

THE GN STAFF HOUSING POLICY



April 2019

Government of Nunavut Staff Housing Policy

POLICY STATEMENT

The Government of Nunavut (GN) provides subsidized staff housing to *term* and *indeterminate* employees to aid in the recruitment and retention of staff. Employees are responsible for securing their own accommodation: however, housing may be provided when it is necessary to facilitate the delivery of programs and services to Nunavummiut.

Given the realities of Nunavut's limited housing market, there may always be a role for the provision of some staff housing in the territory. However, as Nunavut grows, and private housing markets develop, Nunavummiut can become more self-reliant and less dependent on subsidized housing. The staff housing program, including its eligibility criteria and rental rates, is intended to support Nunavut's housing market, and stimulate the emergence of private affordable home rental and homeownership in the territory.

This policy is written, and should be implemented based on Inuit Qaujimajatuqangit and Inuit Societal Values. Particularly, by supporting the delivery of GN programs and services, the provision of staff housing aligns with the Inuit Societal Value of *Pijitsirniq; Serving and providing for family and/or community*. Further, the GN Staff Housing Allocation Committee, as outlined in this policy, is comprised of multiple GN departments and agencies, and operates based on the principles *Aajiqatigiinni* and *Piliriqatigiinni*; decision making through discussion and consensus, and working together for a common cause, respectively.

PURPOSE

The Staff Housing Policy sets out the scope and principles of the GN Staff Housing Program. Along with the GN Staff Housing Procedures Manual, this policy establishes the guidelines for fair implementation and administration of GN Staff Housing.

PRINCIPLES

- a) The GN's role in staff housing addresses market and infrastructural gaps that limit affordable housing options and that hinder the recruitment and retention of staff. Staffing GN positions is essential for government service delivery to Nunavummiut.
- b) The GN's role in the provision of staff housing supports and recognizes private sector housing in Nunavut.
- c) The GN will identify its staff housing requirements based on departmental staffing needs.
- d) The GN is committed to allocating staff housing in a transparent and fair process, which is consistent across all regions of Nunavut.
- e) The GN recognizes that a portion of the costs of staff housing provision should be recovered from those using this service through the payment of rent. The employee portion of the rental cost for staff housing will be made through payroll deduction.

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- f) GN employees occupying staff housing are expected to adhere to the *Code of Values and Ethics*, and meet their responsibilities in accordance with the tenancy agreements.
- g) The GN is committed to providing a high level of service standards, guided by the following Inuit Societal Values:
- *Inuuqatigiitsiarniq*: Respecting others, relationships and caring for people;
 - *Aajiqatigiinniq*: Decision making through discussion and consensus; and
 - *Piliriqatigiinniq/Ikajuqtigiinniq*: Working together for a common cause.
- h) All GN employees are expected to adhere to Inuit Societal Values and to cooperate in a respectful manner with all parties involved in the staff housing processes.

SCOPE

This Policy applies to all individuals, GN departments, ministerial staff, and participating GN boards and agencies that apply for and/or access the GN staff housing programs, portfolios and services defined in this Policy and the accompanying Procedures Manual.

Eligibility requirements for the GN Staff Housing Program are outlined in the provisions section of this policy, with further implementation detail found in the GN Staff Housing Procedures Manual.

DEFINITIONS

The following terms apply to this Policy:

Allocation Committee: A forum that consists of Assistant Deputy Ministers from all GN departments, the Nunavut Housing Corporation, and the Nunavut Arctic College, established to assign staff housing units according to set procedures.

Allocation Committee – Chair: Assistant Deputy Minister, Operations, Department of Human Resources.

Appeals Committee: A forum that consists of several Deputy Ministers, established to consider any written appeals against the decisions of the Allocation Committee, or against regulations imposed under this Policy. Members will include representatives from the Departments of Human Resources, Culture and Heritage, Justice and the Nunavut Housing Corporation. The Appeals Committee is convened at the call of the Chair.

Appeals Committee – Chair: Deputy Minister of Human Resources, or his/her designate.

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Applicant: An individual who has applied for staff housing accommodations or programs under this Policy.

Base Rent: Is defined as Rentable Area (m²) x Base Rate.

Casual Employee: A person who is hired to perform work of a temporary nature, not in excess of four (4) months.

Code of Values and Ethics: The Nunavut Public Service Code of Values and Ethics.

Dependent: For the purposes of unit occupancy, and the Rental Assistance Program, a dependent is considered to be:

- a) the spouse of an employee who is residing with the employee;
- b) any child, adopted child or stepchild of the employee who:
 - i. is attending school or is a student at some other institution, and is under twenty-four (24) years; or
 - ii. is under twenty-four (24) years and dependent upon the employee for support; or
 - iii. is twenty-four (24) years or older and dependent upon the employee because of a mental or physical illness; or
- c) any other relative of the employee who is a member of the employee's household and is totally dependent upon the employee for support because of a mental or physical illness;

Emerging Markets: For the purposes of this policy, communities categorized as emerging markets include Iqaluit, Rankin Inlet, and Cambridge Bay.

Indeterminate Employee: A person employed on a permanent basis by the GN for an indefinite period.

Moves of Convenience: A tenant that that requests to move from their current staff housing unit to another staff housing unit for any of the following reasons:

- a) an increase or decrease in their family size (over/under accommodation);
- b) dissatisfaction with the unit or building currently occupied.

Over Accommodated: An employee who occupies a staff housing unit that is larger than what is needed, according to the National Occupancy Standards.

Rentable Area: Rentable area is the whole finished and heated area within the interior surfaces of the exterior walls of the unit, including the interior partitions and stairways but excluding any space where the headroom is less than 1.98 meters (6 feet 6 inches).

Term Employee: Any person, other than a casual employee, employed for a fixed period in excess of four (4) months.

Under-Accommodated: A tenant that is living in an unsuitable or overcrowded household, according to the National Occupancy Standards.

PROVISIONS

1. General Authority and Accountability

- This Policy is issued under the authority of the Executive Council.
- The Minister of Human Resources is accountable to the Executive Council for the implementation of this Policy.
- The Deputy Minister of Human Resources is responsible to the Minister of Human Resources for the administration of this Policy.
- Where a conflict between the Policy or the accompanying Procedures Manual and the *Residential Tenancy Act* exists, the *Act* shall take precedence.

2. Eligibility and Allocation

This section outlines the basic Eligibility and Allocation criteria for GN Staff Housing. Further details related to the process of allocation can be found in the accompanying Staff Housing Procedures Manual.

Eligibility Criteria

All current indeterminate and term employees may be eligible for staff housing, unless they:

- a) Currently own, or have within the past 12 months, owned, developed or sold any residential property in the community in which they will be working;
- b) Purchase residential property in the community in which they are living, in which case they must vacate staff housing within 14 days of the closing of the property purchase;
- c) Were evicted or had a lease agreement terminated for a GN staff housing unit within the last twelve months; or
- d) Have outstanding arrears owing to the NHC for rent and/or damages, or outstanding debt to Qulliq Energy Corporation or for municipal services that may limit the establishment of utility accounts.

Appeals regarding eligibility may be made according to the procedures set out in Appendix II of this Policy (Appeals Committee).

Priority and Allocation: New Appointments

- a) The Allocation Committee will assign staff housing in accordance with the staff requisitions based on the established Housing Priority List by Category.

Category 1: Health/Safety/Security

Positions necessary to provide for essential services related to the health, safety and security of Nunavummiut, including, but not limited to: medical professionals (e.g. nurses and clerk interpreters), correctional workers, social workers, conservation officers and emergency management personnel.

Category 2: Government Operations

Positions necessary for the delivery of core government programs and services to Nunavummiut, including, but not limited to: teachers, management personnel.

Category 3: Internal Departmental Operations

Positions necessary to support internal departmental operations in the delivery of programs and services to Nunavummiut, including, but not limited to: coordinators, analysts, communications.

- b) In the interest of maintaining GN operations, and meeting departmental Inuit employment goals and objectives, Deputy Ministers of each represented department or agency may choose to further prioritize position allocations with a departmental ranking outside of the identified categories. The Deputy Minister would present such requests to the Allocation Committee, through their respective ADM.

For example, a position identified as category 3 in the Staff Housing Policy, may be a departmental priority that deserves special consideration by the Committee.

- c) The Deputy Minister of Human Resources has final authority over Category and Priority Rating of positions, according to the procedures set forth in Appendix I (Allocation Committee) of the GN Staff Housing Policy.

Priority and Allocation: Existing employees

- a) Existing employees may submit an application for staff housing to the Secretariat representative of the Allocation Committee.
- b) The Staff Housing Allocation Committee will review requests and determine the nature and urgency of each application.
- c) Eligibility appeals may be made according to procedures in Appendix II of this Policy (Appeals Committee).

Assignment of units for all employees approved for staff housing

- a) Where available, employees allocated staff housing will be shown three (3) different units, and will have the option to choose between these units for their assigned housing. The viewing of units will be arranged by the employing department, in coordination with the NHC. Units will be assigned on a first come, first served basis.

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- b) Every effort will be made to ensure employees are allocated suitable accommodation that corresponds with family size as per the National Occupancy Standards, as follows:
- A maximum of two persons per bedroom.
 - Household members, living as part of a married or common-law couple share a bedroom with their spouse or common-law partner.
 - Single parents, of any age, have a separate bedroom.
 - Household members aged 18 or over have a separate bedroom - except those living as part of a married or common-law couple.
 - For the purposes of staff housing eligibility, this only applies to household members aged 18 or older who are dependent on the employee, as per the definition in this policy.
 - Household members under 18 years old of the same sex share a bedroom - except single parents and those living as part of a married or common-law couple.
 - Household members under 5 years old of the opposite sex share a bedroom if doing so would reduce the number of required bedrooms.
- c) If an employee refuses (all of) the allocated housing unit(s), the application will be put on a waiting list, maintained and monitored by the GN Staff Housing Allocation Committee until a unit becomes available.
- d) If the appropriate size of accommodation is unavailable, an employee will be offered alternate and/or shared housing according to availability. Payment of rent will be made in accordance with the procedures set out in section 2 (Base Rent) of the GN Staff Housing Procedures Manual.
- e) Employees will be placed on a waiting list, maintained and monitored by the GN Staff Housing Allocation Committee, until appropriate accommodations become available in the following situations:
- i. Suitable accommodations cannot be found;
 - ii. The employee is *over/under accommodated*;
 - iii. The employee requests a move of convenience; or,
 - iv. Employees living outside of GN Staff Housing requesting Staff Housing allocation.
- f) If an employee is requesting a move due to health and safety concerns, the request will be reviewed on a priority basis by the GN Staff Housing Allocation Committee.

Appeals concerning the assignment of units may be made according to procedures set forth in Appendix II (Appeals Committee) of this Policy.

GN Employees on a Leave of Absence

- a) The GN Staff Housing Allocation Committee will consider requests to reserve staff housing accommodations during a leave of absence on a case-by-case basis, and in accordance with the procedures outlined in the Staff Housing Procedures Manual.

Employees who remain in staff housing during extended periods of leave, must make the necessary arrangements with the NHC for payment of rent.

3. Rental Rates

This section sets out the current rental rates for GN staff housing. Rental rates may change periodically with approval from the Financial Management Board.

Further details related to rent calculation and adjustments can be found in the accompanying Procedures Manual.

The methodology for establishing rental rates are intended to ensure that rates:

- Are fair, transparent and easy to understand
 - Encourage development of a private sector housing market in Nunavut.
- a) The rent structure for the GN Staff Housing portfolio is built around base rents which are calculated using the following formula:

$$\text{Base Rent} = \text{Rentable Area (m}^2\text{)} \times \text{Base Rate}$$

CURRENT BASE RATES

Size (M ²)	Emerging Markets		All Others	
	Reg	Apt	Reg	Apt
<69	16.10	16.90	14.80	15.40
70-99	16.10	14.40	14.80	13.10
100-129	14.30	13.30	13.10	12.20
>130	11.70	13.30	10.70	12.20

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Examples of base rates for typical units in emerging markets can be found below. Please note that these sample rates are for demonstration purposes only, as unit sizes vary.

BEDROOMS	AVERAGE SQ M	AVERAGE UNFURNISHED RATE
Bachelor	35	\$563.50
1	58	\$933.80
2	82	\$1,320.20
3	106	\$1,515.80
4	147	\$1,719.90

Note: Base rents are adjusted based on the utilities and furniture which may or may not be included in the rent.

MONITORING AND EVALUATION

- The Department of Human Resources shall conduct periodic internal reviews of the staff housing policy.
- The results of these reviews may be raised as topics of discussion at the Deputy Ministers' Committee meetings, subject to the discretion of the Chair.

PREROGATIVE OF EXECUTIVE COUNCIL

Nothing in this Policy shall in any way be construed to limit the prerogative of the Executive Council to make decisions or take actions regarding staff accommodation, outside the provisions of this Policy.

SUNSET

This policy will be effective from the date of signature until April 1, 2023.

Appendix I - Allocation Committee

PURPOSE

Appendix I contains the Terms of Reference for the GN Staff Housing Allocation Committee.

GOAL

The goal of the Committee is:

To fairly and transparently allocate staff housing using established criteria, and departmental priorities.

PRINCIPLES

The Committee will strive to reach its stated goal while upholding the principles outlined in the GN Staff Housing Policy.

MEMBERSHIP

The GN Staff Housing Allocation Committee is an Assistant Deputy Minister (ADM) level committee, formed at the direction of the Deputy Ministers' Committee (DMC).

Members include:

- ADM level permanent representatives from the Departments of Human Resources, Finance, Environment, Executive and Intergovernmental Affairs, Culture and Heritage, Community and Government Services, Justice, Education, Health, Family Services, Economic Development and Transportation, and from the Nunavut Housing Corporation, and Nunavut Arctic College.

Committee members cannot delegate this responsibility, unless the representative is at the ADM level or higher. Alternate representatives must be approved in advance by the Deputy Minister of Human Resources.

CHAIR

The Department of Human Resources, as the department responsible for GN employee recruitment and retention, will take the lead role on the Committee. The Assistant Deputy Minister - Operations from the Department of Human Resources will act as Chair of the Committee.

In cases where the Committee is unable to reach consensus on a given item, or at the discretion of the Chair, the Deputy Minister of the Department of Human Resources reserves final authority over Committee decisions.

POLICY AND SUPPORT

The Department of Human Resources, through the staffing division, will provide a secretariat function to the Committee. The secretariat function will coordinate and compile all appropriate meeting material in coordination with the NHC.

MEETINGS

The Committee will meet bi-weekly, or as called by the Chair, and will be responsible for the following activities:

- a) Allocate GN staff housing to positions, as requested by departments, that are ready to be advertised.
- b) Review requests from existing employees, in the following situations:
 - i. When suitable accommodations cannot be found;
 - ii. The employee is over/under accommodated;
 - iii. The employee requests a move of convenience; or
 - iv. Employees living outside of GN Staff Housing are requesting Staff Housing allocation.
- c) Any other duties as directed by DMC

The Department of Human Resources will be responsible for recording minutes at each meeting, to be circulated to Committee members for review and comment at or before the next scheduled meeting.

The Committee Secretariat will coordinate with the Department of Human Resources to compile, for the Committee, an updated positions list, which will include all requests for staff housing and the status of the various competitions where housing was assigned. The Committee Secretariat will coordinate with the NHC to compile, for the Committee, an updated list of vacant staff housing units in each community.

The Secretariat will work with both parties to make a recommendation for a reasonable ratio of active competitions versus vacant housing units to be held in each community.

ALLOCATION DECISION MAKING

Allocation of Staff Housing

In its decision making related to housing allocation, the Committee will prioritize positions using the job categories identified in the GN Staff Housing Policy and Procedures Manual.

In the interest of maintaining GN operations, and meeting departmental Inuit employment goals and objectives, Deputy Ministers of each represented department or agency may choose to further prioritize position allocations with a departmental ranking outside of the identified categories. The Deputy Minister would present such requests to the Allocation Committee, through their respective ADM.

GN Staff Housing Policy

For example, a position identified as category 3 in the Staff Housing Policy, may be a departmental priority that deserves special consideration by the Committee.

Employee Requested Moves

Any term or indeterminate GN employee currently living in GN staff housing, requesting a move of convenience must submit a request to the Committee Secretariat through the Department of Human Resources.

The Committee Secretariat will maintain a complete list of all employee requested moves (moves of convenience), which will be reviewed by the Committee regularly.

Employees on a Leave of Absence

The Committee will consider requests to reserve staff housing for an employee during a leave of absence on a case-by-case basis, and with written documentation from the supporting department.

BUDGET

There is no budget attached to the Allocation Committee.

REPORTING

The Department of Human Resources will be responsible for providing regular updates from the Committee to DMC, including copies of meeting minutes, as requested.

Should the Committee wish to forward recommendations and/or a formal report to DMC, it will do so through the Deputy Minister of the Department of Human Resources.

APPEALS

An employee or department wishing to appeal a decision of the Allocation Committee may do so through the GN Staff Housing Appeals Committee, as outlined in Appendix II of the GN Staff Housing Policy.

All appeals must be submitted in a formal letter addressed to the Deputy Minister of Human Resources and must contain information related to the nature of the appeal.

GN employees may appeal their eligibility for Staff Housing by submitting a supporting letter to the Deputy Minister of Human Resources from their respective Deputy Minister. The Appeals Committee will only consider individual appeals that are sponsored and supported by the employee's Deputy Head.

Employees should also submit other supporting documents to the Department of Human Resources, including, but not limited to; current financial information, other supporting letters, and detailed information regarding their current housing situation.

The appellant will be informed of a decision by the Committee in writing.

TERM

The Committee is ongoing, subject to the conditions of monitoring and evaluation.

Appendix II - Appeals Committee

PURPOSE

Appendix II contains the Terms of Reference for the GN Staff Housing Appeals Committee.

GOAL

The goal of the Committee is:

To review any written appeals made with regard to the Staff Housing Policy, and, to make final, case-by-case decisions based on those reviews.

OBJECTIVES

The objectives of the Committee are as follows:

- a) To ensure that established staff housing allocation criteria are applied fairly, consistently and transparently, while exercising flexibility in situations where extenuating or emergency situations may require exceptions to the GN Staff Housing Policy and/or Procedures Manual;
- b) To make recommendations for revised criteria, as appropriate, to the Allocation Committee;
- c) To provide a forum in which written appeals may be heard and considered impartially.

MEMBERSHIP

The GN Staff Housing Appeals Committee is a Deputy Ministerial level committee.

Members include:

- Deputy Heads of Human Resources, Culture and Heritage, and Justice;
- The President of the Nunavut Housing Corporation (NHC); and,
- Representatives from other GN departments, as appropriate and at the invitation of the Chair.

CHAIR

The Department of Human Resources, as the department responsible for GN employee recruitment and retention, will take the lead role on the Committee. The Deputy Minister of Human Resources will be the Chair.

POLICY AND SUPPORT

The Department of Human Resources will give policy and organizational support to the Committee.

APPEALS

An employee wishing to appeal the application of the GN Staff Housing Policy and/or Procedures Manual, or a decision made by the GN Staff Housing Allocation Committee, must do so through the Deputy Head of their employing department.

Appeals from individuals will only be heard by the Committee if they are supported by the Deputy Head of the appellant's department.

MEETINGS

In the event of a written appeal, or an appeal forwarded from the Allocation Committee, the Chair will convene a Committee meeting and invite a member from the appellant's employing department to sit temporarily on the Appeals Committee.

The Department of Human Resources will be responsible for recording minutes at each meeting, which will be circulated to Committee members for review and comment.

BUDGET

There is no budget attached to the Appeals Committee.

REPORTING

Should the Committee wish to forward recommendations regarding the GN staff Housing Policy or Procedures documents, and/or a formal report to DMC, it will do so through the Deputy Minister of the Department of Human Resources.

EXCEPTIONS

The Appeals Committee has the discretion to make exceptions to the GN Staff Housing Policy and Procedures Manual, when it is deemed appropriate. Exceptions will be based on extenuating circumstances or emergency situations. Any exceptions must be documented in the committee minutes, and will be made within the spirit and intent of the Guiding Principles of the Staff Housing Policy.

TERM

The Committee is ongoing, subject to the conditions of monitoring and evaluation.

THE GN STAFF HOUSING PROCEDURES MANUAL



April 2019

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GN Staff Housing Procedures Manual

Purpose and Scope

The Government of Nunavut (GN) provides subsidized staff housing to term and *indeterminate employees* to assist in the recruitment and retention of staff and to facilitate the provision of programs and services to Nunavummiut.

The GN Staff Housing Procedures Manual sets out the steps and processes for implementing the GN Staff Housing Program, in accordance with the principles established in the GN Staff Housing Policy.

This Procedures Manual consists of 6 sections;

1. Eligibility and Allocation
2. Base Rents
3. Adjustments to Base Rent
4. Rental Assistance
5. Tenant Damages
6. Shared Accommodation

Where a conflict between this Procedures Manual and the GN Staff Housing Policy exists, the Policy shall take precedence. Where a conflict between this Procedures Manual and the *Residential Tenancy Act* exists, the *Act* shall take precedence.

Authority for the Procedures Manual

This GN Staff Housing Procedures Manual is jointly administered by the Nunavut Housing Corporation (NHC) and the Department of Human Resources. No changes to this Procedures Manual will be made by either party without consultation and consensus from each.

The separate GN Staff Housing Policy is controlled and administered by the Department of Human Resources only.

Definitions

The following terms apply to this Procedures Manual:

Adjustments to Base Rent: Rates measured by the square meter to calculate utility and other costs included in some leases. The adjustments are added to base rents to give total rents.

Adjusted Household Income: Total Housing Income adjusted by deducting \$10,000 for each eligible dependent, including a spouse.

Allocation Committee: A forum that consists of Assistant Deputy Ministers from all GN departments, the Nunavut Housing Corporation, and the Nunavut Arctic College, established to assign staff housing units according to established procedures.

Allocation Committee – Chair: Assistant Deputy Minister, Operations, Department of Human Resources.

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Appeals Committee: A forum that consists of several Deputy Ministers, established to consider any written appeals against the decisions of the Allocation Committee, or against regulations imposed under this Policy. Members will include representatives from the Departments of Human Resources, Culture and Heritage, Justice and the NHC. The Appeals Committee is convened at the call of the Chair.

Appeals Committee – Chair: Deputy Minister of Human Resources, or his/her designate

Applicant: An individual who has applied for staff housing accommodations or programs under the GN Staff Housing Policy.

Base Rates: Base rates represent market values established per square meter. Rent increases are based on percentage increases to these rates.

Base Rent: Is defined as Rentable Area (m²) x Base Rate.

Casual Employee: A person who is hired to perform work of a temporary nature, not in excess of four (4) months.

Code of Values and Ethics: The Nunavut Public Service Code of Values and Ethics.

Dependent:

For the purposes of unit occupancy and the Rental Assistance Program, a dependent is considered to be:

- a) the spouse of an employee who is residing with the employee;
- b) any child, adopted child or stepchild of the employee who:
 - i. is attending school or is a student at some other institution, and is under twenty-four (24) years; or
 - ii. is under twenty-four (24) years and dependent upon the employee for support; or
 - iii. is twenty-four (24) years or older and dependent upon the employee because of a mental or physical illness; or
- c) any other relative of the employee who is a member of the employee's household and is totally dependent upon the employee for support because of a mental or physical illness;

Dependent Adjustment (Rental Assistance Program): To assist eligible low income families, an adjustment to Total Household Income of \$10,000 per spouse and each dependent is available. The Total Household Income is deducted by the dependent adjustment to determine the Adjusted Household Income, and the maximum percentage of Household Income that is charged for rent.

Emerging Markets: For the purposes of this manual, communities categorized as emerging markets include Iqaluit, Rankin Inlet, and Cambridge Bay

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Full Cost: Full costs are all costs incurred during the repair of tenant damages, including but not limited to:

- a) Materials and supplies are unit prices plus freight cost (if not purchased locally) or unit price (if local purchase); and,
- b) Labour is at fully-burdened labour rates; and,
- c) Contract Services are per the contracted price; and,
- d) Goods and Services Tax at 5% of the total cost of repair.

Income Verification: Rental ceilings are established on a case by case basis and are determined by the applicants' Total Household Income. This requires the NHC to verify the current income, on the basis of employer verification, of all members living in the household.

Indeterminate Employee: A person employed on a permanent basis by the GN for an indefinite period.

Moves of Convenience: A tenant that that requests to move from their current staff housing unit to another staff housing unit for any of the following reasons:

- a) an increase or decrease in their family size (over/under accommodation);
- b) dissatisfaction with the unit or building currently occupied.

Ongoing Utility Costs: Depending on the lease, water/sewer, garbage collection, and power will be user-pay where applicable.

Over Accommodated: An employee who occupies a staff housing unit that is larger than what is needed, according to the National Occupancy Standards.

Rentable Area: Rentable area is the whole finished and heated area within the interior surfaces of the exterior walls of the unit, including the interior partitions and stairways but excluding any space where the headroom is less than 1.98 meters (6 feet 6 inches).

Rental Ceilings (For Rental Assistance Program): Rental ceilings are established on a case by case basis and are determined by the applicants' combined Total Household Income and Dependent Adjustment, if applicable. Rent ceilings are based on the following categories:

1. **Households earning less than \$90,000** – *Base rent* will not exceed 20% of income;
2. **Households earning between \$90,000 and \$110,000** – *Base rent* will not exceed 25% of income;
3. **Households earning above \$110,000** – *Base rent* will not exceed 30% of income.

Student: An employee, an employee's dependent or an employee's child who is attending school full-time, including attending full-time training courses and/or upgrading programs.

Summer Student: A student employee of the Government of Nunavut in accordance with the eligibility requirements of the Summer Student Employee Equity Program.

Tenant Damages: Tenant damages, as described in the Residential Lease for GN Employees and consistent with the *Residential Tenancies Act*, are damages to GN assets that are beyond reasonable wear and tear, caused through willful conduct or negligence by the tenant or persons allowed on the premises by the tenant.

Term Employee: Any person other than a casual employee employed for a fixed period in excess of four (4) months...

Total Household Income: Total household income means all forms of income before taxes for the combined income of all persons in the household.

Under-Accommodated: A tenant that is living in an unsuitable or overcrowded household, according to the National Occupancy Standards.

1. Eligibility and Allocation

This section of the GN Staff Housing Procedures Manual outlines in detail the methodology and procedures that determine eligibility, need, priority and standards criteria for the assignment of staff housing units. It also outlines the procedures to be followed when applying for staffing housing.

1.1 Eligibility Criteria

All current indeterminate, and term employees may be eligible for staff housing, unless they:

- a) Currently own, or have within the past 12 months, owned, developed or sold any residential property in the community in which they will be working;
- b) Purchase residential property in the community in which they are living, in which case they must vacate staff housing within 14 days of the closing of the property purchase;
- c) Were evicted or had a lease agreement terminated for a GN staff housing unit within the last twelve months; or
- d) Have outstanding arrears owing to the NHC for rent and/or damages, or outstanding debt to Qulliq Energy Corporation or municipal services, that may limit the establishment of utility accounts.

Appeals regarding eligibility may be made according to the procedures set out in Appendix II of the GN Staff Housing Policy (Appeals Committee).

1.2 Priority and Allocation: New Appointments

- a) Departments will submit all requests for GN Staffing Housing to the Department of Human Resources.
- b) The Department of Human Resources will be required to maintain a listing of all requests for staff housing as well as provide updates on all staffing requisitions to be advertised with GN staff housing.
- c) The NHC will provide the Staff Housing Allocation Committee Secretariat with a complete list of all vacant units in advance of regular meetings of the Allocation Committee.,
- d) The Allocation Committee will assign staff housing in accordance with the staff requisitions based on the established Housing Priority List by Category.

Category 1: Heath/Safety/Security

Positions necessary to provide for essential services related to the health, safety and security of Nunavummiut, including, but not limited to: medical professionals (e.g. nurses and clerk interpreters), correctional workers, social workers, conservation officers and emergency management personnel.

Category 2: Government Operations

Positions necessary for the delivery of core government programs and services to Nunavummiut, including, but not limited to: teachers, management personnel.

Category 3: Internal Departmental Operations

Positions necessary to support internal departmental operations in the delivery of programs and services to Nunavummiut, including, but not limited to: coordinators, analysts, communications.

- e) In the interest of maintaining GN operations, and meeting departmental Inuit employment goals and objectives, Deputy Ministers of each represented department or agency may choose to further prioritize position allocations with a departmental ranking outside of the identified categories. The Deputy Minister would present such requests to the Allocation Committee, through their respective ADM.

For example, a position identified as category 3 in the Staff Housing Policy, may be a departmental priority that deserves special consideration by the Committee.

- f) The Department of Human Resources will be responsible for recording minutes at each meeting, which will be circulated to Committee members.
- g) To enable advance planning for housing allocations, Departments should provide the Department of Human Resources a forecast of their staffing

GN Staff Housing Procedures Manual

needs in order to “reserve” the number of units that are required for anticipated staffing needs.

- h) The Deputy Minister of Human Resources has final authority over Category and Priority Rating of positions, according to the procedures set forth in Appendix I (Allocation Committee) of the GN Staff Housing Policy.

1.3 Priority and Allocation: Existing Employees

- a) Existing employees may submit an application for staff housing to the HR secretariat representative of the Allocation Committee.
- b) The Department of Human Resources will confirm employee status and prepare applications for the review of the GN Staff Housing Allocation Committee.
- c) Applications will be prioritized based on the priority criteria for new hires and be put on a waiting list, maintained by the secretariat function and monitored by the GN Staff Housing Allocation Committee in the following order:
- i. Suitable accommodations cannot be found upon for the new appointment eligible for GN Staff Housing;
 - ii. The employee is *over/under accommodated*;
 - iii. Employees occupying staff housing requesting a move of convenience;
 - iv. Employees living outside of GN Staff Housing requesting Staff Housing allocation.
- d) Eligibility appeals may be made according to procedures in Appendix II of the GN Staff Housing Policy (Appeals Committee).

1.4 Assignment of units for all employees approved for staff housing

- a) Where available, employees allocated staff housing will be shown three (3) different units, and will have the option to choose between these units for their assigned housing. The viewing of units will be arranged by the employing department, in coordination with the NHC. Units will be assigned on a first come, first served basis.
- b) Every effort will be made to ensure employees are allocated suitable accommodation that corresponds with family size as per the National Occupancy Standards, as follows:
- A maximum of two persons per bedroom.
 - Household members, living as part of a married or common-law couple share a bedroom with their spouse or common-law partner.
 - Single-parents, of any age, have a separate bedroom.
 - Household members aged 18 or over have a separate bedroom - except those living as part of a married or common-law couple.

GN Staff Housing Procedures Manual

- For the purposes of staff housing eligibility, this only applies to household members aged 18 or older who are dependent on the employee, as per the definition in this policy
 - Household members under 18 years old of the same sex share a bedroom - except single parents and those living as part of a married or common-law couple.
 - Household members under 5 years old of the opposite sex share a bedroom if doing so would reduce the number of required bedrooms.
- c) If the appropriate size of accommodation is unavailable, an employee will be offered alternate and/or shared housing according to availability, or be placed on a waiting list. Payment of rent will be made in accordance with the procedures set out in section 2 (Base Rent) of the GN Staff Housing Procedures Manual.
- d) If an employee is requesting a move due to health and safety concerns, all requests will be reviewed on a priority basis by the GN Staff Housing Allocation Committee.
- e) Appeals concerning the assignment of units may be made according to procedures set forth in Appendix II (Appeals Committee) of the GN Staff Housing Policy.

1.5 GN Employees on a Leave of Absence

- a) The GN Staff Housing Allocation Committee will consider requests to reserve staff housing accommodations during a leave of absence on a case-by-case basis.
- b) Departments must provide written authorization and seek approval from the GN Staff Housing Allocation Committee, when request are being made to reserve a staff housing unit at the end of the leave period for the employee.
- c) If an employee decides to return early from a leave of absence, they must provide 30 day notice to their supervisors. Written documentation must be provided by the Departments to the GN Staff Housing Allocation Committee.
- d) Employees in staff housing accommodations that are on Education Leave, who return as a *summer students* to work with the GN will not be provided staff housing accommodations for that period.
- e) Employees who are on leave without pay for longer than 4 weeks must make arrangements with the NHC to pay their rent. If arrangements are not made, the NHC will notify the employee of their requirement to vacate their staff housing accommodations within 10 days.

1.6 Termination of Employment

- a) Departments will provide the Employee Clearance Form to the NHC within 24 hours of termination of an employee.

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2. Base Rents

This section of the GN Staff Housing Procedures Manual outlines the formula used by the NHC to determine base rents for GN Staff Housing.

As outlined in the GN Staff Housing Policy, the procedures for determining staff housing base rental rates are intended to be:

- fair, transparent and easy to understand; and
- encourage the development of a private sector housing market in Nunavut.

2.1 Rent Structure

The rent structure for the GN Staff Housing portfolio is built around base rents which are calculated using the following formula:

Base Rent = *Rentable Area* (m²) x Base Rate

2.2 Definitions

Rentable Area:

Rentable area is the whole finished and heated area within the interior surfaces of the exterior walls of the unit, including the interior partitions and stairways but excluding any space where the headroom is less than 1.98 meters (6 feet 6 inches).

Base Rates:

Base rates represent market values established per square meter. The GN Staff Housing rent structure has two sets of base rates which will apply to:

1. emerging market communities, and
2. non-market communities.

Iqaluit, Rankin Inlet and Cambridge Bay are the only Nunavut locations designated as emerging market communities.

GN Staff Housing rental rates can only be changed with prior approval from the Financial Management Board.

Table Legend

Key	Dwelling type
Reg	Single Family Dwelling, Duplex, multiplex
Apt	Apartment building

CURRENT BASE RATES

Size (M ²)	Emerging Markets		All Others	
	Reg	Apt	Reg	Apt
<69	16.10	16.90	14.80	15.40
70-99	16.10	14.40	14.80	13.10
100-129	14.30	13.30	13.10	12.20
>130	11.70	13.30	10.70	12.20

Examples of base rates for typical units in emerging markets can be found below. Please note that these sample rates are for demonstration purposes only, as unit sizes vary.

BEDROOMS	AVERAGE SQ M	AVERAGE UNFURNISHED RATE
Bachelor	35	\$563.50
1	58	\$933.80
2	82	\$1,320.20
3	106	\$1,515.80
4	147	\$1,719.90

Note: Base rents are adjusted based on the utilities and furniture which may or may not be included in the rent.

3. Adjustments to Base Rent

This section of the GN Staff Housing Procedures Manual describes the methodology used to calculate utility and other shelter costs adjustments to GN Staff Housing base rents.

Purpose

To ensure that rental rates are fair and consistent, basic rent calculations as determined in section 2, Base Rents, rent will be adjusted as appropriate to reflect other shelter-related factors and costs.

Ongoing Utility Costs

Depending on the lease, water/sewer, garbage collection, and power will be user-pay where applicable. Tenants have incentive to lower their utility consumption and conserve energy when responsible for these costs.

In leases where utility costs are included, fuel and non-user pay shelter costs will be calculated at the following rates, subject to review by the NHC. The cost of fuel and non-user pay utilities will be added to the *base rent* calculation to determine the tenant's final rent amount.

Fuel: **\$0.91 per m² (*Rentable Area*) – applies to all units**
 Water/Sewer/Garbage: \$1.06 per m² (*Rentable Area*)
 Power \$1.12 per m² (*Rentable Area*)

Furniture

The rate for GN-supplied furnishings will be calculated as follows, subject to review by the NHC:

Furniture: \$0.80 per m² (*Rentable Area*)

Example 1: Total Unit Rents including adjustments

Unit Size	Base Rent	Fuel	Water/ Sewer/Garbage	Furniture	Total Unit Rent
65m ² (1 bedroom*)	\$ 911.95	\$ 59.15	\$ 68.90	\$ 52.00	\$1,092.00
85m ² (2 bedroom*)	\$1,192.55	\$ 77.35	\$ 90.10	\$ 68.00	\$1,428.00
115m ² (3 bedroom*)	\$1,428.30	\$104.65	\$121.90	\$ 92.00	\$1,746.85

*Note: Average unit size *rentable area* at row housing base rate.

Appeals

Appeals concerning adjustments of rent may be made according to procedures set out in Appendix II (Appeals Committee) of the GN Staff Housing Policy.

4. Rental Assistance

This section of the GN Staff Housing Procedures Manual describes the Rental Assistance Program which ensures that lower income staff are charged affordable base rents.

Purpose

The purpose of this section is to establish methodology and procedures for determining staff housing *rental ceilings* that:

- are fair, transparent and easy to understand;
- ensures lower income staff are charged affordable base rents.
- encourage the development of a private sector housing market in Nunavut.

4.1 Rental Ceilings

Rental ceilings are established in the Rental Assistance Program to provide assistance to employees living in staff housing to make their base rents more affordable. *Rental ceilings* are established on a case by case basis and are determined by the applicants' *total household income*.

Rent ceilings are based on the following categories:

1. **Households earning less than \$90,000** – *Base rent* will not exceed 20% of income;
2. **Households earning between \$90,000 and \$110,000** – *Base rent* will not exceed 25% of income;
3. **Households earning above \$110,000** – *Base rent* will not exceed 30% of income.

4.2 Eligibility Criteria

Eligibility for the Rental Assistance Program is based on the following criteria:

a. *Eligibility for Staff Housing*

This program is only available to GN employees occupying GN staff housing.

b. *Voluntary application*

Staff must apply for the program and submit to the testing of their *total household income*.

c. *Income verification*

Rental ceilings are established on a case by case basis and are determined by the applicants' *total household income*. This requires the NHC to verify the current income of all members living in the household.

Rental Assistance applications will be reviewed annually by NHC to determine eligibility.

GN Staff Housing Policy

d. Dependent Adjustments

To assist eligible low income families, an adjustment to Total Household Income of \$10,000 per spouse and each dependent is available. The Total Household Income is deducted by the dependent adjustment to determine the Adjusted Household Income, and the maximum percentage of Household Income that is charged for rent.

Description	No eligible Dependents	4 eligible Dependents
<i>Total Household income</i>	110,000	110,000
<i>Dependent adjustment at \$10,000 each</i>	0	40,000
Adjusted Household Income	110,000	70,000
Maximum Percentage of <i>Total Household Income</i> that is charged for rent	25	20
Maximum <i>base rent</i> per Year	27,500	14,000
Maximum monthly <i>base rent</i>	2,292	1,167

Program Guidelines

The complete list of eligibility and assessment criteria is documented in the program guidelines in section 4.1 below.

Definition of Income

1. *Total household income* means all forms of income before taxes for the combined income of all persons in the household.
2. Please see application form for details.

4.3 Rental Assistance Program Guidelines

Introduction

The GN supports housing affordability for its employees in staff housing through the Rental Assistance Program.

Rental Assistance is available, upon application, to employees in GN staff accommodations.

Rental Assistance is provided to the employee through a reduction of the employee's *base rent* as determined by rental ceiling category for which they are eligible. Under the Rental Assistance Program, eligible employees pay no more than 30% of their *total household income* towards *base rent*.

Rental Ceilings: *Rent ceilings* are based on the following categories:

1. *Households earning less than \$90,000* – *Base rent* will not exceed 20% of income;
2. *Households earning between \$90,000 and \$110,000* – *Base rent* will not exceed 25% of income;
3. *Households earning above \$110,000* – *Base rent* will not exceed 30% of income.

GN Staff Housing Policy

Total Household income: The combined gross income of all residents in the household.

Dependent Adjustment: To assist eligible low income families, an adjustment to Total Household Income of \$10,000 for each dependent is available. This adjustment is applied to Total Household Income to determine the maximum percentage of Total Household Income that is charged for rent:

Application

- These guidelines apply to all employees in GN staff housing who apply to the Rental Assistance Program.
- Application must be made on an annual basis.
- Rental assistance is not applied retroactively but is effective from the date of application.
- The Applicant is responsible for informing the NHC of any changes in their income status. The NHC reserves the right to collect any overpayments in Rental Assistance.
- Rent is adjusted by the *Dependent Adjustment* criteria, which determines the appropriate rental ceiling category.

Procedures

1. GN employees must request an application form from the Nunavut Housing Corporation. See section 4.2, Rental Assistance Application Form.
2. The employee completes the application and returns it to the NHC along with statements of income for all occupants of their unit. These include copies of the occupants most recent:
 - pay stubs
 - verification of income; and
 - Statutory declarations.

Verification of Income

Occupants listed on the application for shelter assistance not employed by the GN must remit verification of income forms completed by their employer. See section 4.3, Verification of Income Form.

Statutory Declarations

Occupants over the age of majority listed as having no income on the GN staff's application for Rental Assistance will be required to sign statutory declarations stating that they are not employed and have no source of income.

3. The NHC checks the application for completeness and may verify the employee's salary.
4. The NHC notifies the employees in writing that he/she qualifies for Rental Assistance and the amount of *base rent* reduction.

GN Staff Housing Policy

5. NHC notifies Payroll Division and Payroll Division prepares the appropriate documentation and adjusts the employees rent deduction.
6. NHC will review applications of GN staff enrolled in the Rental Assistance Program annually.

4.4 Rental Assistance Application Form



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 Nunavut Housing Corporation
 Nunavunmi Igluliqiyiryuakkut
 Société d'habitation du Nunavut

Application for Rental Assistance

NAME: _____

ADDRESS: _____

UNIT #: _____ **DATE APPLIED:** _____

X _____
 Employee's Signature

Step #1: Income Calculation

Employee's Base Salary	
Employees Northern Allowance	
Second Occupant's base salary	
Second Occupant's additional taxable allowances	
Third Occupant's base salary	
Third Occupant's additional taxable allowances	
Other Income (list):	
a)	
b)	
c)	
d)	
Total Household Income	(A)

Step #2: Dependent Adjustment

Total number of dependents:	
Dependent deduction	(B)
Adjusted household income	(C) = (A)-(B)
Maximum Percentage of <i>Total Household Income</i> that is charged for rent.	(D)

Step #3: Base Rent

<i>Total Household Income</i> [from (A) above]	
Maximum Percentage of <i>Total Household Income</i> that is charged for rent. [From (D) above]	
Maximum <i>base rent</i> per year	
Maximum monthly <i>base rent</i> (before utilities/furniture)	(E)
Current <i>base rent</i>	(F)
Rent deduction amount:	(G) = (F)-(E)

GN Staff Housing Policy

DEFINITIONS

1 *Total Household Income* means all forms of income before taxes for all persons in the Household

Income Included

- (a) Wages, salaries and self-employed income;
- (b) Northern Allowance;
- (c) Employment Insurance Benefits;
- (d) All employer paid allowances.

Income Excluded

- (a) Child Tax Credit Payments;
- (b) Income from any household member in full time attendance at school except for salary while on Educational Leave;
- (c) Treaty and Land Claim payments to individuals;
- (d) Foster child support;
- (e) Retraining allowances;
- (f) Social Assistance;
- (g) Loans, grants and bursaries for education or business.

2 Dependents include your spouse/partner and any other eligible dependents as per the NEU Collective Agreement, plus students.

3 Maximum percentages of *total household income*:

- | | | |
|-----|----------------------|-----|
| (a) | Under \$90,000 | 20% |
| (b) | \$90,000 - \$110,000 | 25% |
| (c) | Over \$110,000 | 30% |

4 **Send Application and Verification of Income To:**

Staff Housing Division
 Nunavut Housing Corporation
 Box 1000, Station 1300
 Iqaluit, NU X0A 0H0

Or Fax to:

(867) 975-7222

Attention: Finance Officer

Reserved for NHC use only

<i>Base rent.</i>		
Size of unit (m ²)		
Additions to rent:		Included?
Fuel	\$ 0.91	
Electricity	\$1.08	
Water/Sewer	\$1.12	
sub total utilities		
Furniture	\$0.80	
Other		
Total Additions to rent		
Total monthly rent		

4.5 Verification of Income Form



Nunavut Housing Corporation

Staff Housing Division

Box 1000, Station 1300, Iqaluit, NU X0A 0H0

Phone No. (867) 975-7210 Fax No. (867) 975-7222

Attention: **Finance Officer**

VERIFICATION OF INCOME FORM

Instruction to Client/Applicant: Sign in the space ***Employee's Signature**, and give to employer to complete.

Instructions to Employer: Please complete, sign and return to the Nunavut Housing Corporation

Note: This information is requested as a condition of the employee's Rental Assistance Application with the Nunavut Housing Corporation. **All information will be held in strict confidence.**

Please Print

Employee's Name:		Employer:	
		Address:	
# Years employed:	Present Position:	Phone Number:	Fax Number:

***Employee's Signature:** _____

***Employer – please fill out section below:**

Regular Rate of Pay \$	\$	Per Hour	\$	Per Year
For hourly employees only:		Housing Allowance	\$	Per Year
Average number of hours worked per week:		Household Allowance	\$	Per Year
		Settlement Allowance	\$	Per Year
		Northern Allowance	\$	Per Year
Estimate number of weeks paid in the year:		Any Other Allowance (e.g. Isolated Post, etc.)	\$	Per Year
		Bi-Lingual Bonus	\$	Per Year
		Vacation Travel Assistance	\$	Per Year
		Other (Specify)	\$	Per Year

Employment status: Indeterminate Term Contract Casual
 Expectation of Continued Employment:

I certify that the above information is true and correct to the best of my knowledge.

Completed by (name):

Position:

Signature:

Date:

5. Tenant Damages

The purpose of this section is to establish procedures for the assessment of, and collection of payment for, *tenant damages* in staff housing units.

The NHC will assess the cost of *tenant damages* according to the following principles:

- Costs will be assessed uniformly, consistently and fairly;
- Tenants will be notified of assessments promptly; and,
- Assessments will reflect current, local costs.

Cost Estimates

Actual costs of repairs are used whenever possible. However, when repairs are delayed (e.g. due to the lack of materials, scheduling problems, etc.), an estimate of the repair costs is used as the basis for the assessment. Estimates are typically required when a tenant is terminating employment with the GN and there is insufficient time to complete repairs prior to filing the Employee Clearance Form.

Damage Costs

1. Standard Repair Costs

- a) The NHC repairs damage when it is possible and economically feasible to do so.
- b) It is sometimes not economical to repair damage until additional wear and tear is sustained to the point where repair or replacement is warranted. In these cases, a tenant damage assessment is made using the standard repair costs outlined in section 5.1.
- c) This assessment is performed to enforce tenant accountability and contribute to the future cost of repair or replacement.

2. Cleaning

- a) All vacating tenants are provided a Cleaning Checklist, found in section 5.2 below. . Tenants who fail to clean their unit in accordance with the Checklist, and to a standard acceptable to the NHC, are charged the *full cost* of necessary cleaning.
- b) Whenever the estimate for cleaning exceeds five (5) hours, the cleaning contractor will provide a written estimate. Where cleaning is required after the tenant's move-out inspection, the NHC may hire a cleaning contractor at its discretion (e.g. to clean after tenant damage repairs have been effected).

3. Keys

- a) If a vacating tenant has lost any keys to the unit, the cost of lock replacement will be assessed because not replacing the lock presents a security risk to future tenants.

Assessment Procedures

1. Move-In Inspection

- a) A move-in inspection will be conducted prior to the date the tenant moves into a staff housing unit. This allows the tenant time to note any problems with the unit.
- b) A Staff Housing Inventory and Inspection Report is completed and the tenant is required to sign the report, a copy of which is provided to the tenant upon move-in. Deficiencies noted on the report are corrected, as required.

2. Move-Out Inspection

- a) Upon notification that a tenant will be vacating, the NHC will arrange a move-out inspection with the tenant. The results of move-out inspection are compared with the move-in inspection (and any subsequent updates), and any *tenant damages* are assessed.
- b) Damages are noted in the "Statement of Tenant Damages" section of the Staff Housing Inventory and Inspection Report, and the tenant signs the report. The tenant is given written notice with a description and cost of the repairs once damages have been assessed.

Recovery Action

1. Current Employees in Staff Housing

- a) In most cases, recovery action means that the NHC advises the Department of Finance (Payroll) to deduct the cost of *tenant damages* from the employee's pay.
- b) The NHC will forward all quotes for *tenant damages* to the Department of Finance which will deduct any funds that are owing from the tenant's bi-weekly pay.

2. Terminated Employees

- a) Upon receipt of the Employee Clearance Form from the respective department, the NHC reviews the Staff Housing Inventory and Inspection Report for the unit in question, and, if the tenant has not already submitted payment for damages noted, initiates recovery action.
- b) Recovery Action for terminated employees follows the same process as that of current employees in Staff Housing. However, if the amount of the damages exceeds the employee's final pay, the NHC will initiate an invoice to recover the additional amount.
- c) The NHC will forward all quotes for *tenant damages* to the Department of Finance which will initiate any holding of funds owing to the tenant, until the actual repairs are completed and the invoice is received by the NHC.

3. Employees Continuing Employment

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a) Transfer to Another Community

- i. Upon receipt of the Employee Clearance Form from the respective department, the NHC reviews the Staff Housing Inventory and Inspection Report for the unit in question, and, if the tenant has not already submitted payment for damages noted, initiates recovery action.
- ii. Tenants who fail to remit payment prior to completion of their Employee Clearance Form shall have the cost of damages deducted from their pay.
- iii. Employees with outstanding tenant damage arrears will not be eligible for staff housing until arrears are paid in full.

Disputes or Appeals

Appeals concerning this section may be made according to procedures set out in Appendix II (Appeals Committee) of the GN Staff Housing Policy and/or directly to the Rental Officer.

5.1 Schedule of Standard Repair Costs

The following costs are used only when actual damage costs cannot be ascertained prior completion of a tenant's Employee Clearance Form – for example, when repairs or replacements are delayed or deferred due to maintenance scheduling and/or personnel and material constraints. These standards are updated periodically to reflect current, local costs.

Cleaning:

General Cleaning \$80 .00/hour

Furnishings Repair:

Burns:	Wood	<u>\$22.50</u> /surface
	Fabric	<u>\$30 .00</u> /item of furniture
	Stains	<u>\$15 .00</u> /item of furniture

Key & Lock Replacements:

Main/Lobby Key (Apt)	<u>\$15.00</u> each
Unit Keys	<u>\$15.00</u> each
Lock Set	<u>\$200.00</u> each

Unit Repairs:

Carpet Burns:	First burn	<u>\$50 .00</u> each
	Additional	<u>\$40 .00</u> each
Holes in Wall:	Patch	<u>\$80 .00</u> /hole or <u>\$300 .00</u> /wall (Whichever is less)
	Paint	<u>\$80 .00</u> /hole or <u>\$300 .00</u> /wall

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(Whichever is less)

Holes in Ceilings: \$80 .00/hole or \$300 .00/ceiling
(Whichever is less)

Ripped Paint or Drywall: \$80 .00/hole or \$300 .00/wall
(Whichever is less)

Other Repairs (specify): _____

5.2 Cleaning Checklist

The following checklist is designed to assist vacating tenants to properly clean their staff housing units. The NHC or its designated Agent inspects the items shown below during the tenant's move-out inspection, and if any of the items are rated "Unsatisfactory," the NHC will arrange remedial cleaning at the tenant's expense.

Garbage/Trash Removal: Satisfactory Unsatisfactory

Floors swept, washed and waxed (as required): Satisfactory Unsatisfactory

Refrigerator defrosted and washed inside and out.
Leave turned on and pulled out from the wall for inspection: Satisfactory Unsatisfactory

Range cleaned thoroughly and pulled out from wall for inspection. Please note no tinfoil should be left on the burner drip bowels or in the oven: Satisfactory Unsatisfactory

Washer & Dryer cleaned inside and out: Satisfactory Unsatisfactory

Kitchen Cupboards and Drawers cleaned inside and out including tops of cupboards: Satisfactory Unsatisfactory

General Dusting throughout including window sills and door frames: Satisfactory Unsatisfactory

Furniture polished: Satisfactory Unsatisfactory

Walls cleaned (remove finger marks, etc): Satisfactory Unsatisfactory

Bathroom(s) cleaned and fixtures (toilet, tub, sink) disinfected. Mirrors polished: Satisfactory Unsatisfactory

Kitchen Sink and Counter Tops cleaned: Satisfactory Unsatisfactory

Carpet shampooed and vacuumed: Satisfactory Unsatisfactory

Windows washed: Satisfactory Unsatisfactory

Light Fixtures washed and burnt-out bulbs replaced: Satisfactory Unsatisfactory

Outside Porches and Grounds tidied. In winter remove snow from steps, walks and driveways: Satisfactory Unsatisfactory

6. Guidelines for Sharing of GN Staff Housing Units

Purpose

Limited staff housing stock in some communities means that some employees will be required to share their staff housing unit with one or more other employees. The GN recognizes that in some cases, sharing a living space is not ideal. These guidelines establish the circumstances under which shared accommodation may arise, and the procedures that apply, with the intent of supporting stable and respectful co-tenancies.

Circumstances for Shared Accommodation

In communities with limited GN Staff Housing, employees may be required to share housing units. The NHC, as the agency responsible for property management, will make the decision to assign shared staff housing to GN employees, based on availability of units in the community, and expected upcoming HR competitions.

If a tenant is unwilling to share a staff housing unit, they may be placed on a waiting list. The waiting list is maintained and monitored by the GN Staff Housing Allocation Committee.

Rental Rates

The rental rates for shared staff housing units are calculated based on the standard process outlined in sections 2 and 3 of this Procedures Manual.

Employees occupying the unit will have rent split evenly amongst tenants to equal the total amount of rent payable.

Should the occupancy numbers of the unit decrease at any time, any vacant bedroom(s) will be locked, and the rental amounts owed by the remaining tenant(s) will not change.

Should the occupancy numbers of the unit increase at any time, the rents paid by each tenant will not change.

For example;

- If a two bedroom unit with a calculated rent of \$1,600/month has two employee tenants, they will each pay \$800/month. If one tenant's employment is terminated, and they move out of the unit, the door to the one, now vacant, bedroom will be locked, and the remaining tenant will continue to pay \$800/month. The vacant bedroom may be assigned a new tenant at any time.
- If a three bedroom unit with a calculated rent of \$2,100/month has two tenants and one vacant bedroom, the vacant bedroom will be locked, and each tenant will pay \$700/month in rent. If a third employee moves into the

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vacant bedroom, all three tenants will each pay \$700/month, with a combined rent equal to the total set rent for the unit.

Conditions of a Shared Staff Housing Unit

To accommodate the circumstances of shared housing, all staff housing units and allocations with multiple employee tenants will be subject to the following conditions:

1. Locks will be placed on all bedroom doors, with keys only made available to the tenant occupying each bedroom.
2. Unless otherwise requested by both or all tenants, employees will only be housed with other employees of the same gender.
3. All attempts will be made to accommodate shared preferences for pets, shift work, smoking, and other matters, on request.

Tenants are encouraged to develop and sign a shared occupancy agreement outlining mutually accepted house rules for the use of common spaces, level of noise tolerated, and other considerations.

Disagreement and/or Conflict

Minor disagreement or conflict between employees sharing a staff housing unit should be resolved by the tenants themselves, keeping in mind the Inuit Societal Value of *Inuuqatigiitsiarniq*; respecting others, relationships and caring for people.

Major disagreements and concerns for safety and wellbeing may be brought to the NHC for consideration.

Requesting to Move

Employees who are unhappy with their shared accommodation may request to be moved to a different shared or single unit, if available. The GN Staff Housing Allocation Committee may consider requests for moves from tenants in shared units, as moves of convenience.

Developing changes to the GN Staff Housing Policy – April 2019

Nunavut Housing Corporation and Department of Finance

As the result of a joint NHC and Department of Finance review of the GN Staff Housing Policy, as well as direction from Cabinet on a path forward, draft changes have been made to the Staff Housing Policy, a document that was last amended in 2009. Major changes are described below, with corresponding and additional changes identified in a table referencing sections of the current policy.

Major proposed changes to the GN Staff Housing Policy:

- The new policy has been broken out into a separate Policy, and Procedures Manual
- Significant changes to the Allocation Committees (outlined in Appendix I – previously Schedule B) including:
 - o Allocation Committee membership to change from Manager/Director level to ADM level
 - o Elimination of Regional Committees replaced by one committee located in Iqaluit
 - o Allocation Committee membership to increase to include all government departments, as well as the NHC and Nunavut Arctic College
 - o Chair of both Allocation and Appeals Committees to change from NHC to Department of HR
- Increased flexibility will be added to job category prioritization in housing allocation. The flexibility will allow DMs to provide an additional ranking of their positions (outside of the current prioritization) to support strategic direction and Inuit employment goals of their department and the GN as a whole.
- The Rental Assistance Program has been modified to increase accessibility.
- Formal guidelines related to the forced sharing of staff housing have been drafted and added to the Procedures Manual.
- The GN Employee House Purchase Plan (The Buy-Back Program), currently included as “Schedule I” in the Policy will be removed. The NHC will modify and incorporate the program into their current suite of homeownership programs, separate from the Staff Housing Program.
- The responsibility for dealing with requests for moves of convenience from current tenants will be added to the role of the Allocation Committee.

The Policy

The intent of the policy itself remains the same. Changes made to the procedures that will affect the overall implementation of the policy will be incorporated into the policy.

SH Policy Section	Description of Proposed Edits	Comment
Policy Statement	<ul style="list-style-type: none"> - Some wording changes to clarify the purpose of staff housing as a recruitment tool - Revised wording related to the ultimate goal of increasing affordable rental and homeownership - Addition of reference to ISVs and their importance in the drafting and implementation of the policy 	
Purpose	<ul style="list-style-type: none"> - Revised to match new policy/procedures structure 	
Principles	<ul style="list-style-type: none"> - Language changed to match the policy statement section - New principles added regarding service standards, codes of ethics, and ISVs 	
Scope	<ul style="list-style-type: none"> - Addition of Ministerial Staff - Language changed to match new structure 	
Definitions	<ul style="list-style-type: none"> - Some changes to reflect new committee structures - Removal of unnecessary definitions and addition of some new definitions - Definition of “Dependent” changed to move the max age of dependent from 21 to 24, to reflect age in GN benefits - The Policy and Procedures Manual documents each have their own definitions section, with some overlap 	
Provisions		
a) General Authority and Accountability	<ul style="list-style-type: none"> - Changes to reflect enhanced role of the Department of HR - Changes to match new structure 	
b) Terms and Conditions	Removed	
2. Eligibility and Allocation (new section)	<ul style="list-style-type: none"> - Portions of the Eligibility and Allocation section of the previous policy (Schedule A) have been duplicated here for emphasis. 	Key aspects of eligibility requirements were selected to appear in the Policy as well as the Procedures Manual – For Summary of changes to the section, see changes to <i>Schedule A</i> below.

3. Rental Rates (new section)	- Portions of the Base Rents section of the previous policy (Schedule D) have been duplicated here for emphasis.	Key rental rate information was selected to appear in the Policy as well as the Procedures Manual – For Summary of changes to the section, see changes to <i>Schedule D</i> below.
Monitoring and Evaluation	- Changes to reflect enhanced role of the Department of HR	
Appendix I – Allocation Committee (new section)	- Schedule B in the 2009 policy has been pulled out and attached to the new “Policy” as <i>Appendix I</i> .	For Summary of changes to the section, see changes to <i>Schedule B</i> below.
Appendix II– Appeals Committee (new section)	- Schedule C in the 2009 policy has been pulled out and attached to the new “Policy” as <i>Appendix II</i> .	For Summary of changes to the section, see changes to <i>Schedule C</i> below.

~ A Procedures Manual is now separate, and includes a purpose/scope section, and definitions. What was once Schedule A of the policy has become Section 1 of the Procedures Manual ~

Schedule A - Eligibility and Allocation – Now Section 1 of the Procedures Manual

The Committee TORs formerly in this section have been moved to be *Appendices I & II* of the new Policy.

SH Policy Section	Description of Proposed Edits	Comment
Purpose	- Some changes to introduction to the section - “Purpose” removed, as it is covered in the throughout the policy	
Allocation Framework		
1. Eligibility and Allocation	- Clarification of information related to arrears owing and previous evictions - Addition of process for vacating a unit after the purchase of residential property in the same community	
2. Priority and Allocation: New Hires (New Appointments)	- New language around priority categories – Category descriptions now more closely match Housing Priority Category lists kept by HR - Changes to reflect enhanced role of the Department of HR and the Allocation Committee - Addition of section regarding DM flexibility for categories	

	<ul style="list-style-type: none"> - Removal of option to repost an unsuccessful competition without returning to the Allocation Committee 	
3. Priority and Allocation: Existing Employees	<ul style="list-style-type: none"> - Changes to reflect new role of HR and Allocation Committee (creation of a secretariat for admin support) 	
4. Assignment of Units for all employees approved for staff housing	<ul style="list-style-type: none"> - New steps for showing units and options for tenants to choose units when possible. <ul style="list-style-type: none"> - Addition of option for employing department to show unit options to employees - Addition of section explaining National Occupancy Standards used to determine over/under accommodation - Process added for when a tenant refuses an allocated unit - Removal of ability to sponsor non-GN employees - Added criteria for being placed on a waitlist or 	(MOUs with departments for units still available outside of the policy)
5. GN Employees on Leave of Absence	<ul style="list-style-type: none"> - Clarification on how housing can be “reserved” while an employee is on a leave of absence. - Clarification on the procedure for those who return early from a leave of absence. - New language on procedure for summer students on education leave - New language on employees on leave without pay 	
6. Termination of Employment (new section)	<ul style="list-style-type: none"> - New language on a department’s responsibility to inform NHC of an employee’s termination 	
Appendix I: Point Rating Procedures	<ul style="list-style-type: none"> - Use of point ratings for allocations has been eliminated 	Point rating unnecessary with new committee structure
Appendix II: National Occupancy Standards (NOS)	Removed – NOS explained and referenced elsewhere	
Appendix III: Family Size Information Form	<ul style="list-style-type: none"> - Use of form eliminated as it is a duplication of what is on the staff housing application form 	Staff Housing Application form will be revised to reflect policy changes, following approval.

Schedule B – Allocation Committee

This section has been pulled out to become a Terms of Reference for the Allocation Committee, and added as Appendix I to the Policy.

SH Policy Section	Description of Proposed Edits	Comment
Purpose	<ul style="list-style-type: none"> - Removal of reference to multiple committees 	One central committee will be responsible for all decisions
“Goal” and “Principles” moved from bottom to top of document	<ul style="list-style-type: none"> - See below for details on changes to “Goals” and “Principles” 	
Membership	<ul style="list-style-type: none"> - Amended to have ADM level membership - Amended to include representation from all departments, NHC and NAC. - Committee members not permitted to delegate meeting attendance unless approved by DM of HR 	QEC excluded as they run their own SH program
Chair	<ul style="list-style-type: none"> - Chair changed from NHC Manager to HR ADM, Operations - DM of HR given final authority of Committee decisions if consensus cannot be reached 	Changed from NHC President as authority
Policy and Support	<ul style="list-style-type: none"> - Support now provided through a secretariat function run out of HR 	(Director of Staffing will be responsible)
Meetings	<p>Responsibilities of committee now listed</p> <ul style="list-style-type: none"> - Assignment of GN staff housing - Dealing with requests for moves of convenience, or requests from existing employees (new duty for committee) <p>Admin support now from HR (through secretariat) not NHC</p> <p>More details added on allocation, requests for moves, and leaves of absence</p>	
Allocation Decision Making (new section)	<ul style="list-style-type: none"> - New reference to job categories, and the flexibility given to DMs to work around the categories - Addition of reference to employee requested moves, and employees on leaves of absence 	
Budget		

Reporting	- Any reports or recommendations of the committee will be submitted through DMC alone – rather than a “Housing Strategy Committee”	No such “Housing Strategy Committee” is in existence
Appeals (new section)	- New information about process for appeals of decisions and reference to the Appeals Committee	
Goal	- Moved to top, and added language about departmental priorities being used in allocation, and addition of the term “transparently”	
Objectives (changed to Principles)	- Moved to top and removal of separate objectives, but reference to established Policy principles.	
Term		

Schedule C - Appeals Committee

Like the Allocation Committee section, the Appeals Committee section has been pulled out to become a Terms of Reference, and has been added as Appendix II to the Policy.

SH Policy Section	Description of Proposed Edits	Comment
Purpose		
“Goal” and “Objectives” moved from bottom to top of document up	- See below for details on changes to “Goal” and “Objectives”	
Membership	- CH added to committee membership	Intended to ensure better representation, especially when considering applicants from NHC or HR
Chair	- Changed to reflect the DM of HR as the chair rather than the NHC President	
Policy and Support	- Policy support to be provided by HR instead of NHC	With the change in Chair, a change in policy support is expected
Appeals (new section)	- New language to clarify that an appeal can	

	only be brought to the committee with through the DM of the employing department	
Meetings	<ul style="list-style-type: none"> - Scope broadened to include any appeal forwarded from the Allocation Committee - New reference to the requirement for appeals to be supported by the DM of the employing department - Changes to reflect new role of HR 	
Budget		
Reporting	- Change in language	For clarity
Exceptions	- Reference to new procedures manual added	
Goal	- No change	
Objectives	- Changes to reflect new HR role/reduced NHC role	
Term		

Schedule D – Base Rents

This schedule will now appear as Section 2 to the Procedures Manual. This section will be updated, as needed, if future changes to base rents are approved by Cabinet.

Section	Description of Proposed Edits	Comment
Purpose	- Small language change	For clarity
Rent Structure		
Definitions		
Base Rents	<ul style="list-style-type: none"> - Reference to 2005 and 2006 base rents removed - References to rent increases to be removed as changes proposed in 2006 were never implemented - Reference to High Rise (“HR”) rates have been removed, as these rates are no longer used to calculate rent - Table of sample average rents added for demonstration purposes 	

Schedule E – Adjustments to Base Rents

This schedule will now appear as Section 3 in the Procedures Manual. There are minimal changes to the section, but it may be revised to correspond with any rent changes approved by Cabinet in the future.

Schedule F – Rental Assistance

This schedule will now appear as Section 4 in the Procedures Manual. There are minimal changes to the section or the program, but the dependent adjustment will increase from \$6,500 to \$10,000 to allow more employees to be eligible for the program.

Schedule G – Tenant Damages

This schedule will now appear as Section 5 in the Procedures Manual.

Section	Description of Proposed Edits	Comment
Purpose		
Objectives		
Cost Estimates		
Damage Costs	- Changes to reference new sections titles	
Assessment Procedures	- Some language changes for clarity	
Recovery Action	<ul style="list-style-type: none"> - New section related to recovery action from current employees - Some language added to section on recovery from terminated employees. - New language on process of communication between departments related to sharing of information and withholding pay - Section added that employees with outstanding tenant damage arrears will not be eligible for staff housing until the arrears are paid in full 	
Disputes or Appeals	- Appeals to be made to Rental Officer, or Appeals Committee	
Term	- Removed	Unnecessary
Appendix I: Schedule of Standard Repair Costs	<ul style="list-style-type: none"> - Changed to section 5.1 - Increases to reflect inflation and better represent true costs of repairs 	
Appendix II: Cleaning Checklist	<ul style="list-style-type: none"> - Changed title to section 5.2 - No other change 	

Schedule H - Senior Personnel Secretariat Staff

This schedule removed as it is no longer relevant.

Schedule I - GN Employee House Purchase Plan (Buy-Back Program)

This schedule removed. The NHC will modify and incorporate the program into their current suite of homeownership programs, separate from the Staff Housing Program.