

Makpiraap Iluannittut

HUNAUVAT SIVULIQTIKSAT PIDJUTIKHAT?	1
HAVAAKHAT UMANI PIDJUTIKHAT	
Hunauva ayuiqhayunut?	2
Havaktakhait Tikkuqaqtauhimayuq Ilihautjiyughaq	2
Havaktakhait Tiliuqti	3
Havaktakhait Ulapqipkaiyi/Ayuiqhautjiyughaq	3
Havaktakhait Tuglia Ministauyup	3
HAVAKVINGNI UUKTUQTUT AYUIQHAYUNUT HAVAAKHANI	
Uuktuqtinnak Havaakhani	4
Uktuktunut Makpiraaliquatikhat	5
Uktutinik Ihivriuhitjutikhat	5
Angiktauhimayut Uuktuqtut	5
Iluanni Havaakhaq Angigutaanut- Tikkuqaqtauhimayuq Ilihautjiyughaq	6
HAVAKTIKHAQHIURNIRMUT	
Kangikhitjutaa	7
Takuyayughanik	7
Ikigiliqtiitjutit	7
Apiqhuqtauymi Havaakhani	7
KIINAUYANIK IKAYURUTIKHAINIK	
Ayuiqhayunut Aliliuhiakhaa	9
Havaktukhauyuni Avatqutjutinik	10
Ilihainikkut Maniit Atugakhanut	10
Naunaitkutit Atuqtauvaqtut	11
AULLAKTIRUTIKHANGIT AYUIQHAYUNUT	
Havakviit Kangiqhitjutikhainut	12
Havakvik Inikhaa & Qaritauyakkurutikhanut Ikyutikhat	12
Sivuliqtiksat Kangiqhitjutikhainut	12
Ayuiqhautikhanut Parnautit	13
Havaariyamut Naunaiyaitjutikhat	13
AYUIQHATILLUGU AYUIQHAYUNUT	
Havagiaktuqhimangituq & Havagiaktuqhimayuq	14
Ayuiqhayunut Ihuinnaqqatta Pitjutikhainik	14
Atanikhamik Nutirutit	14
Atiliurittaaktuq	15
Himmatauhimayuq Havaqallaktuq	15
Havaqatigiiktunut Ilihaqatigiiktut	15
INIQTUUTIKHANIK AYUIQHAYUNUT	
Hivittuutikhanik Ayuiqhayunut Ilihautikhainik	16
Tikkuaktauniq Ayuiqhayunut Havaakhani	16



HUNAU VAT SIVULIQTIKSAT PIDJUTIKHAT?

Sivuliqtiksat Havaakhani havakhuni iliaqtuq ikayuutikhat Inuit nunaqaqtunut atannguyaunirmi havaakhani (aulapkaiyi, ataniq, Atannguyaq allatlu.) havaakhaqaqvikhatlu (havaavingni) Kavamangat Nunavut.

Ayuiqhayunut imatut 1-mit 3-nut ukiuni Hivituniqaqtut (havaakhani ilihimayainiklu ayuittainik Ayuiqhayup) ikayuqtautjutani iliaqtitiyiata iliaqvikhani, ihuakharikhimayuni Ayuiqhautikhanut Parnautit amihukpata tauhiukpatluuniit iliaqtakhainut

Hivuliqtilirikkut Kavamaliqiyitkullu munakhuyut manikhainik aulapkaitjutikhainut uma atuqtakhat, ikayuqaktut 16-nik ayuiqhayunut havaakhani. Atauhiq upluq nallaugu aulapkaiyi (Sivuliqtiksat Aulapkaiyi) ikayurniakhimayuq havaavingnik, ayuiqhayunik, ilihautjiyunik, atannguyanik tamaini umani atuqtakhani.

Hivayakvikhat Naunaitkutait:

Sivuliqtiksat Aulapkaiyi
EIA-kuni, Sivumuaqatigiit Havakviani
2nd Floor Trigram Building
Titiraqarvia 1000, Station 420
Iqaluit, NU
X0A 0H0

Hivayauta: 975-6219
Kayumiktukkut: 975-6245



HAVAAKHAT UMANI PIDJUTIKHAT

Hunauva ayuiqhayunut?

Ayuiqhayuuq havakvingmi havaktuq havakhaniktitauihimayuq ilihariangani ayuiqhayakhaminik havaakhanigiananilu iniutani Ayuiqhautikhanut Parnautit nakuuyumik ihivriuktauvakumi .

Inikhihimayut ayuiqhayut nakuuyunik ilitpaktamingnik havakvingmut:

- Uukturumatjutikhat
- Iniqtitpalliyut
- Havaakhaqqattaaknaqtumiklu
- Ayuknaqtunut qanuriliurutikhaminik ihumalungnaktutigullu ihumaliuyukhiyuq
- Uqatjariktuqlu uqatjiplunillu
- Nakukpiaqtunik aulapkaitjutikhanik qanuriliurutikhaniklu ayuittuq
- Ayuittuq qanuriliurutikhaminik
- Taigutjariktuq
- Hivuniurutikhaminik ayuittuq

Ayuiqhayuuq pivalliatjutait naunaittut hapkutiguuna:

- Ayuiqhayuuq upautinnaqpaktuq
- Havakvingmi munakhiyuuyuuq
- Ayuiqhautiulirlutik Ayuiqhayukhanut
- Naunaiyattiakhimayunik Ayuiqhautikhanut Parnautit
- Havaariyamut naunaiyautikhanik ihivriuktaulutik
- Naamayunik maniliqutikhanik atuqtakhat
- Halumayuq takuyuminaqtuqlu havakvinga.

Havaktakhait Tikkuqaqtauhihimayuq Ilihautjiyughaq

Tikkuqaqtauhihimayuq Ilihautjiyughaq ilihautjiyukhaq havaami ilihauttumik uqatjilunilu ayuiqhayumik nalliani havaakhami ilihimayakhainik. Tikkuqaqtauhihimayuq Ilihautjiyughaq ilihautjiyukhaq havaami ilihavikhani iniqhiklugu i.e. ilihautkhamini ilihauttitlugu havaami) ikitqiyani klunniit (i.e. Angayuqaq Kiinauyaliqiyimit ilihautjiluni manikliqinikkut atuqtakhainik).

Ayuittuq ilihautjiyughaq hapkuninga piniqaqtuq:



- 6-sini tatqighiutini havaami ilihaqtukhaq
- Atannguyauhimaluni havakhimayuuq
- Ilihimayuuq qauyimayakhaminik
- Ayuittuuq kangikhiyuminakhilugit ihumagiyaayut
- Naalattiyuktuq
- Amigakhungittuuq
- Quviahuuk havaqatiminut
- Ikipiguhuktuq allat inuuhinik
- Ahiagullayuuq nallaumangitpata
- Nanguttuminaqtuuq
- Aliahuuq
- Ihumagiyaaminik uqallatjariktuq

Tikkuaqtauhimayuuq Ilihautjiyughat (NEU-kut ukuallu ilaulimattut havaktiinait) tuniyaullayut iliautikhamingnik maningnik naunaigikhimayuni uvani Article 24.12 Havaktunut Angirutikhamut uvaluuniit Section 315, Ilihautjiyughaq Aittuhiakha maligakmi HR Makpiraak.

Havaktakhait Tiliuqti

Atannguyaaq (ayuiqhaqtup Tikkuaqtauhimayuuq Ilihautjiyughaq) munakhuyukhayuuq, munakhuyuuq ihivriuktiyuuq ayuiqhayup havanginik. Hapkuat ilaayut:

- Titiraqtuuq ihuakhaiyuqllu uminga Ayuiqhautikhanut Parnautit
- Ilauyukhaq uuktuqtunik takugiyunut
- Upautilunilu Sivuliqtiksatsat Kangiqhitjutikhainut katimayunut
- Ilauyukhat katimapkaikpat atannguyaaq/hivayautikkut katimayuni ihuakhaqtainik Sivuliqtiksatsat Aulapkaiyit

Una inuk hivulliuvtukhaq hivayaqviuyukhaq Sivuliqtiksatsat Aulapkaiyi umani havaqaqtitluni.

Havaktakhait Ulapqipkaiyi/Ayuiqhautjiyuuq

Uqasujiyit imingnut ikayutit naunaikhinit kinamik uqaqatikhamingnik hapkutiguna; uqaqatigiplugit atuqpakhimayatik, qaujimayatik, igumagiyatik, atuqtakhatik ikayuutikhatiklu.

Ayuiqhautiulirlutik Ayuiqhayukhanut inuk tikkuaktaa ayuiqhayukhap Ayuiqhatillugu Ayuiqhayunut, hapkunanilu, hivuanilu. Una havaktikhaq akittumik inikhaungmat, ilaayut tuniyaulimaitut maningmik umatut Ayuiqhautiulirlutik Ayuiqhayukhanut.

Ayuiqhautiulirlutik Ayuiqhayukhanut munariyakhainik hapkuninga ilaqarniaktut:



Sivuliqtiksat Program Guidelines

- Inuk pimariktuq
- Upagumayauyukhak havaktainit ayuiqhayup
- Uqautjiyukhaq
- Iliranaittuq ikayurumayuq inungnik
- Hiammitilimaittumik

Ayuiqhayukhat uqaqatigiyakhait Sivuliqtiksat Aulapkaiki hunanik humitlu nalvangniariakhamingnik atuqtakhanik .

Havaktakhait Tuglia Ministauyup

Tuglia Ministauyup nallianit havakvingnit ikayuriaqaqtuq ayuiqhayunik aullaktirnirnianit. Tuglia Ministauyup piyariaqaqtuq:

- Tunihyukhauyuq ayuiqhayup uktuutainik Havakvingni Katimayiinut
- Takuuklugit & atiliuqlugillu tamaita ilaliutiyukhat makpiraat (ie: Ayuiqhautikhanut Parnautiliuktait, Havaamingnut Naunaiyaitjutit, etc) imatutlu iniqhimaitut ayukhautauyut takuvvklugit ihuakhaklugillu.



HAVAKVINGNI UUKTUQTUT AYUIQHAYUNUT HAVAAKHANI

Uuktuqtinnak Havaakhani

Ayuiqhayukhamik uuktuqtinnahi havakviit hapkuninga piyariaqaqtut, havakviani ukuallu atauhillaanut. Iitnarirnaqtumikmani ayuiqhayukhanut, Sivuliqtiksat tunihiniaktut ikayuutikhainik ayuiqhayunut hapkuninga amihunit atuqtakhainik:

- Havattiakhimayumik Ayuiqhautikhanut Parnautit
- Naunairikhimayumik havakvingni ilihautjiyukhamik
- Havakturniqtumik atannguyamik
- Ihuariyayumik ayuiqhautjiyukhamik
- Havakvingmi HR-kunit ilauyukhaq
- Allat qaritauyakkut ayuiqhaqatikhat
- Ihuaktumik havakvingni havakvikhamik

Sivuliqtiksat hanaikhiyukhat **havaami** iliharvikhamik ikayuutikhaniklu ayuiqhayukhanut. Ilihaqtakhanut iliharvikhanik, qaritauyakkut iliharniq hivikittumiklu iliharvikhat ilauyunaktut angiktauhimayuni Ayuiqhautikhanut Parnautit. Tingmitjutikhanik akiliqtauniaktut ilihariaqturvikhanut angilrarnaqhikpallu ayuiqhayukhamuinnaq. Hamna atuqtaulimaittuq inungnit hivituyumik ayuiqhayukhanut (hivitutqiyaniq atauhirmi ilihaqtakhamut) ilihariaktuqtunut taimaakhimallakvikhanut ayuiqhayut ilihariaqturiangini iliharvingni.

Hapkuat ihumaliurutigiyakhait Havakviit **hivuani** uuktuqtuqaqtinagu ayuiqhayukhamik:

- **Qanurittumut havaakhamut** (Havaami ilihaqtakhait havaakhaniktitauniaqqat umani havaakhamut?)
- **Tadja havalngmut havaakhani** (Inuk una havaaqaqaffuktukhaq uvaluuniit upluq-tamaat atainaqtumik havakhamik? Una hanaiyaiyukhaq kangikhimava una ayuiqhayukhak tuniyauniaktut umkinga havaakhamik iniqqat ilihaqtaminik?)
- **Tikkuaqtauhimayuuq Ilihautjiyughaq** (Havaaqaqhimava umani havaakhai siksini tatqighiutini? Una Tikkuaqtauhimayuuq Ilihautjiyughaq hamanitpaa?)
- **Nayuuga havaakhap** (Una havaakhaq iniaqqa aviktuqtauninginut Nunalinnit?)
- **Hivitunikhaa ilihaqtakhaita** (Ayuiqhayukhauniaqqa 1-mit 3-nut ukiuni?)
- **Havakvinigni/Havakviani atullaktainnik** (Ilihautjiyup havaakhat tamatkiktaaqqagit?)
- **Piyumayukhauvat/atuqhimavatjuk** (Havaktit pipkailutik ilihautikhanik iliharnikkut?)
- **Amigaitilangit Sivuliqtiksat ayuiqhayut havaktut Havakvingni** (Havakviit ayuiqhayuuqqaqqat tadja Sivuliqtiksat ayuiqhayunik?)
- **Havagiaqtuqvigiyaayuni** (Havakvingni nalvangniaqqat ihuaktumik Havakvikhamik?)



Uktuktunut Makpiraaliqutikhat

EIA-kut tunihiniaktut “havaktukhamik havangnaititlugu” Havakvingni uktutikhanik Sivuliqtiksatsat ayuiqhayukhanut inighat. Una havaktukhamik havangnaititlugu tuhulayauniarunakhiyut ukiuk tamaat uvaluuniit ukiup ilainani amigaitilangit havaakhat havakvingni.

Havakviit inikhiyukhayut uminga Sivuliqtiksatsat uktutikhanut makpiraamik iniqpiaklugu ilaliutiyukhatlu nutangutqiyat havaakhamut naunairutikhanik qanurittumut havaakhamut, ilaliutiyukhatlu havaakhani havakviuyunut atiiniq hunanilu munariyainik. Tamaita titirarviuyukhat titiraqtauyukhayut iniqlugit apiqutikhat kiuyayukhayut tamaita, hapkuat titiqat atuqtauyukhaunmata havaakhanut inukhainik tuniyayukhanut atuqtauyukhaunmata.

Uktutit atiliuqtauyukhat Tuglia Ministauyup takuuktauyumayunit havaakhamut ayuiqhaktukhanik.

Uktutinik Ihivriuhitjutikhat

EIA-kut havakhimayut Havaariyaghainut Ihivriukhiyukhanik Katimayit, (sisiuyut inungnik katimayit) ilaayutlu ukuat Sivuliqtiksatsat Aulapkaiki, Havaktuliyiqikkunit Qauyihaqti ukuallu 3-4-nut Havaktuliyiqikkuni havaktit allanitlu havakvingnit. Katimayit ihuakhaivaktut ihivriuritikhanitigut atuqtakhanik, takuukpaktait tamaita uktutit tuyutauhimayut ihuakhaqtakhatik ihuakhautikhat atuqlugit naunaiyautikhat nallianut uktutit. Ihuaktumik ihuakhaiyamingni kitunut havaakhanut inighainik naunaiyautikhat nallianut uktutit. Havakviit apiriyaullayut ikayuutikhanik tunihitquyaulutik katimayinut.

Ihivriuritikhatigut, uktutit ihuakhaqtauvaktut hivulliutiyukhayakhait ukuallu “utaqqiyukhanut inighamik” uvani Angiktauhimayut Uktutut hanaqiyukhaukpata amigaikyumikpata Angiktauhimayut Uktutut tuyutaukpata amigaitqiyayunit ayuiqhayukhanut inighat. Havaakhami inighat taimaaktaukpat Havakvingmit uvaluuniit inughaningmitpata, EIA-kut uvanga qinikhianiaktut “utaqqiyukhanut inighamik” naunaikhilutik tuklikhanik atuqtakhanut.

Angiktauhimayut Uktutut

Hivvani kingullirmik angiqtautinagit uktutit, hivikittumik apiquqtauniarunakhiyut ukunanga Sivuliqtiksatsat Aulapkaiyit naunairikhimayut Havakvingni hivayaqtauyukhat tuhaqtauyumayunit Havaariyaghainut Ihivriukhiyukhanik Katimayit.

EIA-kut tuyuqtauniaktut havakviit angiktauhimayunik inikhanik. Havakviithavaakhanik inikhaniktitaavaktunut utaqiyukhanut inighamik ilitturipkaktauniaktut titiqtaulutik (qanuqtut naunaiktauhimayunik umani utaqiyukhanut inighamik). Havakviit angiktaungit uktutinik (t) Titiqtauniaktut qanuqtut angiktaungit inighamik atuqtakhanut imatutlu kiutjutikhat umunga uktutinik (t).

Havakviit angiktauhimayut inighanik apiriyauniaktut tuyuqyaulutik ikayuutikhanik titiqanik iniqtauyukhanik hivikittumi pukutikhat atuqtakhainik (i.e. mikinikhanut piyakhat, apiqutikhat apiquqtunut). EIA-kutikayuutikhanik tunihiniaktut havakvingnut.



Ayuiqhayunut havaakhat inukhaniktiqtauttaaktut allatqiiktut atuqlugit:

Qulit (10) havaakhat

- **Angmaumajuk Inungnut Tamainut**

Siksit (6) havaakhat

- **Angmaumajuk Inungnut uvaluuniit Havaaqaqtunit Nuutittauyut Havaakhamut**
 - Havaaqaqtunit Nuutittauyut Havaakhamut: Havaaqaqtunut ukuallu Havaaqaqhimmaaqtut havaktit havakvingnit uuktullayut.
 - Havakvingni Nuutittauyut Havaakhamut: Tamangmik havaqaqtut ukuallu havaaqaqhimmaaqtut havaktit uuktullayut
- **Tikkuaqtauhimayut havaakhamut** (angiqtauvariaqaqtut Ministat Katimayiinit & qaujimayariaqaqtut 90%-nganik ikigliliqtiriitjutit atuqtakhat)

Una uvanittuq Nakataq 23 (Nunavut Land Claim Agreement) piyumaniani, havaakhat turanganyut Nunavunmi Angiqatigiigut Nunataarutinut.

Takuyauyughanik

Havaaghakkut uuktuqvikhaq tuyutauniaktuq. Una havaaghakkut uuktuqvikhaqtitiraqaqtuq naunaitkutikhanik imaitunik:

- Atuqtakhanik naunaitkutikhanik (Ayuiqhautikhanut Parnautit, iliharhikkaakluhi havaami, hivitunikha Ayuiqhayunut, Tikkuqaqtauhimayut havaakhamut iniutaani ayuiqhatjutaita)
- Ikiklitjutikhanut naunaiyautikhanik atuqtakhat (qaujimayainik, havaktaaktait pillayaitlu) atuqtakhanut
- Turangayut havaakhamut naunaikutit (atia, humituq, munariyakhait, naunaiyautikhanik atuqtakhat)
- Uukturniq ihumagilugit apiqhuqtukhanut

Una havaakhamut naunaikutit atuqtakhanik titiqanik titiraqaqtut inuup atuqtaaktainik havaakhamut. Hapkuninga titiraqtukhauyuq inuk uukturumatjutiminik titirarumi:

- Naunaikhiyarikluni nallianik havaakhamik uukturumayaminik
- Uqaqlunilu ilauyaminik ukunani NLCA-kunut Nunataaqhimayumi
- Titirattiakhimayunik ayuitaminik, qaujimayukhak pillayanilu naunaikhimayut atuqtakhanut havaakhanut uvanitut havaagharhiurutinik.

Ikigliliqtiriitjutit

Ikigliliqtiriitjutit katimayiit havaakhamut turanganik hapkuningalu titiraqarniaktut:



- Havakvingni Ilauyuq(t) – i.e. atannguyaq, qaritaulyaliqiyi ayuittuq
- Havaktikhaqhiuqti
- Sivuliqtiksatsat Aulapkaiyi

Tamaita ikigiliqitiriitjutit uuktuktukhanut ihivriuktaukpata, katimayit ihumaliuktukhat kitkunik apiqhuqtakhamingnik. Tamaita uuktuqtut ihumagiyakhait Havaktikhaqhiuqti uqautainit qanuritjutait Apiqhuqtauyami Havaakhamut.

Apiqhuqtauyami Havaakhamut

Havaakhanut inighat nuipkaktauhimagut, havakviit havaqatiqaqniaktu Havaktuliyikkunit Qauyihaqti ukuallu Sivuliqtiksatsat Aulapkaiyi pivalliatjutikhainik apiqqutikhat apiqhuqtunut. Havakviit apiqhuutikhamingik naunaikhiyukhauyut amihunit apiqhutikhanit tuniyauhimagunit (hanaqihimagait Kiinaulyaliqiyikkunit). Tunihiniaktut 4-6 apiqqutikhanik (kiutjutikhaliukhimayunik atuqtaaktainik) turangayunik havaakhamut imatutlu/valuuniit havavingmi (havaakhamut turangayunik/qaritauyakkut apiqqutininik. Apiqqutikhat ihuakhainariaqaqtahi havakvingmut turangayunik.

Havakviit ihumaliuktukhat hapkuat ihuariakhaita apiqqutikhat apiqhuqtunut tuniyauttaagiakhaita uuktuqtunit hivuani apiqhuqtaunatik.

Titiraqtakhamiklu tuniyauniaktut Apiqhuqtauyami Havaakhamut. Havakviit pukuktaaktut nallianik atuqtakhanik Kiinaulyaliqiyikkunit uvaluuniit ihuakhailutik uuktuktikhamut turangayuniklu havaakhamut.

Apiqhuqtauyami

Apiqhuqtauyami Havaakhamut huminialu havaakhap ihumagiyuniaktut apiqhuqtauyunut ihuakhautikhainiklu atauhirmik apiqhuyukhamik apiqhuqtauyup nayuuranu nunami apiqhuqtauviani. Hapkuat inniaktut apiqhuqtauviani.:

- Havakvingni Ilauyuq (t)
- Havaktikhaqhiuqti
- Sivuliqtiksatsat Aulapkaiyi

Iniqqata Apiqhuqtauyami Havaakhamut (unalu titiraqtauyukhaq) iniqtaukpat, akimayuq havaghamik apiriyauniaktut kinatkunik uqaqvigivikhapingnik. Uqaqvigivikhait nakuuyunik kiukpata apiqqutainik, havaakhamik tuniyauniaktut inuk. Akimayuq havaakhamik angiqqat havaakhamik, una Havaktikhaqhiuqti tunihiniaktut “Titiqamik Havaakhamik Tunihitjunmik” unalu “Akiliuhiakhanut Titiqat” titiraqtakhat unalu tingmitjutikhainut nutirutikhainut titiqat havaktauniaktut (nutiqniaqqat).

KIINAUYANIK IKAYURUTIKHAINIK

Ayuiqhayunut Aliliuhiakhaa

Akiliuhiakhait ayuiqhayut akiliqtauniaktut EIA-kunit unalu aktilaakha naunaiktaukpata ihivriuktait (aktilaakha akiliuhiakhataa) umani qanurittumut havaakhamut.

- Havaakhat uvani Ilaungittut NEU-kut Aivaktiit (Bargaining Unit), akiliuhiakha 85%-nganik uuma Step 1 akiliuhiakhata Pay Range uumani Year 1, 90%-nganik uuma Step 1 akiliuhiakhata Pay Range uumani Year 2 unalu 95% akiliuhiakhata Pay Range uumani Year 3.
- Havaakhat uvani Angayuqaaq Atannguyap NEU-kut Aivaktiit (Bargaining Unit), akiliuhiakha naunaikyaqtauvaktuq 85%-nganik uuma qanurittumut havaakhamut pay range. Ayuiqhayut akiliuhiakpaktut 85%-nganik uumani Year 1, unalu 90%-nganik uumathat in Year 2 unalu 95% in Year 3. NAUNAIKTAKHAQ: Ayuiqhayut tuniyaulimaitut ukiungani havatjariutaanut ikayuuhik (annual merit bonus).

Takulugit naunaiyautauvaktut atani ukuat:

NEU-kut Aivaktiit (Bargaining Unit)	Pay Range	Aullaktirnia Akiliukhiangata uvani Range	Year 1		Year 2		Year 3	
			%	Ayuiqhayup Akiliukhianga	%	Ayuiqhayup Akiliukhianga	%	Ayuiqhayup Akiliukhianga
Ilaungittut/NEU	16	\$74,919.00	*85	\$63,681.15	90	\$67,427.10	95	\$71,1173.05
Angayuqaaq Atannguyap	6	\$93,884.00 (80% of \$117,355.00)	*85	\$79,801.40	90	\$84,495.60	95	\$89,189.80

*Tamaita Ayuiqhayunut Akiliuhiakhat imatut 85%-nganik

- Akiliuhiakhata angiklivalliatjutaat- Angiklivalliatjutikhanik akiliuhiakhata naunaiyautikhalgit ayuiqhayunut Titiqamik Havaakhamik Tunihitjunmik.

Akiliuhiakhait ayuiqhayut akiliqtauniaktut EIA-kunit unalu aktilaakha naunaiktaukpata ihivriuktait (aktilaakha akiliuhiakhataa) qanurittumut havaakhamut. Ayuiqhayuq havaakhaniktitaupat, una kiinauyakhanut naunaitkutaavaktut uvunga titiraqtauyuq havaakhamut akiliuhiakhanut ihuakhiyangani titiqani uvani Sivuliqtiksat Atuqtakhat (02511/01/1/111/0200000/1000).

Akiliuhiakhat akiliqtauvaktut EIA-kunit hapkuat:

- Akiliuhiat
- Ukiuqtaqtumiutat Akiliuhianganut Ikayuutit
- Havaaqaqtitiyup Akiliqtuqtakhait Taksiliqiyinut
- Malirungnik Uqauhiqaqnirmut Ilatjutit
- Ikayuutit turangayut havaamut



Sivuliqtiksatsat Program Guidelines

Akiliuhiat akiliqtauvaktut ukunanga Sivuliqtiksatsat Atuqtakhainit maningnit. Piyaungitpata, huurmi, Akiliuhiat ungavaktaukpat havaktitiyunit havakvingmit, hivayatjavakhi Sivuliqtiksatsat Aulapkaiyi qilamiukluhi akiliuhiaktakvianut naunaitkutit ihuakhaqtauyangini. Titiraqvikhak Akiliqtanut Turaarunmik Nallianut (A Journal Voucher) tuniyauullayuuq Sivuliqtiksatsat Aulapkaiyanut himmauhirianganani akiliqtauhimayuuq. Tuyutjavutit atjiliukhimayumik akilikhitjutunik Akiliuhiavingmut Tunihitjutit Titiqat takungnaqtumik akiliuhiaqta.

Havaktukhauyuni Avatqutjutinik

Ayuiqhayut pillayut uminga Havaktukhauyuni Avatqutjutinik tukhiktauyut angiktauhimayutlu havaaniktitiyunit havakvingmit. Akiliqtuutat Havaktukhauyuni Avatqutjutinik munariyaat havaaniktitiyut havakviit.

Ayuiqhayut upautiyukhaukpat Sivuliqtiksatsat Kangiqhitjutikhainut ukuallu ukiuk tamaat Atauttimiuyut Ilihaqtut katimayunut, hivuagut angiqtauhimayut Havaktukhauyuni Avatqutjutinik akiliqtukhat akiliqtauvaktut Sivuliqtiksatsat Atuqtakhat.

Ayuiqhayup qanurittumut havaakhamut naunaikhivaktut tuniyauttaaktut avatqutyutikhamik havangnittumi havaktamingik ikangninik Havaktukhauyuni Avatqutjutinik titiraqhimayut HR-kut Makpiraangini.

Ilihainikkut Maniit Atugakhanut

Ayuiqhayut tuniyauvaktuuq \$25,000 ilihaqtiluni ukiungani atauhirmi (uvanga Sivuliqtiksatsat Atuqtakhat maniit) akiliqtuqtakhanut:

- Tingmitjutikhanut iliharvikhaminut (naunaikhimayuuq uvani Ayuiqhautikhanut Parnautit)
- Tukumavikhanut akiliutikhat unalu niritjutikhanut iliharhuni
- Ilihautikhanut Akiliutikhaq
- Taiguat Ilihautikhat
- Uukturnikkut Ayuiriakhanik
- Allanic akiliqtakhanik atuqtakhanut Ayuiqhautikhanut Parnautit

Ilihautikhat akiliqtuqtat naunaiktauhimayut uvani Ayuiqhautikhanut Parnautit akiliqtauniaktut ilihautikhanit maningnit.

Havakviit akiliqtuqtakhait hapkuat akiliktukhat hivuani akiliriktauyukhat. Havakviit piyariaqaqtut aullaqtitiyukhat uminga Turaarunmik Nallianut (A Journal Voucher) havaktauyukhaq **qilamik iniriaqat una** ayuiqhautjauyut akiliughiaghani kinguvangnaittumik nunguani ukiungani iniktigutainik.

Akiliqtaukpat una, Titiraqvikhak Akiliqtanut Turaarunmik Nallianut (A Journal Voucher) titiraqtauniaktuuq havakvingmit una akiliqtauhimayuuq nallaumayumik naunaitkutakhanik nappaliqtuinikkut nallianut havakviit turangatjutikhainik. Ilaliutiyauhimayukhat uvunga JV-mut hapkuanguyukhat (atuqtukhaukpaata):

- atjiliukhimayut hapkuat titiqat
 - tingmitjutikhanut makpiraak sainiqtauhimayuuq akiliqtuqtanut himmauhiutikhaq



Sivuliqtiksat Program Guidelines

- tingmitjutikhanut upluanik titiqat & tingminmutlu ikitjutit mikkait
- tukkumavingmit akiliutit makpiaraak
- atiliurutikhat ilihaqtakhamut unalu/uvaluuniit ilihautikhanut akiliutikhaq
- nunakkutrutinut akiliqhitit kasiilimutlu niuvrutitit makpiaraak
- atjiliukhimayuq uminga Free Balance EV-mik naunaiyattiakhimayumik titiqat takunnaqtut kitut akiliqtauhimayut

Turaarunmik Nallianut (A Journal Voucher) tuyutauyukhaq uvunga Sivuliqtiksat Aulapkaiki.

Naunaitkhaq EIA-kut munakhiyukhayut hapkuninga Ilihautikhat akiliqtuqtatnaunaitktauhimayut uvani Ayuiqhautikhanut Parnautit. Unaluttauk, JV-nut akiliutikhat akiliqtaulimaitut hapkuat nallianik titiqanik tuyutauhimaitpata.

Havakviit (atannguyait/ilihagtut) munakhiyukhayut aulapkaitjutikhainik imatutlu munakhiyukhanik ilihautijyukhaniklu hululukarutikhainik (i.e. atiliuvik ilihaqtakhani, ihuakhiyukhat tinmgmitjutikhanik) except for Havaqatigiiktunut Ilihaqatigiiktut.

NAUNAITKUTIT ATUQTAUVAKTUT

Tingmitjutikhanut Tukumavighainik Aullaaktut	
Tingmitjutikhanut	02511/01/1/111/0200000/3100
Nunakkut Aullaktunut	02511/01/1/111/0200000/3102
Tukkumavik	02511/01/1/111/0200000/3103
Niritjutinut unalu Hunavaluknut	02511/01/1/111/0200000/3104

Tamayakhat unalu Tamayakhainut	
Taiguanguktitiniq Titiranguktiritjutit	02511/01/1/111/0200000/3202
Titiqat Ikayuutikhat/Ilihautikhat Tamayat	02511/01/1/111/0200000/3205

Niuviktauhimayut Pivikhaqqautikhat	
Uhitjutikhaanut	02511/01/1/111/0200000/3300
Titiraqarvikkut Pivikhaqqautikhat	02511/01/1/111/0200000/3303

Akingit unalu Akiliqtuqtait	
Ayunginnikkut Ilauhimaniit	02511/01/1/111/0200000/3600
Ilihautikhanik unalu Pivalliatjutikhanik (3rd ahinit)	02511/01/1/111/0200000/3630
Akiliutit unalu Utikitjutikhainik	02511/01/1/111/0200000/3650

Qauyimaluhi havakviup tamayakhait ikhivautakhatlu atukkiutilimaitut uvunga.



AULLAKTIRUTIKHANGIT AYUIQHAYUNUT

Havakviit Kangihibitjutikhainut

Ayuiqhayup atannguyakha munakhiyukhauyuq ihumaliurutikhanik ihuaktuniklu havakvingni upalungaiyautikhanik iliaqtitauyukhat. Ayuiqhayuq hungiutikpat havakvingmi iglukpangmik, hungiutigumik ilitturikhigumik unalu qanuriliurutikhanik upluani havangnirmi upluani kangikhitjutikhaniklu havaanik munriyakhainik, ayurnautauyut ayuiqhayumi iliaqtakhamingni atuqtakhainik. Hapkuat ilauyukhauyugalluaktut:

Aannuraaktukhaq Havakvingmi (pitquyaukpat)	Havaakkut Aullakniqmut	Akiliuhiakviit/Akiliuhiaqvikhani
Attendance unalu Leave	Qilamiurutikhanut Maligakhait	Havakhuni Qanuriliurutait Titiraqtauvaktukhat
Tuhagakhanut Nivingavianut	Havaktunnun Quayagitjutit	Inuup Nanminiriyainik
Havakviit Pangnaiyagiikhimatjutait	Ilihaqniqmut Ikayuutit	Havaamut Uuktuutinganut Hivituniani
Havakvingni Katimatjutit	GN-kut Qaritauyakkurutait	Maliktauyukhanik Ihivriukhinikkut
Havakvingni Kangikhitjutaa	Haalatikviit	Hivayautit/Titiqitjutit pitjutit
Havakvingni Makpiraaliurhimayut	Nalliukkumaat	Haalitiqtuq
Inuinnaaktunut Pitjutikhainik	Havaqatigiiktunut Ilitturipkalgut ilaayunut	Havakvik/Igluqpak Piksaliutiqaqtut

Havakvikhaqarnik unalu Qaritauyakkut Ikayuutit

Havakvit munakhiyukhat inikhanik havakvikhanik, tamayakhainik unalu ingilrutikhainiklu ayuiqhayup. Qaritauyakhaniklu.

Sivuliqtiksat Kangihibitjutikhainut (Pitquyauhimayuq)

Sivuliqtiksat Aulapkaiki hanaiyainiaktuq ilitturipkainiq iliaqtitjutikhanik ayuiqhayunut unkuallu atannguyainik . Hapkuat tuniyauniaktut ilitturiyakhainik:

- Atuqtakhat Naunaitkutait
- Havaariyainik & havaktauyakhainiklu
- Kangikhitjutaa ilihaiyiqaghuni iliaqtuq
- Havaqatigiiknikkut iliaqtigiiktut
- Uqautjyaqtuqhimayut



Ayuiqhautikhanut Parnautit

Ayuiqhayukhaq havaakhaniktitauyarangat, Sivuliqtiksat Aulapkaiyi unalu Ayuiqhainirmut Tiliuqti (ayuiqhaqhimayuq umani Ayuiqhautikhanut Parnautit) havaqatiginiqtaaa ayuiqhayuq unalu ataanguyaq pivallialiuklutik Ayuiqhautikhanut Parnautit. Ayuiqhautikhanut Parnautit turangayumik havaakhamut, Ayuiqhayup pilaagutait atuqhugit. Una **‘atuqtakhaliukhimayuq titiqat’** hivunniurutigiplugu ilihautikhaliurutauvaktut atuqhimayainik inuuhimingni.

Ayuiqhayunut allatqiiktunik ilihautikhaqarniaktut, ilihautituklu unalu ayuiktakhainik hivitunikhani ayuiqhayup. Iniqhimayuq Ayuiqhautikhanut Parnautit pipkaktakha ayuiqhayup, ilihautijiyup, unalu Tuglia Ministauyup havakvingmi unalu tuniyayukhaq Sivuliqtiksat Aulapkaiyimut.

Nutaamik Ayuiqhautikhanut Parnautit tuyutauyukhat Sivuliqtiksat Aulapkaiyi hitamat tatqighiutit naatkaikpata. Maliqatingitpat naunairikhimayunik katimatjutaini qakugu inniqtauyukhanik imatut titiraqtaullayuq “Akhuungnatqiyamik Pipkaktauniaktuq” uuktuqquyayut una ayuiqhayup havauhiinik titiraqtukhayut ihuaktumik.

Havaariyamut Naunaiyaitjutikhat

Titiraqtauyukhanik unalu katimatjutigiqattaqlugit ayuiqhayup iliharniani havaktakhainik unalu ihuaktumik havakpagiangani umaniqanurittumut havaakhamut. Havaariyamut Naunaiyaitjutikhat aullaranginnaqtukhaq ilihautjkiyuq unalu ayuiqhayuq havaqatigiktukhauyuk parnautiliuklutik, munakhilutik, unalu ihivriuqattaqlugit ayuiqhayup havanganut tikitakhait piyakhaitlu unalu tamainut ikayuutait havakvingmi. Atuqtakhat hapkuat ihuangnirmut aullavalliatjutikhaqaqtut auqhayuq inmigukpallialiriangani unalu uqautikhamigutlu ayuiqhayup ilihautikhanik unalu Pivalliatjutikhainiklu ayuiqtakhaminut.

Ayuiqhayumut naunaiyautikhanik ihivriuktaulutik iniqtauvaktukhat malruiqtuqlugu ukiunganituniyayukhatlu Sivuliqtiksat Aulapkaiyi(nut). Maliqatingitpat naunairikhimayunik katimatjutaini qakugu inniqtauyukhanik imatut titiraqtaullayuq “Akhuungnatqiyamik Pipkaktauniaktuq” pitquyauhmayut ayuiqhayuq titiratjarikhiyuyangini.

Nunavut Kavamatkut *Havaariyamut Naunaiyaitjutikhat Malikhautikhat* & ilaayunutlu titiraqtakhat tukhiktaulayut ilhautijiyumit & ayuiqhayumitlu uvani Aullaktirutikhangit Ayuiqhayunut ilahautigihimmaaktakhainik tuniyayukhat naunaikhimayumi ayuiqhavikhani katimayunut.

AYUIQHATILLUGU AYUIQHAYUNUT

Havagiaktuqhimangituq & Havagiaktuqhimayuq

Havakvik munakhuyuq titiqanik ayuiqhayup titirainik Havagiaktuqhimangituq & Havagiaktuqhimayuq maliqayakhaliukhimayaini umani Havaktiliqiyikkut Maliktakhait.

Kihimik, Ayuiqhayuq havaguikhimallaktukhaukpat hivituyaaktgumi (ie: hingainiqmut, angayuqqanguqniqmut, aanniarviliaktunut), havakviup Tuglia Ministayuq tuhaqtitiyukhaq Tulia Ministayuq EIA-kuni uminga havaguikhimallarumatjunmik angigutaanut naunaikhiyamingni nutaamik ayuiqhayukhamik uuktuqvikhanik upluani naunaikhiyamingni. Atiliuqtauhimayumik angiktauhimayuq iliyauniaktuq Sivuliqtiksatsat ayuiqhayunut tutqumaviani makpiraangita.

Tuhaqtitingitpata Tuglia Ministayuq EIA-kut ayuiqhayup akiliuhiakhata maniit atukkiutauniaktut havakvigiyaanut.

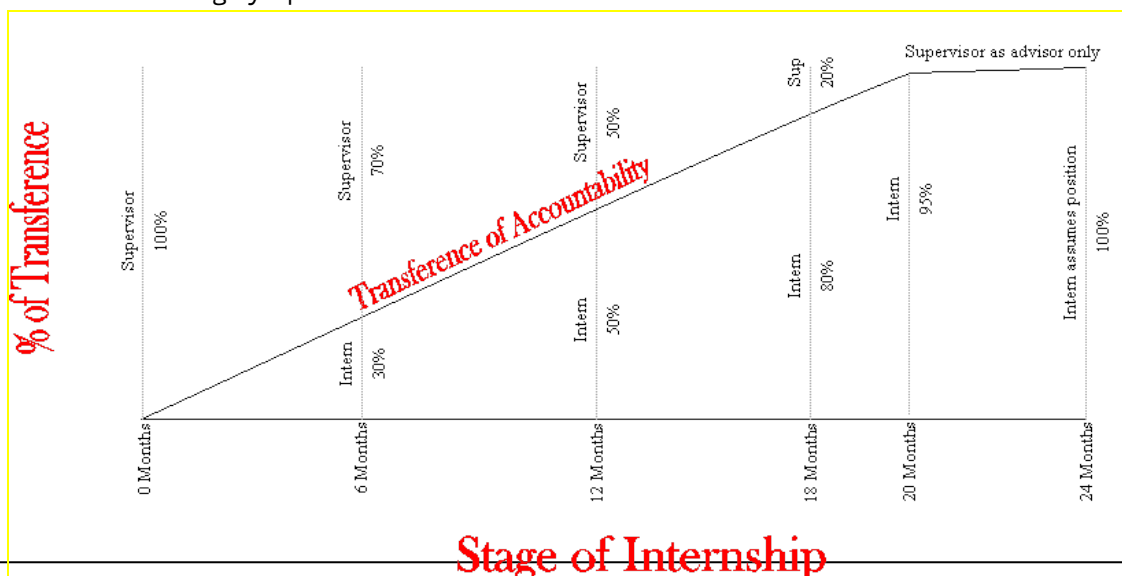
Ayuiqhayunut Ihuinnaqqatta Pitjutikhainik

Ayuiqhayut havaktitayut hivituniani ayuiqhayamingnik unalu havaamut uuktuutinganut hivituniani hivullirmi ukiungani. Naunaiktauhimayuni umani Ayuiqhayup Titiqamik Havaakhamik Tunihitjunmik, ihuittumik aullaliqqat Atuqtakhat ungvaktautlayuq ayuiqhayuq uvanga havaakhamit.

Sivuliqtiksatsat Atuqtakhat maliqayut GN-kut Ihuinnaaktunut Pitjutikhainik ihuinnaaktuqaqata. Tamaita ihuinnaaktunut atjikiktunik munariyariaqaqtait, ihuaktumiklu kayumiktumiklu ihuakhinnaktumik Sivuliqtiksatsat Aulapkaiki ilauryariaqaqtuq tamaini. Ihuakhautikhainik Ayuiqhayup Ayuiqhautikhanut Parnautit unalu hivitunianik iniqtauyukhat ihuinnaaktunut atuqtakhamingnik.

Atanikhamik Nutirutit

Una akhungnaqtuq ayuiqhayunut nutirutit kiunaktughayunut, havaariyakhainik unalu atangguyayut piyughauliktut naunaiyautikhainik ayuiqhayunut. Hivitunikanik pivallialiuktut maliktakhanik atangguyaq.





INIQTUUTIKHANIK AYUIQHAYUNUT

Hivittuutikhanik Ayuiqhayunut Ilihautikhainik

Havakviit uukturiaqaqtut titiraqlutik EIA-kunut hivitturyumiyumalugu ayuiqhayup iliharvikhanganik amigaitqiyani 3 pingahuni ukiuni. Una tukhiutauyuq titiraqtauhimayuq atiliuqtau yukhaq Tuglianit Ministauyup imatutlu ilaqaqluni huuq hivitturumayamingnik imatutlu huuq hivittuqtukhauyakhanik.

Tukhiutauyuq hivittuqtukhauyakhanik tuyutauyukhaq (titiraqtauhimayuq) umanga Sivuliqtiksat Aulapkaiki 3 pingahut tatqighiutit naatinngit hivuani hivulliq ayuiqhayukhanut nunngutinagu tikitinagullu.

Ayuiqhayup hivittuutikhanga iliharvikhata ilitariyauyukhaq ayuiqhayup havakvianit hivuniralluani nungulvikhata iliharvikhata. Titirattiaktauhimayukhauyuq ayuiqhayup iniqtirutainik titiqanik imatulu/uvaluuniit allatitgut ihivriuktauyutainit. Hivittuutikhanga ayuiqhayukhapihumaliurutaunuaktuq ayuiqhayuq iliaqtakhaminik nakuuyumik ilitpalliatjutanut hivikittumi iliaqtakhaminik.

Hivittuutikhatmaniqatitauyut EIA-kunit ihuakhaqtauvangniaktut atuhiinarmi ukiumi hivullirmit ayuiqhavikhanit (atauhiukpat malrungnil ayuiqhayukhapihumaliurutaunuaktuq ayuiqhayuq iliaqtakhaminik nakuuyumik ilitpalliatjutanut hivikittumi iliaqtakhaminik (atauhiukpat malrungniluuniit ukiungni iliharvikhaa). Tukiutikhat hivitturumatjut ayuiqhayup iliharvikhanga pingahuni ukiuni ihumaliurutauyukhaq havavingmit. Angiktauqpat, ayuiqhayuq atiliuqtukhak titiqamik “Hivittuqtautjutikhamik” pitjutikhainik atuqtakhanik havaakhami.

Tikkuaktauniq Ayuiqhayunut Havaakhamut

Iniutaani iliaqtakhanik hapkuat Tikkuqtauhimayut havaakhamut maligiaqangit Maligliuliqiyikkunit piyariaqangituq kihimi ayuiqhayuq tikkuaktaunahuaqqat qanurittumut havaakhamut.

Ayuiqhayup tunitjutaa havaakhamik titiraqtau yukhaq Tuglianit Ministauyup Havakvingmi tuyutaulunilu Tuglianut Ministauyup EIA-kuni, atjiliukhimayumik tuyutauyukhak Sivuliqtiksat Aulapkaiyimut uqaqlugu ayuiqhayuq nakuuyumik iniqhitjutanik iliaqtaminik imatutlu apiqhiluni ayuiqhayuq ilitqulugu qanurittumut havaakhamut.

Tuniyauyarirumi havaakhamik upluq tamaat atainaqtumik havaakhamut, havaaniktuq piyukhaq:

- Havaamut uktuutinganut hivituniani piyariaqangittuq tukhiktauqpat kihianik Tuglianit Ministauyup 6-ni tatqighiutini
- Havaktukhauyuq atauhirmi ukiumi umani havakvingmi iliaqvigihimayamini