



PUBLIC SERVICE LEAVE

PURPOSE

1. The Government of Nunavut (GN) allows its employees to take time off from work to do public service work which is in the interest of the GN and of Nunavut.

INUIT SOCIETAL VALUES (ISV) GUIDING PRINCIPLES

2. This directive is guided by the following Inuit Societal Values:
 - *Piliriqatigiinniqlkajuqtiigiinniql* – working together for a common cause;
 - *Pijitsirniql* – serving and providing for family and/or community;
 - *Inuuqatigiitsiarniql* – respecting others, relationships and caring for people;
 - *Qanuqtuurniql* – being innovative and resourceful; and
 - *Tunnganarniql* – fostering good spirit by being open, welcoming and inclusive.

APPLICATION

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

PROVISIONS

4. Public service leave is limited to 15 days per fiscal year per employee. Employees do not earn credits.
5. Public service leave will be granted only where operational requirements permit the employee's absence.
6. All employees, other than those on a leave of absence without pay or under suspension, will be granted leave with pay:



- To serve as a Justice of the Peace;
 - To serve as a coroner, or;
 - To participate in a public inquiry.
7. An employee may be granted leave with or without pay (subject to **Section 10** of this directive) to do public service work which is in the interests of the GN and/or of Nunavut. This is limited to the following activities:
- i. Serving on a government mandated board, such as the Labour Standards Board, Legal Services Board, Human Rights Tribunal, Liquor Licensing Board or Workers' Safety and Compensation Commission (WSCC);
 - ii. Serving on a co-management board or other Institute of Public Government board established under the *Nunavut Agreement*;
 - iii. Serving on a municipal council or committee;
 - iv. Participating in federal/territorial/municipal consultation bodies;
 - v. Participating in firefighting and search and rescue training or tasked missions;
 - vi. Attending a course in civil defense training including Canadian Ranger exercises, training and missions; and
 - vii. Other activities that benefit and support GN-wide initiatives, as identified by the Deputy Minister (DM) responsible for the *Public Service Act*. (Appendix A).

Firefighting and Search and Rescue Organizations (SAROs)

8. Leave with no charge against credits is given to employees who are firefighters or part of an organized search and rescue organization and must respond to a declared emergency. This is in accordance with the emergency leave provisions of recognized Collective Agreements. Up to five (5) days per fiscal year may be granted to employees who are taking firefighting and SARO training.
- i. Employees of the Nunavut Teachers Association (NTA) may be granted leave for military or civil defence training and



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

Employees Union (NEU)

- 16. Collective Agreement with the NTA
- 17. Senior Managers' and Excluded Employees' Handbooks

CONTACTS

- 18. For further information or clarification, please contact:

Director Employee Relations
Department of Finance
Iqaluit, Nunavut
867-975-6211

or

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