



## POLICY STATEMENT

1. Consistent with Article 23 of the *Nunavut Land Claims Agreement*, the Government of Nunavut shall create a public service that is representative of the population of Nunavut.

## PRINCIPLES

2. This policy is guided by the following principles:
  - 2.1 The Government of Nunavut recruitment and selection practices will be fair, understandable and well communicated.
  - 2.2 Measures will be taken to increase the recruitment, selection and promotion of beneficiaries.

## APPLICATION

3. This policy applies to all hiring by and for the Government of Nunavut, including but not limited to that;
  - by the Department of Human Resources;
  - by the Department of Education (teaching positions);
  - by public agencies listed in the *Financial Administration Act* (Schedules A and B).

## DEFINITIONS

4. **Beneficiary** is a person who is enrolled as a beneficiary under the *Nunavut Land Claims Agreement*. Verification of 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

5. Based on the government's objectives to achieve a representative workforce in the Nunavut public service, beneficiaries who meet the qualifications required for the position will be given priority over all other applicants in all job competitions.
6. Qualified beneficiaries will be interviewed by a selection committee that will rate their relevant experience.

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

## **EXCEPTIONS**

8. As stipulated by recognized Collective Agreements, employees on lay-off status who meet the qualifications required for the position will be given priority. Beneficiaries on lay-off status will be given priority over non-beneficiaries on lay-off status.

## **ROLES AND RESPONSIBILITIES**

### **All Departments and Public Agencies**

9. Departments and public agencies listed in the *Financial Administration Act* (Schedules A and B) are accountable for achieving representative beneficiary employment and complying with the Priority Hiring Policy in the recruitment and selection of staff.

### **Department of Human Resources**

10. The Department of Human Resources is responsible for developing staffing guidelines to implement the Priority Hiring Policy, communicating the policy, co-ordinating the recruitment and selection process and monitoring the application of the Priority Hiring Policy.

## **RELATED LEGISLATION**

11. Article 23 of the *Nunavut Land Claims Agreement*
12. *Public Service Act*
13. *Human Rights Act*
14. Collective Agreement - Nunavut Employees Union
15. Collective Agreement - Nunavut Teachers Association
16. *Canadian Charter of Rights and Freedoms*
17. *Canadian Human Rights Act*

## **PREROGATIVE OF EXECUTIVE COUNCIL**

18. 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**

19. Recognizing that requirements for a Priority Hiring Policy may change, this policy shall be in effect from the date of signature until March 31, 2010, at which time it will be reviewed.