

	
<b>HIRING PROCESS</b> <b>Priority Hiring</b>	<b>Human Resource Manual</b> <b>Section 502</b>

## PRIORITY HIRING

### PURPOSE

1. In accordance with the provisions of the Nunavut Land Claims Agreement, the Government of Nunavut (GN) is committed to the creation of a public service that is competent and representative of the Inuit population.

### APPLICATION

2. The following guidelines apply to all departments. They also apply to the boards and agencies of the GN whose hiring is conducted pursuant to the *Public Service Act*.

### DEFINITIONS

3. **Inuit Beneficiaries** means those persons who are enrolled as beneficiaries under the Nunavut Land Claims Agreement.

### PROVISIONS

4. The Government of Nunavut is committed to filling government positions through a competitive process, except where it is in the best interests of the public service to fill a position without competition.
5. People with layoff status who fulfill the qualifications will be given priority over all other candidates. Nunavut Land Claims Beneficiaries on layoff status shall be given priority over Non-Inuit with layoff status.
6. The selection committee will rank qualified, suitable applicants of the same priority by competencies met following interviews.
7. Recognizing the serious under-representation of Inuit in the Nunavut public service, Nunavut Land Claims Beneficiaries who meet the required qualifications for positions will be given priority over other applicants.
8. Applicants are encouraged to identify their eligibility for priority consideration when applying for a government position. This may be confirmed with the NTI Enrollment List
9. The Department of Human Resources will advise potential applicants about the Government's Priority Hiring policy by referring to the policy in advertisements and competition posters.

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10. The Government will, in its hiring practices, conform to the *Nunavut Human Rights Act*, the *Canadian Charter of Rights and Freedoms*, the *Canadian Human Rights Act*, and *Article 23 of the Nunavut Land Claims Act*.

#### **AUTHORITIES AND REFERENCES**

11. *The Nunavut Public Service Act*  
Sections 16-22
12. *The Nunavut Land Claims Agreement*  
Article 23
13. *Nunavut Human Rights Act*
14. *Canadian Charter of Human Rights and Freedoms*
15. *Canadian Human Rights Act*
16. *Priority Hiring Policy*

#### **CONTACTS**

17. For clarification or further information, please contact:

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