



Inuktitut Language Incentive Program Frequently Asked Questions (FAQs)

- Q. What is the Inuktitut Language Incentive Program?
- A. The Inuktitut Language Incentive Program supports and encourages the use of Inuktitut as a working language of the public service. Government of Nunavut employees who demonstrate proficiency through an assessment will be paid an annual allowance based on their proficiency level:
Level One: Fluency – \$1,500
Level Two: Fluency plus Reading and Writing - \$2,400
Level Three: Language Expert – \$5,000
- Q. Who is eligible for the Inuktitut Language Incentive Program?
- A. All GN employees (including indeterminate, term, casual and relief) are eligible, with the exception of:
- Employees of the Qulliq Energy Corporation (QEC) who have a different collective agreement.
 - Employees of the Nunavut Teachers' Association (NTA) who have a similar three-tiered Inuktitut Allowance.
 - Persons hired as professional interpreters and/or translators for the GN who are already compensated based on their ability to speak Inuktitut, as part of their job function.
- Q. What happens if I have been receiving Inuktitut Bilingual Bonus?
- A. Bilingual bonuses will no longer exist for Inuktitut. All employees who were receiving a bilingual bonus for Inuktitut were grandfathered into the Inuktitut Language Incentive Program at Level One (1). Any grandfathered employee who did not apply to be assessed by February 28, 2020 had their bilingual bonus (Inuktitut) payment stopped starting on their April 3, 2020 pay cheque. Employees can still apply to be assessed and payments will be retroactive to the date their application is received.
- Q. How do I apply for Inuktitut proficiency test?
- A. Complete the Inuktitut Language Incentive Application Form found at https://gov.nu.ca/sites/default/files/inuktitut_language_incentive_application_form_-_eng_3_0.pdf
- Q. Who will perform the proficiency assessments/tests?
- A. Inuit Uqausinginnik Taiguusiliuqtiit (IUT) or its designate will do the proficiency tests.



- Q. How long will it take before I get tested?
A. This will depend on the number of people that apply for testing. We expect there to be some delays due to volume at the beginning, and it may take longer for people in smaller communities. Applicants will be contacted to confirm the next available test date. If you are successful in qualifying for an incentive, your payments will be retroactive to the date that your application was received.
- Q. What happens after I pass?
A. Once your testing has been completed and your proficiency established, you will receive a payment retroactive to the date your application was received.
- Q. I do not work full time hours. How will my payment be determined?
A. Part-time and Relief employee allowances will be pro-rated based on the number of hours worked.
- Q. How long do I have to wait after passing one level before I can apply to move to a higher level?
A. An employee can request an assessment to progress to the next level after one year at their current level.
- Q. Will I have the option to retake the test?
A. Employees will be given the option to retake the test if necessary. Employees who do not succeed on the first attempt will be given feedback including suggestions for pursuing further language development.
- Q. Can I appeal the test results?
A. Employees may appeal to retake or have their test results re-evaluated by another assessor. Employees may appeal a test once. Appeals must be submitted to IUT within 30 days of receiving the results of the assessment.
- Q. Will I get leave with pay to prepare and study for the proficiency test?
A. Leave with pay will not be granted for test preparation and studying.
- Q. Will I get leave with pay for the time it takes to attend and complete the assessment?
A. Yes. Employees will be granted leave with pay for the time it takes to attend and complete the assessment.
- Q. What is my role/responsibility?
A. Employees who wish to access the Inuktitut Language Incentive Program will be responsible for initiating and completing the Inuktitut Language Incentive application process, including requesting language testing for certification of proficiency.



- Q. I have submitted my application form before the malware incident and I have not taken the test yet, do I need to reapply?
- A. Yes, we recommend for you to resubmit your application form to ensure your application form has been received.
- Q. I have done the testing before the malware incident, do I need to reapply?
- A. No, you do not need to reapply.
- Q. I have done the testing, but I have not received any payment yet, do I need to retake the test?
- A. No, IUT should have your results to bring forward to Payroll at Finance. Please let HR know if you have already taken the test.