



Government of Nunavut

## The Treatment of Management & Excluded Employees Affected by Reorganization Policy

### **HUMAN RESOURCES**

**04.04**

#### **1. PREAMBLE**

- 1.1 From time to time the Government of Nunavut may decide to reorganize its operations to better meet the needs of its people.
- 1.2 Such reorganization can result in the transfer of positions to new communities, changes in the organizational structure, and loss of positions, all of which could affect the structure of departments and the positions of employees.

#### **2. POLICY OBJECTIVE**

- 2.1 To ensure a smooth transition, with least disruption to the people of Nunavut, the organization and the employees personal and working lives.

#### **3. SCOPE**

- 3.1 This policy, which applies to all management and exclude employees, will remain in effect March 31, 2003, whichever comes first.
- 3.2 Application of this policy is the responsibility of the reorganizing department or agency, in conjunction with the Department of Human Resources.

#### **4. GENERAL PRINCIPLES**

- 4.1 Employees affected by organizational changes will be treated fairly, with consideration for their individual concerns and will be given reasonable notice.
- 4.2 The Government of Nunavut will recognize an employee's service and any other earned benefit or entitlement with a Board, College or Agency.
- 4.3 The relocation of employees to other communities will be at Government's expenses, in accordance with the applicable relocation formula.

#### **5. APPLICATION**

- 5.1 The Government of Nunavut may transfer positions to a different community and offer employees the opportunity to transfer with the positions.

- 5.2 An employees, who refuses a transfer may be offered, at the government's option:

A reasonable alternative job offer in his community with salary protection as provided in 5.5

or,

severance pay calculated in accordance with the relevant provisions in the Managers and Excluded Employees Handbooks relating to retirement.

- 5.3 An employee who refuses a reasonable alternative job offer in his current community will be considered to have resigned.
- 5.4 An employee who has not received an offer to transfer with his position or reasonable alternative job offer will be eligible for the benefits described in the relevant Managers and Excluded Employees Handbooks relating to laid off employees.
- 5.5 An employee, who accepts a reasonable alternative job offer at a lower salary level, will maintain his pre-reorganization salary for one year following the reorganization or until retirement whichever comes first.
- 5.6 An employee who at the time of reorganization is within twelve months of attaining the early retirement age as defined by the Superannuation Plan may be offered, at Governments discretion, an early retirement bridged pension package. Such employees will also be eligible for the Retirement Severance allowance provided in the Managers and Excluded Employees Handbooks.

## **6. RE-HIRING**

- 6.1 The payment of severance pay in Clauses 4.3 and 4.4 above is subject to partial repayment if the employee is subsequently re-employed by the Government of Nunavut within ninety days. The partial repayment will equal the amount of severance received less the amount of earnings employee remained continuously employed.

## **7. APPEAL**

- 7.1 An appeal to the Deputy Minister of Human Resources exists from the terms of 5.5 above in the event of exceptional employee circumstances, or on the issue of "reasonable alternative job offer" in 5.2 and 5.3

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Approved by:  
The Honourable Paul Okalik  
Premier