fulfilling the terms of tenancy of leased premises at your former place of duty.

The maximum payment is for three months.

### **Limitations**

The maximum reimbursement for accommodation in a private home is \$11 per day and \$3 for each of your dependants.

You will not be paid removal if you have an established residence at your place of duty at the time of appointment. An exception is made if the residence must be vacated because it was owned by your previous employer.

You cannot claim the balance of any unused total weight allowance later. An exception is made if transportation problems prevent you from transporting the total weight allowance in on shipment.

In exceptional circumstances, additional expenses may be approved where the expenses for meals, accommodations or other items cannot be kept within the limits. You must explain the circumstances.

### **Procedure**

You will be advised by the appropriate authority regarding how your move will be handled.

### DUTY TRAVEL

You will be reimbursed for reasonable expenses within the following entitlements for authorized travel on Government business. Exceptions will be considered where your expenses cannot be kept within the entitlements. You must explain the circumstances on the claim and attach receipts.

#### Transportation

- economy air (you may be entitled to travel by another class in certain circumstances, this should be verified by your Deputy Head);
- privately owned vehicle;
- chartered aircraft;
- rented vehicles – where this is the most reasonable or economical means of travel. The Government maintains coverage for collision damage to short term rental vehicles.

No reimbursement over \$5 will be made without a receipt.

#### Accommodation

**Commercial accommodation for 15 calendar days or less** – actual costs of authorized accommodation. Where possible, hotels with government rates should be used. When you make reservations you should indicate that the accommodation is to be at the Government rate.

**Commercial accommodation for over 15 calendar days** - where possible, you should make arrangements for suitable rental accommodation at weekly or monthly rates.

Expenses for commercial accommodation must be accompanied by receipts.

**Non-commercial accommodation** - \$13.50 for each night.

### **Meals and Incidental Expenses**

You are paid an allowance for the cost of your meals and for incidental expenses such as tips.

	CANADA	US
Breakfast	12.35	12.35
Lunch	20.05	20.05
Dinner	38.95	38.95
Incidentals	11.50	11.50
Total	82.85	82.85

Rates in the USA are the same as in Canada but paid in US funds.

Claims for meals on a partial day will be allowed if it is reasonable or necessary that the meal be taken away from home. Incidentals will not be reimbursed if your duty travel starts and ends on the same day.

You may be reimbursed for the actual cost of meals and services which exceed the allowances. The reason must be justified and receipts provided.

Meals provided as part of the cost of transportation and/or accommodation cannot be claimed. The cost of meals may not be included on a hotel bill.

When your travel status is for more than 15 calendar days in one location, the maximum allowance is reduced to \$15 per day. This does not apply in communities where housekeeping units or reasonable room and board are available.

### **Other Expenses**

You may be reimbursed for the following expenses:

- long distance telephone calls – business – if a satisfactory explanation is provided.
- long distance telephone calls – personal – if you are required to be away from home over a weekend, and are on continuous travel status for two or more days before the weekend. This must be supported by receipts where available and may not exceed five minutes.
- Local phone calls - business.

### DUTY TRAVEL

- Baggage – storage and excess baggage charges, if a satisfactory explanation is provided.
- Taxis – you must explain the use unless the purpose is clear. Taxis should not be authorized for repeated trips between the same places where convenient public transportation is available.
- Laundry – after two consecutive days on duty travel, a maximum of \$2 for each following day, supported by receipts.
- Casual wages for service personnel – where a satisfactory explanation is provided, to a maximum of \$50.
- Child care expenses – if your child care expenses are more than normal because of the duty travel, you may be reimbursed a maximum of \$25 per day per child.

No item over \$5 will be reimbursed without a receipt.

#### **You Will Not be paid for the Following:**

- Purchase of briefcases, fountain pens, tools or any other supplies or equipment.
- Rental of television or radio receiving sets, where not included in the chart of accommodations.
- Purchases of a personal nature, such as baggage, clothing, etc.
- Telephone, telegraph, cable or radio messages of a personal nature, except as outlined above or if you have an unavoidable delay in arriving home.
- Expenses of any kind incurred during stopovers for personal reasons or during periods of leave, with or without pay.
- Any loss of money or personal belongings.
- Collision damage waiver insurance on short term rental vehicles (the Government provides automatic collision coverage for short term rented vehicles).
- Parking or traffic violations.

## DUTY TRAVEL

### **Procedure**

Duty travel must be authorized on a Travel Authorization and Expense Claim form before the start of your trip.

You must get prior authorization for special arrangements such as car rental and mileage on the Travel Authorization and Expense Claim Form.

If you want an advance you should request it at least three working days before your trip. The form will be returned to you along with a cheque for the advance.

Expenses must be claimed on the pre-authorized form within ten days of completion of your trip. The claim must be supported by receipts where applicable. A personal cheque to cover any amount by which your travel advance exceeds your claim must be attached.

### **Travel by Privately owned Vehicle**

The use of a privately owned vehicle will not be authorized if commercial transportation (e.g. airplane, taxi) would be more reasonable and practical.

Your reimbursement is limited to the commercial cost when the total cost of your trip, including the cost of meals, accommodation and incidental expenses exceeds the cost of the same journey by commercial means.

With prior authorization you may use a privately owned vehicle for travel on Government business or on removal. Reimbursement is \$0.42 per kilometer for travel within Nunavut and \$0.345 per kilometer for travel elsewhere. If the use of a privately owned vehicle is for your convenience, the allowance is reduced to \$0.13 per kilometer. These rates change periodically.

You will be reimbursed for ferry, bridge, road and tunnel tolls, and parking charges.

There will be reimbursement for other travel expenses where applicable. This is subject to the limits set out below.

### **Limitations for Travel by Privately Owned Vehicle**

Personal insurance is required before you may use a private vehicle for Government business. The Government will not pay for any additional insurance costs because you use a vehicle for Government business.

### DUTY TRAVEL

You will not be paid any claim for damage, loss or liability incurred while using a vehicle on Government business, other than that claimed under the *Workers' Compensation Act*.

Distances reimbursed will be those in the Canadian Warehousing Official Distance Guide. Distances not listed will be the generally accepted kilometers for the most direct route.

No additional payment will be made for other employees on duty carried as passengers.

If the total cost of your trip (including the cost of meals, accommodation and incidental expenses) exceeds the cost of the same journey by ordinary commercial means, reimbursement will be limited to the commercial cost.

#### **Headquarters Duty Travel**

You may be reimbursed for unusual but necessary transportation expenses incurred while carrying out your duties within the headquarters area.

You may be reimbursed for a taxi between home and work when work after normal hours is required. Circumstances such as the combination of late hours, weather and distance must make it unreasonable for you to use the normal means of transportation.

Headquarters duty travel may be reimbursed when transportation is necessary (e.g., because of bulky documents or time constraints). The method chosen must be the most economical one under the circumstances.

Claims for headquarters duty travel expenses referred to above must be authorized in advance by your Minister.

### LEAVE

Your balance of special, sick and annual leave credits as of March 31 will be provided in writing each April.

Unearned annual leave, sick leave or special leave will be forgiven if the employment relationship ends because of death or by lay-off after one or more years of continuous employment.

### Holidays

The following days are designated paid holidays:

- New Year's Day
- Good Friday
- Easter Monday
- Victoria Day
- Canada Day
- The first Monday in August
- Labour Day
- Thanksgiving
- Remembrance Day
- Christmas Day
- Boxing Day

When a designated holiday falls on your day of rest, the holiday will be moved to the first working day following the day of rest. When a designated holiday falls during leave with pay, the holiday will not be considered a day of leave.

### Annual Leave

Your annual leave must be approved in advance.

You earn annual leave each month in which ten days pay is received:

Completed Years of Continuous Employment	Days earned per Month	Days earned per Year
Less than one	1.79	21.5
One or more, less than 10	2.21	26.5
10 or more, less than 20	2.63	31.5
20 or more	3.04	36.5

Every reasonable effort will be made to:

- schedule your annual leave in the fiscal year in which it is earned, at a time you request;
- not recall you from annual leave;
- grant you up to seven consecutive weeks annual leave, depending upon your vacation entitlements;

Annual leave will be reinstated if, during your leave:

- there is a death or illness in your immediate family and special leave is granted;  
or
- sick leave is granted and a medical certificate is produced.

Earned but unused annual leave credits will be carried over unless you request that they be liquidated in cash at the end of the fiscal year.

A fractional entitlement of annual leave at the end of the fiscal year will be increased to a one-half day, or to a full day if the entitlement is more than one-half day.

Reasonable expenses will be reimbursed if you are recalled from annual leave:

- travel to your place of duty;
- non-refundable deposits or pre-arrangements associated with the vacation;  
and
- return travel to resume your vacation.

Annual leave unused upon termination will be paid at the last daily rate of pay. If the termination is due to death, the amount will be paid to your estate.

Annual leave may be used, if your employment is terminated by lay-off, to extend the time you need to meet the minimum service requirements for severance pay, or it entitles you to an annual allowance or immediate annuity as defined under *the Public Service Superannuation Act*.

### **Winter Bonus Days**

One winter bonus day will be granted for each five consecutive days of annual leave you take between October 1 and March 31. When a statutory holiday falls in a period of annual leave, it is counted as annual leave for determining winter bonus days.

There is a limit of four extra days for each fiscal year.

Winter bonus days must be taken at the same time as your annual leave. There is no carry-over of these days.

### **Sick Leave (with Pay)**

You earn one and one-quarter sick leave credit days each calendar month in which you receive at least ten days pay.

All absences because of illness on a normal working day are charged against sick leave credits. The exceptions are:

- there is no charge if your absence is less than one-half day;
- only one-half day is charged if your absence is between one-half and a full day.

A certificate is required from a qualified medical practitioner, certifying that your illness or injury has resulted in an inability to perform the duties of your job for:

- sick leave over three working days;
- sick leave in a fiscal year that you have been granted nine days sick leave without a medical certificate;

If necessary, up to 65 days of sick leave credits may be advanced. They will be charged against your future credits, as earned.

Any unused sick leave credits will be reinstated after you return to work following a leave of absence without pay or a reinstatement following lay-off.

Sick leave may later be replaced by injury on duty leave according to the conditions outlined in the Injury On duty Section of this Handbook.

### **Special Leave (With Pay)**

Special leave credits (maximum of 25 days at one time) are earned at the following rates:

- one-half day for each calendar month in which you receive pay for at least ten days;
- one-quarter day for each calendar month in which you receive pay for less than ten days;

You will be granted special leave for up to five consecutive working days when:

- there is a death in your immediate family; or
- you are to be married.

You will be granted special leave for up to five consecutive working days when:

- a member of your immediate family becomes ill (not including childbirth), and you must care for dependants or for the sick person;
- a member of your immediate family outside your community of residence becomes seriously ill;
- special circumstances not directly attributable to you, prevent you from reporting to duty, including:
  - serious household domestic emergencies;
  - a transportation problem, if you make every reasonable effort to report for duty;
  - death of your grandparent, grandchild, son-in-law, daughter-in-law, brother-in-law, sister-in-law.
- there is a general value to the public service, such as where you:
  - take an examination which will improve your position or qualifications in the public service;
  - attend your university convocation, if you have been continuously employed for at least one year;
  - attend a course in civil defense training;
  - require a medical examination for enlistment in the Armed Forces or for a veteran's treatment program.

For the purposes of special leave, your immediate family includes father, mother, brother, sister, spouse, common-law spouse, child, grandparent, father-in-law, mother-in-law and any other relative permanently living with you.

You will be granted special leave up to one day for the birth or adoption of a child. This may be divided into two parts and taken on separate days. In special circumstances, this period may be extended to a maximum of three working days.

Special leave will be granted for time lost through quarantine. A medical certificate is required.

Special leave of more than five consecutive working days may be approved by your Deputy Head.

You may be advanced up to five days of special leave. Advanced leave will be deducted from future credits.

#### **Court Leave (With Pay)**

Court leave is given if you must:

- serve on a jury; or
- attend as a witness before a body authorized by law to compel the attendance of witnesses.

#### **Injury On Duty Leave (With Pay)**

Injury on duty leave is granted when a Workers' Compensation Board determines that you are unable to perform the duties of your job. It is intended to provide short term relief. The Director of Labour Relations and Compensation Division of the Department of Human Resources approves any injury on duty leave over 30 days.

Your problem must be a result of:

- accidental personal injury received in the performance of duties and not caused by your willful misconduct; or
- sickness resulting from the nature of your employment; or

- over-exposure to radioactivity or other hazardous conditions during employment.

Any amount payable by Workers' Compensation Board for loss of wages in respect of the injury must be assigned to the Government.

### **Mandatory Leave Without Pay**

If you are employed in a non-continuous operation, you must take five mandatory days of leave without pay on the days on which operations are shut down by the employer. You may not be granted leave with pay or lieu time on these five mandatory leave days. If you do not work the full year and do not take the five mandatory days of leave, your salary will be adjusted to reflect this.

### **Maternity Leave (Without Pay)**

Maternity leave without pay will be granted starting as early as 11 weeks before the expected date of birth, and ending not later than 26 weeks after the end of the pregnancy. The maximum period of maternity leave is 37 weeks. Any further time taken off is at the discretion of your department.

Your Superintendent/Director must be notified at least 15 weeks before the expected date of birth. A medical certificate certifying pregnancy may be requested.

If you request it in writing, the Superintendent/Director may defer the beginning of your leave or terminate it early. You may be granted leave to start earlier than 11 weeks before the expected date of birth.

Where possible, working conditions will be changed to safeguard the health of the mother or fetus. If this is not possible, leave without pay will be approved. A certificate is required from a physician, identifying harmful working conditions.

### **Maternity Leave Supplementary Unemployment Benefit Plan**

You will be paid a maternity leave allowance according to the Supplementary Unemployment Benefit (SUB) Plan if:

- six months of continuous employment have been completed;
- proof has been provided of receipt of employment insurance benefits; and
- there is an agreement to return to work for at least six months when the maternity leave ends.

The date of your return to work may be changed with the Government's consent.

If you do not return to work, the amount of SUB Plan benefits must be reimbursed to the Government. If you return to work for less than six months, the SUB Plan benefits will be pro-rated. An exception is made for death, disability and lay-off.

The SUB Plan provides a "top up" of Employment Insurance benefits to a maximum of 17 weeks at 93% of your last weekly rate of pay.

If an employee makes more than one and one-half times the year Maximum insurable earnings, part of the Employment Insurance benefit may be repayable to Revenue Canada. If this happens, the government may, upon application, refund the repayment.

### **Adoption Leave (without Pay)**

Adoption leave without pay may be granted for up to 26 weeks beginning when you accept custody of an adopted child. If the adopting couple are both Government employees, they may elect to share the total of 26 weeks of adoption leave.

Your supervisor must be notified as soon as the application for adoption has been approved by the adoption agency or legal guardianship and custody papers have been drawn up.

### **Adoption Leave Supplementary Unemployment Benefit Plan**

You will be paid an adoption leave allowance according to the Supplementary Employment Benefit (SUB) Plan if:

- six months of continuous employment have been completed;
- proof has been provided of receipt of unemployment insurance benefits; and
- there is an agreement to return to work for at least six months when the adoption leave ends.

The date of your return to work may be changed with the Government's consent.

If you do not return to work, the amount of SUB Plan benefits must be reimbursed to the Government. If you return to work for less than six months, the SUB Plan benefits will be pro-rated. An exception is made for death, disability and lay-off.

The SUB Plan provides a “top-up” of Employment Insurance benefits to a maximum of 12 weeks at 93% of your last weekly rate of pay.

If an employee makes more than one and one-half times the year maximum insurable earnings, part of the Employment Insurance benefit may be repayable to Revenue Canada. If this happens, the Government may, upon application, refund the repayment.

### **Adoption Leave (Without Pay)**

Adoption leave without pay may be granted for up to 26 weeks beginning when you accept custody of an adopted child. If the adopting couple are both government employees, they may elect to share the total of 26 weeks of adoption leave.

Your supervisor must be notified as soon as the application for adoption has been approved by the adoption agency or legal guardianship and custody papers have been drawn up.

### **Adoption leave (Supplementary Unemployment Benefit Plan)**

You will be paid an adoption leave allowance according to the Supplementary Unemployment Benefit (SUB) Plan if:

- six months of continuous employment have been completed;
- proof has been provided of receipt of unemployment insurance benefits; and
- there is an agreement to return to work for at least six months when the adoption leave ends.

The date of your return to work may be changed with the Government's consent.

If you do not return to work, the amount of SUB Plan benefits must be reimbursed to the Government. If you return to work for less than six months, the SUB Plan benefits will be pro-rated. An exception is made for death, disability and lay-off.

The SUB Plan provides a “top-up” of Unemployment Insurance benefits to a maximum of 12 weeks at 93% of your last weekly rate of pay.

If an employee makes more than one and one-half times the year maximum insurable earnings, part of the Unemployment Insurance benefit may be repayable to Revenue Canada. If this happens, the Government may, upon application, refund the repayment.

### **Self-Funded Leave Plan**

The Government will provide a deferred salary leave plan to allow you flexibility in your long term career and personal goals.

The plan allows you to defer 20% of your salary for four years to fund a one year leave of absence without pay. In accordance with the Income Tax Regulations you must agree to return to your regular employment for no less than the period of leave.

You must request the leave in advance. Your deferred salary will be deposited into a trust that will provide income during the leave. The deferred salary is exempt from taxation until the funds are released to you.

You are responsible for the employer and employee share of pension contributions while on leave. The period of leave counts as pensionable service.

Contact the Labour Relations and Compensation Division of the Financial Management Board Secretariat for details of application procedures and entitlements.

### EDUCATION LEAVE

Education leave is time off to undertake full-time post-secondary studies for at least one academic year at a recognized university, community college or technical institute.

An academic year is two full program semesters, completed in succession, or completed within a 12 month period.

The number of opportunities for education leave with assistance is limited. Preference is given to long term employees at lower income levels who have limited career options. Preference is also given to Affirmative Action applicants and long term Northwest Territories residents.

#### **Eligibility**

You must have three years of continuous service before starting education leave. This may be waived in unusual circumstances.

Education leave is only granted if there is evidence of satisfactory performance and potential for career development. A current performance review is required.

#### **Levels of Assistance for Education Leave**

Assistance includes tuition, travel and removal costs.

Education leave is without salary. However, allowances instead of salary may be paid:

- **Full Allowance**
  - 100% of present salary may be paid if your skills have become technically obsolete and retraining is needed to satisfactorily carry out the duties of your position.
  - 100% of present salary may be paid if qualified people cannot be recruited for essential work.
- **Partial Allowance**
  - A minimum allowance equivalent to 50% of your present salary may be paid to meet an identified need rather than recruit outside the Government. The decision is based on the most economical use of existing staff to capitalize on experience, knowledge and capability.

### EDUCATION LEAVE

- Recognizing that 50% of salary may prove a financial burden if you continue studies beyond a one year program, a 10% increase will be added to the allowance in each consecutive year of study, to a maximum of 80% of salary.
- **Assistance Without Allowance**
  - Assistance only, with no allowance in lieu of salary may be paid to further post-secondary education to obtain qualifications that are generally relevant to present or future requirements of the Government.

#### **Procedures for Education Leave**

Applications for education leave are submitted to your Deputy Head. For information regarding application guidelines and content, contact your departmental human resource section.

Successful applicants must sign a leave of absence agreement. Those granted education leave are usually required to return to work for a period equivalent to the leave.

You must submit proof of acceptance at a recognized university or community college, along with a course outline, before you go on education leave.

If you have consecutive years of education leave you will normally be required to return for temporary work assignments between academic years. Travel costs and housing accommodation for temporary work assignments will be provided at single status only.

You do not earn leave credits while on education leave, except during periods of temporary work assignments.

Employees are not eligible to receive pay increments or economic increases while they are away from their duties on education leave.

Pension deductions will be based on the full salary for the position you held before education leave, and will be recovered from you in equal installments over a period equal to twice as long as the absence.

#### **Short Term Leave for Training Purposes**

Your Deputy Head may grant short term leave (without pay) to take advanced or supplementary professional or technical training of less than one academic year.

## EDUCATION LEAVE

The leave will be based on present and future job requirements and on individual qualifications.

Full or partial financial assistance and full or partial allowance may be granted if:

- your skills have become technically obsolete and you need retraining to carry out your work satisfactorily; or
- the courses are required for you to keep abreast of new knowledge and techniques; or
- qualified people cannot be recruited to carry out essential work.

If you take short term leave for training with full or partial allowance you must return to work for a period equivalent to the leave.

### **Leave Without Pay for Education Purposes**

You may also be granted leave without pay (without allowance or assistance) for education purposes. Approval is needed from your Deputy Head.

### **Courses Taken on Personal Time**

Tuition fees for courses you take on your personal time may be refunded. To qualify, you must show evidence of successful completion of the course. The course must be of value to your work, and it must not require absence from duties. You must obtain approval from your Deputy Head for reimbursement of tuition costs before you take the course.

### MEDICAL TRAVEL ASSISTANCE

#### MEDICAL TRAVEL ASSISTANCE

Medical travel assistance is granted for travel from your community of residence for insured, non-elective medical treatment. The coverage is for you, your spouse and dependent children. Reimbursement will be determined on a trip by trip basis subject to the following provisions.

Payment will not exceed:

- return transportation to the point of departure or the nearest place where adequate treatment is available, whichever results in the lesser expense;
- 21 days hotel accommodation and meal costs, at duty travel rates; and
- the lesser of return taxi or shuttle bus fare between the airport and the treatment centre.

You will be reimbursed for overnight hotel accommodation enroute when travel to the treatment centre is interrupted by weather or other circumstances completely beyond your control.

Your claim must be supported by a certificate from a qualified medical practitioner. The certificate must state that the treatment was non-elective, required for the health of the patient, and could not be provided by the facilities or services available in your community of residence.

When specialized treatment as an outpatient is required, a maximum of \$38 per day will be reimbursed for accommodation, meals and local transportation expenses. This is for any period beyond 21 days and up to 30 days.

Medical travel assistance will not be provided if a similar benefit is available through another employer. Double coverage is not available if more than one family member is employed by the Government. Every effort must be made to schedule medical appointments/procedures while on other forms of leave.

#### **Escort**

The travel expenses of an escort may be reimbursed. A qualified medical practitioner must certify that it is necessary for the patient to be accompanied by some other person.

The escort must be 19 years of age or older.

### MEDICAL TRAVEL ASSISTANCE

If you are the escort for an immediate family member you will be granted special leave for emergency medical evacuation and non-elective medical travel only. If you escort an immediate family member for elective purposes you must take annual leave or leave without pay.

#### **Medical Travel Leave**

If you receive medical travel assistance you may be granted medical travel leave for the actual time taken to travel, up to a maximum of three days.

Travel leave will not be granted for escort duty.

### PENSION PLAN

#### Superannuation Plan

This pension plan provides a benefit based on the average of your best six consecutive years of salary and number of years of pensionable service.

Pension benefits are calculated as follows:

$$\begin{array}{l} \text{Total Pensionable Service x} \\ \text{Average of Best 6 Consecutive Years Salary x 2\%} \end{array}$$

If you have a minimum of two years of pensionable service you may take pension in any one of a number of ways:

- Immediate Annuity
  - payable at age 60, or
  - payable at age 55 with a minimum of 30 years service.
- Deferred Annuity
  - payable at age 60 if you terminate employment before attaining that age.
- Annual Allowance
  - early payment of a deferred annuity which is subject to a 5% reduction for each year under the age of 60 or 55 or for each year under 30 years of pensionable service.
  - payable at age 50 or at any later time before the deferred annuity begins.
- Transfer Value Payment
  - a lump sum payment representing the value of a contributor's pension entitlement. A Transfer Value payment must be transferred directly into a locked-in vehicle such as a locked-in RRSP, another Registered Pension Plan or to a financial institution for the purchase of a life annuity. The Transfer Value option is irrevocable.

### PENSION PLAN

Payroll deductions are taken at 7.5% of your salary and are matched by the Government. This rate includes the Canada Pension Plan contribution.

The Superannuation Plan is integrated with the Canada Pension Plan.

For example:

Retirement at age 60 with 22 years of service. Over the last six years, your salary has ranged from \$39,662 to \$46,315 with an average salary of \$42,879. The Superannuation pension will be  $2\% \times 22 \times \$42,879 = \$18,867$  per year. At age 65, you will become eligible to receive benefits from the Canada Pension Plan and your pension will be reduced in accordance with the Canada Pension Plan integration formula.

Benefits payable are indexed to increases in the Consumer Price Index.

#### **Transferring Contributions from Other Plans**

There are transfer agreements with some other employers who have compatible pension plans. They permit the transfer of all contributions (including the employer's) and interest, to the Superannuation Plan.

To qualify for such a transfer, you must satisfy the following conditions:

- employment by the Government within a specified time (usually three months) after ceasing your employment with a participating employer;
- no refund of contributions or other benefits from the pension plan of your previous employer;
- you must submit an application for transfer to your former employer and the Government within the specified time – usually six months or one year;
- you must pass a medical examination.

Time limits may be extended in certain circumstances. Before requesting a transfer of funds, it is vital that you carefully compare the benefits payable under each plan.

**All transfers are irrevocable.**

### **Return of Contributions**

A return of contributions made to the Plan, plus interest, will normally be payable to terminating employees with less than two years of pensionable service. However, a terminating employee who was a contributor to the Plan on June 20, 1996 will be able to opt for a return of contributions until June 19, 1998 or until reaching 45 years of age with ten years of service, whichever is earliest.

### **Election for Prior Service**

You may purchase prior service where your contributions to an approved pension plan have been refunded.

The purchase of prior service with the following employers can be made at any time while you are a contributor to the Superannuation Plan:

- the public service of the Northwest Territories;
- the public service of the Yukon;
- the public service of Canada;
- the Canadian Armed Forces;
- the Royal Canadian Mounted Police.

Your service with other employers may qualify if the service occurred within two years of joining the Government.

Once made, the purchase of prior service is irrevocable except in specific and unusual circumstances.

### INSURANCE

The face value of life insurance contracts decreases annually starting at age 61. Detailed information is available in separate booklets for each insurance.

#### **Supplementary Death Benefit**

This benefit provides a lump sum payable to your designated beneficiary. The payment is equal to twice your basic yearly salary, rounded up to the nearest multiple of \$250. The premiums are deducted monthly at \$0.05 per \$250 of coverage. This is part of the Superannuation Plan. Participation in this plan is compulsory.

#### **Long Term Disability Insurance**

This insurance provides you with up to 70% of your basic yearly salary if you become disabled. Benefits are payable after a waiting period of 13 weeks or after all your sick leave credits are used, whichever is later.

For the first 24 months, your disability must prevent you from performing the duties of your position. After 24 months, the disability must prevent you from performing the duties of any commensurate occupation. A commensurate occupation is one for which you are reasonably qualified by training, education or experience. The rate of pay for the commensurate occupation must be at least 66 2/3% of the current rate for your regular occupation.

Long Term Disability Insurance benefits will continue while the disability lasts, until your 65<sup>th</sup> birthday.

Premiums are paid by the government.

#### **Dental Plan**

The plan provides you with 100% reimbursement for all eligible expenses, subject to a yearly deductible of \$25 for single coverage and \$50 for family coverage. Major restorative work (crowns, bridges, dentures, etc.) is reimbursed at 50%.

The plan provides orthodontic coverage for your dependants under the age of 19. Reimbursement is limited to 50% of actual costs, to a maximum of \$3,000 per dependant per lifetime.

Coverage comes into effect six months from the date of your employment. This waiting period does not apply if you terminate employment and are rehired within three months.

Details of the plan are outlined in the Dental Plan Booklet.

### **Accidental Death and Dismemberment**

This group insurance policy provides coverage for accidental death and dismemberment while on duty travel, with benefits as outlined below:

The following benefits will be paid for losses sustained solely through accidental means, if your loss occurs within 365 days of the date of the accident:

Loss of Life	\$200,000
Loss of Both hands	200,000
Loss of Both feet	200,000
Loss of Entire sight of both eyes	200,000
Loss of One Hand and One Foot	200,000
Loss of One Hand and the Entire Sight of One Eye	200,000
Loss of One Foot and the Entire Sight of One Eye	200,000
Quadriplegia	200,000
Paraplegia	200,000
Hemiplegia	200,000
Loss of Use of Both Arms or Both Hands	200,000
Loss of Speech and Hearing in Both Ears	200,000
Loss of One Arm or One Leg	150,000
Loss of Use of One Arm	150,000
Loss of One Hand or One Foot or the Entire Sight of One Eye	133,333
Loss of Use of One Hand	133,333
Loss of Speech or Hearing in Both Ears	133,333
Loss of four Fingers of One Hand	133,333
Loss of All Toes on One Foot	66,666
Loss of Thumb and Index Finger	66,666
Loss of Hearing in One Ear	33,333

Compensation is only for the greatest loss sustained as the result of any one accident.

This benefit applies to injuries sustained anywhere in the world, 24 hours a day.

There will be no payment for any loss, fatal or non-fatal, caused or contributed to by:

- suicide or self-destruction, actual or attempted, while sane or insane; or

- any act of declared or undeclared war; or
- service in the Armed Forces of any country; or
- acting as a pilot, operator or member of the crew of any aircraft.

This coverage is in addition to any other benefits or insurance plan.

Claim forms are available from the Labour Relations and Compensation Division, Department of Human Resources. Completed claim forms will be submitted to the Insurer, who will assess the claim. The Insurer will pay you or your beneficiary the claim directly.

Premiums are paid by the Government.

### **Public Service Management Insurance Plan (PSMIP)**

This life insurance plan has four parts:

- Basic Life – two years of basic salary;
- Supplementary Life – one year of basic salary;
- Accidental Death and Dismemberment - \$250,000 for accidental death or an appropriate percentage payable for dismemberment; and
- Dependants' Insurance – both life insurance and accidental death and dismemberment benefits (double indemnity) of \$5,000 for your spouse and \$2,500 for each dependant child over 14 days.

Supplementary Life Insurance is optional. Premiums are based on age and basic salary and are deducted from salary. All other coverage is at the Government's expense.

### **Public Service Health Care Plan (PSHCP)**

This insurance provides 80% reimbursement for all eligible expenses, subject to a yearly deductible of \$25 for single coverage and \$40 for family coverage.

This insurance provides extended health care benefits (in addition to the Northwest Territories Health Care) for specialist services, prescription drugs, vision care, rental of hospital equipment, nursing assistance, ambulance services, etc. Hospital benefits are also available and there is reimbursement for the cost of semi-private or private rooms up to \$150 per day.

The premiums are paid by the government.

### PERFORMANCE EVALUATION

You will have a formal performance evaluation before the end of each fiscal year. This evaluation will be the basis for salary increases during the following fiscal year.

### CONFLICT OF INTEREST

You must avoid outside activities which could result in a conflict of interest with your public duties.

#### **Personal Gain**

You may not:

- carry on any business which unduly exploits, for personal gain, any acquaintance with employees or other persons you became acquainted with through Government employment;
- request or accept payment or other benefits for functions which are part of your public duties, other than those accruing to your position;
- carry on any business outside the public service in which there may be a conflict between your private interests and Government duties;
- be a director or officer of a company which holds, or is engaged in, any contract or agreement with the Government, except where you are appointed or recommended by the Government for appointment.

In seeking or negotiating a position outside the public service, you must ensure there is no interference with official duties.

#### **Use of Information, Facilities or Property**

You may not:

- carry on any business or employment outside the public service in which you make unauthorized use of information gained as a result of employment in the public service;
- carry on any business or employment outside the public service in which you make unauthorized use of property or facilities owned by the Government;
- operate or permit a private business to be operated out of staff accommodation provided by the Government;
- reveal or use any confidential information, except as authorized, or required by your Government duties.

### CONFLICT OF INTEREST

If you leave the Government you may not own, operate, control or be employed by any business if there is an opportunity for you to exploit knowledge gained while employed by the Government. This is effective for one year after your employment ends.

A business is a profession, trade, occupation or undertaking of any kind.

#### **Approval**

Before participating in any business or employment outside the public service, you must have approval in writing from your Deputy Head.

#### **Gifts and Gratuities**

You may not request, accept or keep any personal benefit, which may be directly or indirectly offered as a result of, or in anticipation of, your position or the performance of your public duties.

“Personal benefit” means a gift, gratuity, favour, service, discount, special treatment, anything of monetary value, or compensation in any form.

There are some exceptions to this rule:

- unsolicited advertising or promotional materials of nominal value such as pens and calendars;
- awards for meritorious civil service contributions;
- unsolicited items donated to an entire work group during holidays that the group consumes on the premises.

### INDEMNIFICATION

Damages or costs awarded against you in a civil action or proceeding will be paid. This includes any sum required to be paid by the settlement of any claim. The following conditions apply:

- the alleged misconduct was committed in the performance of duties;
- your conduct was not a gross disregard or neglect of your duties as an employee; and
- you have given immediate notice to the Government of the action or proceeding.

You must immediately notify your Deputy Head upon becoming aware of any act or omission that could lead to a need for legal representation or result in a claim against the Government. All information must be provided. The Government may deny indemnity if your intentional delay prejudices the defence.

The Department of Justice will provide legal representation (subject to existing insurance coverage and the prerogative of the insurer to provide counsel). The counsel may be from within the Department of Justice or otherwise, at the Government's discretion. The Government accepts full responsibility for the conduct of the action. You must cooperate fully with the appointed counsel.

### POLITICAL ACTIVITY

Involvement in political activities is allowed. Political activities may include joining a political party or giving money to any political candidate or party. However, the following restrictions apply to your political involvement.

#### **Federal and Territorial Elections**

You may not:

- personally ask for funds for a territorial political party or candidate.
- engage in any territorial or federal political activity during working hours.
- use Government premises, supplies or equipment for any political activity, or display or distribute any federal or territorial campaign literature on Government premises. This does not apply to Government staff housing.
- intentionally use your position to affect the political activity of another person. For example, promise a Government job in return for support given to a particular candidate.
- serve as an official agent for a candidate in an election, or as an executive officer of a political party or riding association (official agents are declared on the nomination papers of a candidate).
- publicly criticize any policy about which you acquire information by virtue of employment with the Government.
- publicly express views on any matter that forms part of the platform of a territorial or federal political party, including criticizing candidates' positions on issues.
- Attend, as a voting delegate, any meeting of a territorial or federal political party.
- Campaign for, or actively work in support of, a territorial or federal political party or candidate.

You must take a leave of absence without pay before you announce your candidacy in a territorial or federal election. The leave or employment will end when the election results are official. Applications for political leave must be made to the Minister of Human Resources.

### Municipal Elections

If you wish to become involved in municipal politics you cannot:

- engage in any political activity during working hours;
- use Government premises, supplies or equipment for any political activity;
- display or distribute any campaign literature on Government premises, unless it is Government staff housing;
- intentionally use your position to affect the political activity of another person;
- publicly criticize any policy about which you acquire information by virtue of your employment with the Government.

If you are elected mayor of a municipality you must resign from the Government. "Municipality" includes cities, towns, villages, and hamlets.

### SEVERANCE PAY

#### Lay-Off

If you are laid off after one year or more of continuous employment you are entitled to severance pay. You have the following options:

- Separation Assistance – you shall receive severance pay of two weeks pay per year for the first ten complete years of continuous employment and three weeks pay for each succeeding complete year of continuous employment. The total amount of severance pay which may be paid under this sub-clause shall not exceed 65 weeks of pay.
- Severance Priority – you shall receive severance pay for two weeks pay for the first complete year of continuous employment, two weeks pay for the second complete year of continuous employment and one week of pay for each succeeding complete year of continuous employment. The total amount of severance pay which may be paid under this sub-clause shall not exceed 28 weeks of pay. You shall be provided priority staffing for one year from the last day of the lay-off notice period.
- Retraining – you shall, during the three month notice period, be eligible for this option if:
  - you have three years of continuous employment;
  - there is a specific vacant position or anticipated vacancy for which no other lay-off qualifies and you may become qualified with retraining; and
  - you and the Employer agree that the retraining can be completed within 12 consecutive months.
- Education Assistance – you may be eligible for this option, if:
  - you have three years of continuous employment;
  - the proposed program of study relates to positions within the Government; and
  - you provide proof of acceptance in an educational program.

Education assistance calculated at 80% of your current salary for a period of up to 12 months.

If you are laid off for a second or subsequent time, severance pay will be calculated on complete years of continuous employment, less any period for which you have been previously granted severance pay.

### **Resignation**

You are entitled to severance pay upon resignation if:

- you have ten or more years continuous employment;
- you give two months notice of termination; and
- if the termination is for reasons other than lay-off, abandonment of position, rejection on probation or dismissal.

This severance pay is calculated as follows:

$$\frac{[\text{Weekly rate of pay on termination}] \times [\text{completed years of continuous employment}] - (\text{previous years for which severance was paid}) \text{ to a maximum of } 26}{\text{divided by } 2}$$

### **Retirement**

Retirement, for severance pay purposes, means termination from the public service with an entitlement to an immediate annuity under the Superannuation Plan. In this case you may convert your severance pay to an equivalent period of leave with pay.

### **Employees on strength as at December 31, 1994**

You are entitled to severance pay if:

- you retire; or
- your employment is terminated because chronically poor health makes performance of your duties impossible.

This severance pay is calculated as follows:

$$\frac{[\text{Weekly rate of pay on termination}] \times [(\text{years of service}) - (\text{previous years for which severance was paid})] \text{ to a maximum of } 30 \text{ weeks}}{\text{to a maximum of } 30 \text{ weeks}}$$

### **Employees taken on strength on or after January 1, 1995**

You are entitled to severance pay upon retirement if:

- you have ten or more years continuous employment;

## SEVERANCE PAY

- you give two months notice of termination; and
- if the termination is for reasons other than lay-off, abandonment of position, rejection on probation or dismissal.

This severance pay is calculated as follows:

$$\frac{[\text{Weekly rate of pay on termination}] \times [(\text{completed years of continuous employment}) - (\text{previous years for which severance was paid}) \text{ to a maximum of } 26]}{\text{divided by } 2}$$

### Death

#### **Employees on strength as at December 31, 1994**

In the event of death, your estate is entitled to severance pay.

This severance pay is calculated as follows:

$$(\text{Weekly rate of pay at death}) \times (\text{years of continuous service to a maximum of } 30)$$

This is in addition to any other benefits.

#### **Employees taken on strength on or after January 1, 1995**

In the event of death, your estate is entitled to severance pay if you have ten years or more of continuous employment.

This severance pay is calculated as follows:

$$\frac{[\text{Weekly rate of pay on termination}] \times [(\text{completed years of continuous employment}) - (\text{previous years for which severance was paid}) \text{ to a maximum of } 26]}{\text{divided by } 2}$$

### **Dismissal, Abandonment of Position**

No severance pay is paid if you are dismissed for cause or if you abandon your position.

### REMOVAL ON TERMINATION

Removal assistance may be provided upon termination of employment. You are responsible for making and paying for all moving and travel arrangements, and submitting your invoices to the Government for reimbursement.

#### Eligible Costs

Eligible costs include packing, crating, unpacking, uncrating, transportation and in-transit insurance. If professional movers are not used for the move, eligible costs may include the cost of locally purchased packing materials and the cost of crates. Eligible costs also include personal travel for you and your dependants as follows:

- travel by commercial carrier to your eligible destination;
- accommodation and meal costs (duty travel rates) only at points between your community of residence and point of departure, and only when stopovers are a result of airline schedules;
- the equivalent of economy airfare for travel by means other than air, no additional travel expenses for stopovers will be reimbursed.

Eligible cost is subject to weight and destination limits.

#### Weight Limits

The maximum weight of effects (including weight of crates)

- In furnished accommodation:
  - if no dependants – maximum 680 kg (1,500 lb.)
  - with dependants – maximum 1,814 kg (4,000 lb.)
- In unfurnished accommodation:
  - if no dependants – maximum 1,814 kg (4,000 lb.)
  - with dependants – maximum 6,804 kg (15,000 lb.)

#### Points of Departure

- Edmonton – for the Kitikmeot
- Winnipeg – for the Keewatin Region
- Montreal – for the Baffin Region

## REMOVAL ON TERMINATION

### Eligible Destinations

If your community of residence at termination is the same as your point of recruitment and:

- you have ten years of service, eligible costs are calculated to your point of departure and to your new domicile. The lesser of these is your eligible cost.
- you have 20 years of service and were on strength as of January 1, 1995, your eligible cost is calculated to your new domicile anywhere in Canada.

If your community of residence at termination is not the same as your point of recruitment and you were hired before August 5, 1976, you may choose to have your eligible cost calculated on your previous ultimate removal entitlement of \$20 per month of continuous service to a maximum of the lesser of \$2,400 or the actual cost as substantiated by freight bills and travel receipts. If you choose this option and your community of residence is not Churchill, Iqaluit or on the Mackenzie Highway system, your eligible cost is increased by an amount equivalent to the eligible cost between your community of residence and the nearest of these.

Eligible costs are further limited by a length of service entitlement and the ultimate removal entitlement cap set for each community in the maximum reimbursement schedule. These are set out in the following table:

<b>Length of Service</b>	<b>Entitlement</b>
Less than 3 years	None
3 years but less than 4	50% of eligible costs
4 years but less than 5	60% of eligible costs
5 years but less than 6	70% of eligible costs
6 years but less than 7	80% of eligible costs
7 years but less than 8	90% of eligible costs
Over 8 years	100% of eligible costs

## REMOVAL ON TERMINATION

### Maximum Reimbursement Schedule

Arctic Bay	\$13,812	Igloolik	\$ 13,722
Arviat	8,586	Iqaluit	10,284
Baker Lake	11,808	Kimmirut	11,220
Broughton Island	13,404	Kugluktuk	8,274
Cambridge Bay	8,370	Nanisivik	13,464
Cape Dorset	12,882	Pangnirtung	12,294
Chesterfield Inlet	9,990	Pelly Bay	14,892
Clyde River	15,096	Pond Inlet	16,776
Coral Harbour	13,314	Rankin Inlet	8,634
Fort Smith	4,800	Repulse Bay	13,314
Gjoa Haven	13,368	Resolute Bay	13,896
Grise Fiord	17,730	Sanikiluaq	8,298
Hall Beach	13,722	Taloyoak	14,256
		Whale Cove	9,906

### Maximum Reimbursement

The maximum amount the Government will reimburse for removal costs on termination is the lesser of:

- the amount determined by applying your percentage of entitlement to the eligible cost of your removal; or
- the amount determined by applying your percentage of entitlement to the amount of maximum reimbursement for your community of residence at termination.

Laid off employees and the dependants of deceased employees are entitled to the lesser of 100% of eligible costs of 100% of the maximum reimbursement for the employee's community of residence. Additionally, the dependants of a deceased employee are entitled to be reimbursed for the costs of shipping the body.

### REMOVAL ON TERMINATION

#### **Limitations**

Only one removal on termination will be paid per household.

No reimbursement will be made if you receive duplicate assistance from another employment source.

Your claims must be substantiated by freight bills.

You must actually move from your community of residence. The move must take place within 30 days, except in extenuating circumstances approved by your Deputy Minister.

### TERMINATION

Two weeks notice in writing is required for resignation. Advance notice is appreciated.

You are encouraged to contact the Pay & Benefits Division of the Department of Finance at least six months in advance of retirement. This will ensure timely processing of all pension and benefit documents.

## MANAGERS' HANDBOOK

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### GOVERNMENT OF NUNAVUT SENIOR MANAGERS' SALARY GRID

April 1,  
2000

Pay Band	Points Minimum- Maximum	Salary Range (\$)	
		70% Minimum Maximum	100%
1	450 - 490	62,033	88,618
2	491 - 533	63,573	90,818
3	534 - 548	65,155	93,078
4	549 - 629	66,777	95,396
5	630 - 682	68,443	97,776
6	683 - 737	70,155	100,221
7	738 - 798	71,910	102,729
8	799 - 865	73,713	105,304
9	866 - 936	75,563	107,947
10	937 - 1013	77,462	110,660
11	1014 - 1096	79,412	113,445
12	1097 - 1185	81,413	116,304
13	1186 - 1280	83,467	119,239
14	1281 - 1383	85,576	122,252
15	1384 - 1496	87,742	125,345
16	1497 - 1617	89,962	128,517
17	1618 - 1756	92,243	131,775
18	1757 - 1907	94,585	135,121
19	1908 - 2070	96,987	138,553
20	2071 - 2249	99,455	142,079
21	2250 - 2320	101,987	145,695

Department of Finance and Administration  
Compensation and Benefits

## MANAGERS' HANDBOOK

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### GOVERNMENT OF NUNAVUT SENIOR MANAGERS' SALARY GRID

April 1,  
2001

Pay Band	Points Minimum- Maximum	Salary Range (\$)	
		70% Minimum Maximum	100%
1	450 - 490	63,739	91,055
2	491 - 533	65,321	93,315
3	534 - 548	66,947	95,638
4	549 - 629	68,613	98,019
5	630 - 682	70,326	100,465
6	683 - 737	72,084	102,977
7	738 - 798	73,888	105,554
8	799 - 865	75,740	108,200
9	866 - 936	77,641	110,916
10	937 - 1013	79,592	113,703
11	1014 - 1096	81,596	116,565
12	1097 - 1185	83,651	119,502
13	1186 - 1280	85,763	122,518
14	1281 - 1383	87,930	125,614
15	1384 - 1496	90,154	128,792
16	1497 - 1617	92,436	132,051
17	1618 - 1756	94,779	135,399
18	1757 - 1907	97,186	138,837
19	1908 - 2070	99,654	142,363
20	2071 - 2249	102,190	145,986
21	2250 - 2320	104,791	149,702

Department of Finance and Administration  
Compensation and Benefits

## MANAGERS' HANDBOOK

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### GOVERNMENT OF NUNAVUT SENIOR MANAGERS' SALARY GRID

April 1,  
2002

Pay Band	Points Minimum- Maximum	Salary Range (\$)	
		70% Minimum Maximum	100%
1	450 - 490	65,491	93,559
2	491 - 533	67,117	95,881
3	534 - 548	68,788	98,268
4	549 - 629	70,501	100,715
5	630 - 682	72,260	103,228
6	683 - 737	74,066	105,809
7	738 - 798	75,920	108,457
8	799 - 865	77,823	111,176
9	866 - 936	79,776	113,966
10	937 - 1013	81,781	116,830
11	1014 - 1096	83,840	119,771
12	1097 - 1185	85,952	122,788
13	1186 - 1280	88,121	125,887
14	1281 - 1383	90,348	129,068
15	1384 - 1496	92,634	132,334
16	1497 - 1617	94,977	135,682
17	1618 - 1756	97,385	139,122
18	1757 - 1907	99,859	142,655
19	1908 - 2070	102,395	146,278
20	2071 - 2249	105,001	150,001
21	2250 - 2320	107,673	153,819

Department of Finance and Administration  
Compensation and Benefits

## MANAGERS' HANDBOOK

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### GOVERNMENT OF NUNAVUT SENIOR MANAGERS' SALARY GRID

April 1,  
2003

Increase 3%

Pay Band	Points Minimum- Maximum	Salary Range (\$)	
		70% Minimum Maximum	100%
1	450 - 490	67,456	96,366
2	491 - 533	69,130	98,757
3	534 - 548	70,851	101,216
4	549 - 629	72,616	103,736
5	630 - 682	74,427	106,325
6	683 - 737	76,288	108,983
7	738 - 798	78,197	111,711
8	799 - 865	80,158	114,511
9	866 - 936	82,169	117,385
10	937 - 1013	84,234	120,335
11	1014 - 1096	86,355	123,364
12	1097 - 1185	88,530	126,472
13	1186 - 1280	90,765	129,664
14	1281 - 1383	93,058	132,940
15	1384 - 1496	95,413	136,304
16	1497 - 1617	97,827	139,752
17	1618 - 1756	100,307	143,296
18	1757 - 1907	102,854	146,935
19	1908 - 2070	105,466	150,666
20	2071 - 2249	108,151	154,501
21	2250 - 2320	110,903	158,434

## MANAGERS' HANDBOOK

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### SENIOR MANAGERS' SALARY GRID

April 1, 2004

Increase 3%

Pay Band	Points Minimum- Maximum	Salary Range (\$)	
		70% Minimum Maximum	100%
1	450 - 490	69,480	99,257
2	491 - 533	71,204	101,720
3	534 - 548	72,977	104,253
4	549 - 629	74,794	106,849
5	630 - 682	76,660	109,515
6	683 - 737	78,577	112,253
7	738 - 798	80,543	115,062
8	799 - 865	82,563	117,947
9	866 - 936	84,635	120,907
10	937 - 1013	86,761	123,945
11	1014 - 1096	88,946	127,065
12	1097 - 1185	91,186	130,266
13	1186 - 1280	93,487	133,554
14	1281 - 1383	95,850	136,928
15	1384 - 1496	98,275	140,393
16	1497 - 1617	100,762	143,945
17	1618 - 1756	103,316	147,595
18	1757 - 1907	105,940	151,343
19	1908 - 2070	108,630	155,186
20	2071 - 2249	111,395	159,136
21	2250 - 2320	114,231	163,187

## MANAGERS' HANDBOOK

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### GOVERNMENT OF NUNAVUT SENIOR MANAGERS' SALARY GRID

April 1,  
2005

Increase 3%

Pay Band	Points Minimum-Maximum	Salary Range (\$)	
		70% Minimum Maximum	100%
1	450 - 490	71,564	102,234
2	491 - 533	73,340	104,772
3	534 - 548	75,166	107,380
4	549 - 629	77,038	110,054
5	630 - 682	78,960	112,800
6	683 - 737	80,934	115,620
7	738 - 798	82,960	118,514
8	799 - 865	85,040	121,485
9	866 - 936	87,174	124,534
10	937 - 1013	89,364	127,663
11	1014 - 1096	91,614	130,877
12	1097 - 1185	93,922	134,174
13	1186 - 1280	96,292	137,560
14	1281 - 1383	98,725	141,036
15	1384 - 1496	101,223	144,605
16	1497 - 1617	103,784	148,263
17	1618 - 1756	106,416	152,022
18	1757 - 1907	109,118	155,883
19	1908 - 2070	111,889	159,842
20	2071 - 2249	114,737	163,910
21	2250 - 2320	117,658	168,082

## MANAGERS' HANDBOOK

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### GOVERNMENT OF NUNAVUT

#### SENIOR MANAGERS' SALARY GRID

April 1,  
2006

Increase 1.5%

Pay Band	Points Minimum-Maximum	Salary Range (\$)	
		70% Minimum Maximum	100%
1	450 - 490	72,638	103,768
2	491 - 533	74,440	106,343
3	534 - 548	76,294	108,991
4	549 - 629	78,193	111,705
5	630 - 682	80,144	114,492
6	683 - 737	82,148	117,355
7	738 - 798	84,204	120,292
8	799 - 865	86,315	123,307
9	866 - 936	88,481	126,402
10	937 - 1013	90,705	129,578
11	1014 - 1096	92,988	132,840
12	1097 - 1185	95,330	136,186
13	1186 - 1280	97,736	139,624
14	1281 - 1383	100,206	143,152
15	1384 - 1496	102,742	146,774
16	1497 - 1617	105,341	150,487
17	1618 - 1756	108,012	154,303
18	1757 - 1907	110,755	158,221
19	1908 - 2070	113,568	162,240
20	2071 - 2249	116,458	166,369
21	2250 - 2320	119,422	170,603