



NUNAVUT NORTHERN ALLOWANCE

PURPOSE

1. The Government of Nunavut (GN) pays a Nunavut northern allowance to make up the differences in the cost of living between Nunavut communities and larger “designated” southern centres and to equalize the compensation of GN employees across Nunavut who may face different economic conditions in different communities.

INUIT SOCIETAL VALUES (ISV) GUIDING PRINCIPLES

2. This directive is guided by the following ISV guiding principles:
 - **Qanuqtuurniq** - being innovative and resourceful. As part of employee compensation package, the GN pays a monetary allowance to alleviate the high cost of living in the north for its employees;
 - **Piliriqatigiinni/ikajuqtigiinni** - working together for a common cause. The GN values its employees and the contributions they provide as public service, Nunavut northern allowance is another way in which GN rewards its employees; and
 - **Pijitsirniq** – serving and providing for family and/or community. The GN recognizes the importance of family and our community, through the Nunavut northern allowance, the GN provides for its employees so that they can serve and provide for their families and/or communities.

APPLICATION

3. This directive applies to all employees of the GN and its public bodies.

PROVISIONS

4. Employees do not have to apply for this allowance. The department of Finance initiates the allowance for all GN employees.
5. The allowance is pro-rated to an hourly rate by dividing the annual rate by the standard yearly hours (1950, 2080 or 2184). The allowance can be paid on a bi-weekly basis or banked and paid out as a lump sum payment.



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Building *Nunavut* Together
Nunavut liuqatigiingniq
Bâtir le *Nunavut* ensemble

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6. The allowance is not paid for periods of overtime, periods of leave without pay and is not paid in advance.
7. For all employees, the allowance is based on the community in which an employee is employed, as set out in Appendix "A".

AUTHORITIES AND REFERENCES

8. Main Collective Agreements with the NEU and the NTA

CONTACTS

9. For further information or clarification, please contact:
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