



## DEPARTMENT OF HUMAN RESOURCES PRIORITY HIRING POLICY

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### POLICY STATEMENT

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

This policy is guided by the following principles:

- The Government of Nunavut recruitment and selection practices will be fair, understandable and well communicated.
- Measures will be taken to increase the recruitment, selection and promotion of beneficiaries.
- Inuit values reflecting self reliance, economic well being; Pilimmaksarniq in the acquiring of skills, knowledge, and capacity building; and Qanuqtuurniq in being resourceful, innovative, and seeking solutions.

### APPLICATION

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

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

Based on the government's goal of achieving a representative workforce in the Nunavut public service, beneficiaries who meet the qualifications required for a position will be given priority over all other applicants. This priority treatment will extend to all recruiting actions, including short term assignments, transfers, and job competitions.

Qualified beneficiaries will be interviewed by a selection committee which will rate their relevant experience.

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.

All positions created or filled will be analyzed on a graded scale for Inuktitut and Inuinnaqtun language requirements and Inuit traditional knowledge; all hiring will take into account an applicant's skills and knowledge in these areas.

## **EXCEPTIONS**

### **Laid off Beneficiaries and Personnel Accommodation**

As stipulated by recognized Collective Agreements, employees with laid off status who meet the qualifications required for the position will be given priority. Beneficiaries with laid off status or who are being accommodated will be given priority over non-beneficiaries who are on laid off status or being accommodated.

## **ROLES AND RESPONSIBILITIES**

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

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**

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

## **RELATED LEGISLATION**

*Article 23 of the Nunavut Land Claims Agreement*

*Public Service Act*

*Collective Agreement - Nunavut Employees Union*

*Collective Agreement - Nunavut Teachers Association*

*Canadian Charter of Rights and Freedoms*

*The Nunavut Human Rights Act*

## **PROGRAMS**

Sivuliqtiksat Internship

Summer Student Employment Equity

## **PREROGATIVE OF EXECUTIVE COUNCIL**

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 DATE**

This policy will be effective for until June 30, 2014.