Human Resources Manual

Directive 1514: Nunavut Northern Allowance

NUNAVUT NORTHERN ALLOWANCE

PURPOSE

 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;
 - Piliriqatigiinniq/lkajuqtigiinniq 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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- 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:

Director, Compensation and Benefits Department of Finance Iqaluit, Nunavut 975-5881



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Appendix A

Nunavut Northern Allowance

The Annual Rates for Nunavut Northern Allowance are as follows:

Effective April 1, 2022

Community

Arctic Bay	\$ 29,922
Arviat	\$ 22,178
Baker Lake	\$ 24,281
Cambridge Bay	\$ 20,891
Cape Dorset	\$ 20,980
Chesterfield Inlet	\$ 23,516
Clyde River	\$ 28,169
Coral Harbour	\$ 24,747
Gjoa Haven	\$ 26,345
Grise Fiord	\$ 43,588
Hall Beach	\$ 23,561
Igloolik	\$ 26,437
Iqaluit	\$ 16,008
Kinngait	\$ 24,192
Kimmirut	\$ 23.047
Kugaaruk	\$ 27,465
Kugluktuk	\$ 22,042
Pangnirtung	\$ 24,054
Pond Inlet	\$ 28,577
Qikiqtarjuaq	\$ 25,143
Rankin Inlet	\$ 18,517
Naujaat	\$ 23,317
Resolute Bay	\$ 33,043
Sanikiliuaq	\$ 23,673
Sanirajak	\$ 25,453
Taloyoak	\$ 30,424
Whale Cove	\$ 21,564