RESTRICTED COMPETITIONS

PURPOSE

1. Restricted competitions enable Government of Nunavut (GN) departments and public bodies to limit the eligibility of certain candidates to specific criteria. This process supports the GN’s commitment to the Priority Hiring Policy.

2. The following guidelines provide all GN employees with an outline of the process for competitions restricted to specific criteria as per section 10(3) of the Public Service Act (PSA).

APPLICATION

3. This directive applies to all GN employees except deputy heads and those who are members of the Nunavut Teachers Association.

DEFINITIONS

4. **Beneficiaries-Only competition** is a type of restricted competition that is available to Inuit enrolled under the Nunavut Land Claims Agreement (NLCA) only, wherever they may reside.

5. **Internal competition** is a type of restricted competition that is available to current indeterminate, term, casual and relief GN employees only who are employees on the closing date of a competition.

6. **Beneficiaries by Location competition** is a type of restricted competition that is available to Inuit enrolled under the NLCA who are ordinarily resident in a specific targeted location on the closing date of a competition.

PROVISIONS

7. The hiring department/public body must obtain approval for a restricted competition from the Comptroller General or delegate.

8. The job action request for a restricted competition must identify the restricted criteria and the rationale for a restricted competition.

9. The rationale for a Beneficiaries-Only competition may include the following:
   a. Article 23 of the NLCA;
b. The nature of the position or previous searches for similar positions have resulted in a number of strong candidates demonstrating a large pool of beneficiary candidates; or

c. To encourage the employment of beneficiaries in certain areas.

10. The rationale for an Internal competition may include the following:

a. There is an immediate need to staff a position or the short term nature of the term of the position demands a competition be run as quickly as possible;

b. To address succession planning or staff development plans; or

c. Previous searches for similar positions have resulted in a number of strong candidates within the GN.

11. The rationale for a Beneficiary by Location competition may include the following:

a. The nature of the position or previous searches for similar positions demonstrate a pool of beneficiary candidates in a certain location;

b. There is an immediate need to staff a position or the short term nature of the term of the position demands a competition be run as quickly as possible; or

c. It is a non-decentralized community and positions should be filled from within the community.

12. A restricted competition must be clearly identified in the job advertisement as being restricted to one or more of the criteria set out above.

13. An applicant for a restricted competition will not qualify or be considered as a candidate in the competition unless they possess the restricted criteria set out in the job advertisement.

14. All restricted competitions will be based on merit.

15. Internal competitions will only require to be advertised for a two week period on the Department of Finance website only.

16. The Priority Hiring Policy applies to restricted competitions.
17. No other priority hiring practices other than for laid off employees and pursuant to the Priority Hiring Policy will apply to Internal competitions as all applicants will be GN employees.


19. Staffing appeals are available to unsuccessful candidates of restricted competitions.

AUTHORITIES

20. *Public Service Act*, S.Nu. 2013, c. 26, s. 10

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