

## **PRIORITY HIRING POLICY Frequently Asked Questions**

### **What is the Priority Hiring Policy?**

The policy gives priority consideration to Inuit beneficiaries in the recruitment and selection process for Government of Nunavut (GN) job competitions.

### **Why was this policy created and what does it accomplish?**

The policy contributes to increased representation of beneficiaries in Nunavut's public service, assisting the GN in fulfilling Article 23 of the *Nunavut Land Claims Agreement*.

### **How does this policy work?**

Beneficiaries who apply for a job with the GN are considered before all other applicants. If a beneficiary meets the qualifications for the position (determined during the screening process), he/she is interviewed for the job. If successful during the interview stage, the beneficiary applicant is hired. If a qualified beneficiary applicant is not identified during the screening or interview process, non-beneficiary candidates are considered for the position.

### **Who developed the policy?**

The policy was developed by the GN Department of Human Resources in consultation with GN departments and agencies.

### **Is this a new policy?**

No, the PHP was first introduced in August of 2000. The policy has been renewed in 2002, 2005 and 2007. It is in effect until March 31, 2010.

### **Does the policy apply to all GN job competitions?**

Yes, the policy applies to all job competitions in all GN Departments, agencies and boards, as well as crown corporations listed in Schedules A & B of the *Financial Administration Act*.

### **I'm a beneficiary, what do I do when I apply for a job?**

Apply as you would for any job competition. Beneficiaries are not required to self-identify in their job applications. The Department of Human Resources uses the Nunavut Tunngavik Inc.'s Inuit Enrollment List to verify the beneficiary status of applicants.

### **Why is there an exception to the policy?**

The only time the policy would not be followed is if a GN employee on lay-off status applied for and met the qualifications of a position. This is due to requirements of current collective agreements and would seldom occur. Beneficiaries on lay-off status would be given priority consideration over non-beneficiaries on lay-off status.

### **Who authorized the policy?**

The policy was approved by Cabinet.

### **Has the policy changed since it was introduced?**

The purpose and focus of the policy has not changed. Some changes have been made to the policy's application, to ensure that it applies to all departments and public agencies of the GN. Terminology and language used in the policy has also been simplified and standardized.

### **I have other questions or would like further information, who do I contact?**

GN employees should contact their department's Human Resources Coordinator. Job applicants and other interested people can contact their Department of Human Resources Regional Office:

**Iqaluit**  
Staffing Division  
(867) 975-6222

**Qikiqtaaluk Region - Igloolik**  
Community Operations  
(867) 934-2025  
1-800-682-9033

**Kivalliq Region - Rankin Inlet**  
Community Operations  
(867) 645-3072  
1-800-933-3072

**Kitikmeot Region - Cambridge Bay**  
Community Operations  
(867) 983-4058  
1-866-667-6624

**Or contact the Department of Human Resources  
toll free at 1-888-668-9993**