

Makpiraap Iluannittut

HUNAU VAT SIVULIQTIKSAT PIDJUTIKHAT?	1
HAVA AKHAT UMANI PIDJUTIKHAT	
Hunauva ayuiqhayut?	2
Havaktakhait Tikkuqa tauhimayuq Ilihaudjiyukhap.....	2
Havaktakhait Tiliuqti	3
Havaktakhait Ikayuqtiuyup/Ayuiqhaudjiyuq.....	3
Havaktakhait Tuglia Ministauyup	3
HAVAKVINGNI UUKTUQTUT AYUIQHAYUNUT HAVA AKHANI	
Uuktuqtinnak Havaakhamik.....	4
Uktuktunut Makpiraaliqu tikhat.....	5
Uktutunik Ihivriuhidjutikhat.....	5
Angiktauhimayut Uktuqtut	5
Iluanni Havaakhaq Angigutaanut- Tikkuqa tauhimayuq Ilihaudjiyukhaq.....	6
HAVAKTIKHAQHIURNIRMUT	
Kangikhidjuraa	7
Takuyayukhanik	7
Ikigiliqtiiriidjutit.....	7
Apiqhuqtau yami Havaakhamut.....	7
KIINAUYANIK IKAYURUTIKHAINIK	
Ayuiqhayunut Akiliuhiakhaa.....	9
Havaktukhauguni Avatqu djutunik.....	10
Ilihainikkut Maniit Atugakhanut.....	10
Naunaitkutit Atuqtau vaktut	11
AULLAKTIRUTIKHANGIT AYUIQHAYUNUT	
Havagviit Kangiqhidjutikhainut.....	12
Havakvik Inikhaa & Qaritauyakkurutikhanut Ikayutikhat.....	12
Sivuliqtiksat Kangiqhidjutikhainut.....	12
Ayuiqhautikhanut Parnautit.....	13
Havaariyamut Naunaiyaidjutikhat	13
AYUIQHATILLUGU AYUIQHAYUNUT	
Iliharuaqtuqtuq & Iliharuaqtungitpallu	14
Ayuiqhayunut Ihuinnaqqatta Pidjutikhainik.....	14
Atanikhamik Nutirutit.....	14
Atiliurittaaktuq	15
Himmatauhimayuq Havaqallaktuq	15
Havaqatigiiktunut Ilihaqatigiiktut	15
INIQTUUTIKHANIK AYUIQHAYUNUT	
Hivittuutikhanik Ayuiqhayunut Ilihautikhainik	16
Tikkuaktauniq Ayuiqhayunut Havaakhamut	16



HUNAUVAT SIVULIQTIKSAT PIDJUTIKHAT?

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

Ayuiqhayunut imatut 1-mit 3-nut ukiuni Hivituniqaqtut (Havaakhamik ilihimayainiklu ayuittainik Ayuiqhayup) ikayuqtaudjutani iliahtitiyiata iliaqvikhani, ihuakharikhimayuni Ayuiqhautikhanut Parnautit amihukpata tauhiukpatluuniit iliaqtakhainut.

Hivuliqtilirikkut Kavamaliqiyitkullu munakhuyut manikhainik aulapkaidjutikhainut uma atuqtakhat, ikayuqpaktut 16-nik ayuiqhayunut havaakhani. Atauhiq upluq naatlugu aulapkaiyi (Sivuliqtiksat Aulapkaiyi) ikayurniakhimayuq havaavingnik, ayuiqhayunik, iliahdjiyunik, atannguyanik tamaini umani atuqtakhani.

Hivayakvikhat Naunaitkutait:

Sylvia Netser

Sivuliqtiksat Aulapkaiyi

EIA-kuni, Sivumuaqatigiit Havakviani

Kavamangat Nunavut

1084, 2nd Floor Aeroplex Building

Titiraqarvia 1000, Station 220

Iqaluit, NU

X0A 0H0

Hivayauta: 975-6060

Kayumiktukkut: 975-6092



HAVAAKHAT UMANI PIDJUTIKHAT

Hunauva ayuiqhayut?

Ayuiqhayuq havakvingmi havaktuq havakhaniktitaumihayuq ilihariangani ayuiqhayakhaminik havaakhanigianganilu inikhigumi nakuuyumik Ayuiqhautikhanut Parnautit nakuuyumik ihivriuktauvakumi.

Inikhihimayut ayuiqhayut nakuuyunik ilitpaktamingnik havakvingmut:

- Uukturumadjutikhat
- Iniqtitpalliyut
- Havaakhakkakhaarnaqtumiklu
- Ayurnaqtunut qanuriliurutikhaminik ihumalungnaktutigullu ihumaliuyukhiyuq
- Uqadjariktuqlu uqaudjiplunillu
- Nakukpiaqtunik aulapkaidjutikhanik qanuriliurutikhaniklu ayuittuq
- Ayuittuq qanuriliurutikhaminik
- Taigudjariktuq
- Hivuniurutikhaminik ayuittuq

Ayuiqhayuq pivalliadjutait naunaittut hapkutiguuna:

- Ayuiqhayuq upautinnaqpaktuq
- Havakvingmi munakhiyuuyuq
- Ayuiqhaudjiulrutik Ayuiqhayukhanut
- Naunaiyattiakhimayunik Ayuiqhautikhanut Parnautit
- Havaariyamut naunaiyautikhanik ihivriuktaulutik
- Naamayunik maniliqutikhanik atuqtakhat
- Halumayuq takuyuminaqtuqlu havakvinga.

Havaktakhait Tikkuqaqtauhimayup Ilihaudjiyukhaq

Tikkuqaqtauhimayup Ilihaudjiyukhaq havaami ilihaktumik uqaudjilunilu ayuiqhayumik nalliani havaakhami ilihimayakhainik. Tikkuqaqtauhimayup Ilihaudjiyukhaq havaami iliharvikhani iniqhiklugu i.e. ilihaktakhamini ilihaktitlugu havaami) ikitqiyani kluniit (i.e. Angayuqaq Kiinauyaliqiyimit ilihaudjiluni maniliqinikkut atuqtakhainik).

HAVAKVINGNI UUKTUQTUT AYUIQHAYUNUT HAVAAKHANI

Uuktuqtinnak Havaakhamik

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

- Havattiakhimayumik Ayuiqhautikhanut Parnautit
- Naunairikhimayumik havakvingni ilihaudjiyukhamik
- Havakturmiqtumik atannguyamik
- Ihuariyaayumik ayuiqhautjiyukhamik
- Havakvingmi HR-kunit ilauyukhaq
- Allat qaritauyakkut ayuiqhaqatikhat
- Ihuaktumik havakvingni havakvikhamik

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

Hapkuat ihumaliurutigiyakhait Havakviit **hivuani** uuktuqtuqaqtinagu ayuiqhayukhamik:

- **Qanurittumut havaakhamut** (Havaami ilihaktakhait havaakhaniktitauniaqqat umani havaakhamut?)
- **Tadja havalangmut havaakhami** (Inuk una havaaqaqaffuktukhaq uvaluuniit upluq-tamaat atainaqtumik havakhamik? Una hanaiyaiyukhaq kangikhimava una ayuiqhayukhak tuniyauniaktut umkinga havaakhamik iniqqat ilihaktaminik?)
- **Tikkuaqtauhimayuq Ilihaudjiyukhaq** (Havaqaqhimava umani havaakhai siksini tatqiqhiutini? Una Tikkuaqtauhimayuq Ilihaudjiyukhaq hamanitpaa?)
- **Nayuuga havaakhap** (Una havaakhaq iniaqqa aviktuqtauninginut Nunalinnit?)
- **Hivitunikhaa ilihaktakhaita** (Ayuiqhayukhauniaqqa 1-mit 3-nut ukiuni?)
- **Havakvinigni/Havakviani atullaktainnik** (Ilihaudjiyup havaakhat tamatiktaaqagit?)
- **Piyumainnaqtuq /atuqpakhimayait** (Havaktit pipkailutik ilihautikhanik iliharnikkut?)
- **Amigaitilangit Sivuliqtiksat ayuiqhayut havaktut Havakvingni** (Havakviit ayuiqhayuqaqqat tadja Sivuliqtiksat ayuiqhayunik?)
- **Havagiaqtuvigiyayuni** (Havakvingni nalvangniaqqat ihuaktumik Havakvikhamik?)



Uktuktunut Makpiraaliqutikhat

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

Havakviit inikhiyukhayut uminga Sivuliqtiksats uktutikhanut makpiraamik iniqpiaklugu ilaliutiyukhatlu nutangutqiyat havaakhamut naunairutikhanik qanurittumut havaakhamut, ilaliutiyukhatlu havaakhani havakviuyunut atiiniq hunanilu munariyainik. Tamaita titirarviuyukhat titiraqtauuyukhayut iniqlugit apiqqutikhat kiuyayuyukhayut tamaita, hapkuat titiqat atuqtauuyukhaunmata havaakhanut inukhainik tuniyayuyukhanut atuqtauuyukhaunmata.

Uktutit atiliuqtauuyukhat Tuglia Ministauyup takuuktauuyumayunit havaakhamut ayuiqhaktukhanik.

Uktutinik Ihivriuhidjutikhat

EIA-kut havakhimayut Havaariyakhainut Ihivriukhiyukhanik Katimayit, (sisiuyut inungnik katimayit) ilauiyutlu ukuat Sivuliqtiksats Aulapkaiyi, Havaktuliyiqikkunit Qauyihaqti ukuallu 3-4-nut Havaktuliyiqikkuni havaktit allanitlu havakvingnit. Katimayit ihuakhaivaktut ihivriurutikhantigut atuqtakhanik, takuupkaktait tamaita uktutit tuyutauhimayut ihuakhaqtakhatik ihuakhautikhat atuqlugit naunaiyautikhat nallianut uktutit. Ihuaktumik ihuakhaiyamingni kitunut havaakhanut inikhainik naunaiyautikhat nallianut uktutit. Havakviit apiriyaullayut ikayuutikhanik tunihitquyaulutik katimayinut.

Ihivriurutikhatigut, uktutit ihuakhaqtavaktut hivullituyukhayakhait ukuallu “utaqqiyukhanut inikhamik” uvani Angiktauhimayut Uktuqtut hanaqiyukhaukpata amigaikyumikpata Angiktauhimayut Uktuqtut tuyutaukpata amigaitqiyayunit ayuiqhayukhanut inikhat. Havaakhami inikhat taimaaktaukpat Havakvingmit uvaluuniit inukhaningmitpata, EIA-kut uvanga qinikhianiaktut “utaqqiyukhanut inikhamik” naunaikhilutik tuklikhanik atuqtakhanut.

Angiktauhimayut Uktuqtut

Hivvani kingullirmik angiqtautinagit uktutit, hivikittumik apiqhuqtauuniarunakhiyut ukunanga Sivuliqtiksats Aulapkaiyit naunairikhimayut Havakvingni hivayaqtauuyukhat tuhaqtauuyumayunit Havaariyakhainut Ihivriukhiyukhanik Katimayit.

EIA-kut tuyuqtauuniaktut havakviit angiktauhimayunik inikhanik. Havakviithavaakhanik inikhaniktitaavaktunut utaqiyukhanut inikhamik illituriipkaktauniaktut titiqitaulutik (qanuqtut naunaiktauhimayunik umani utaqiyukhanut inikhamik). Havakviit angiktaungitut uktutinik (t) Titiqqitauniaktut qanuqtut angiktaungitut inikhamik atuqtakhanut imatutlu kiudjutikhat umunga uktutinik (t).



Havakviit angiktauhimayut inikhanik apiriyauniaktut tuyuquyaulutik ikayuutikhanik titiqanik iniqtauuyukhanik hivikittumi pukutikhat atuqtakhainik (i.e. mikinikhanut piyakhat, apiqqutikhat apiqhuqtunut). EIA-kutikayuutikhanik tunihiniaktut havakvingnut.

Iluanni Havaakhaq Angigutaanut- Tikkuqaqtauhimayuq Ilihaudjiyukhaq

Angiktauhimayunut Sivuliqtiksat ayuiqhaktukhanut inikhaq, havaktikharhiuktut havakviit piyariaqaqtut “Ayuiqhaktukhanut Inikhaq Angigutaanut” piyukhaukpata tikkuqaqtauhimayuq ilihaudjiyukhaq.

Havaktikhakhiuktut havakviit munaiyakhat hanaiyautikhaanik Ayuiqhaktukhanut Inikhaq Angigutaanut naunaiyautit maliruaqtauuyukhat atuqtauuyukhallu uvani tikkuqaqtauhimayuq ilihaudjiyukhap havaakhamut iniutaanilu ayuiqhaviata iniutaani. Una titiqaq atiliuqtakhaa Tikkuqaqtauhimayuq Ilihaudjiyukhaq Tuglia Ministauyuplu atiliuqtakha havaaniktitiyup havakvingmi tutquqtauuyukhaklu uvani tikkuqaqtauhimayuq ilihaudjiyukhap inminut naunaitkutaqarvian.

Ikgililiqtiriidjutit

Ikgililiqtiriidjutit katimayiit havaakhamut turanganik hapkuningalu titiraqarniaktut:

- Havakvingni Ilauyuq(t) – i.e. atannguyaq, qaritauyaliquyi ayuittuq
- Havaktikhaqhiuqti
- Sivuliqtiksat Aulapkaiyi

Tamaita ikgililiqtiriidjutit uuktuktukhanut ihivriuktaukpata, katimayiit ihumaliuktukhat kitkunik apiqhuqtakhamingnik. Tamaita uuktuqtut ihumagiyakhait Havaktikhaqhiuqti uqautainit qanuridjutait Apiqhuqtauayami Havaakhamut.

Apiqhuqtauayami Havaakhamut

Havaakhanut inikhat nuipkaktauhimagut, havakviit havaqatitqaniaktu Havaktuliyikkunit Qauyihagti ukuallu Sivuliqtiksat Aulapkaiyi pivallidjutikhainik apiqutikhat apiqhuqtunut. Havakviit apiqhuutikhamingik naunaikhiyukhauyut amihunit apiqhutikhanit tuniyauhimagunit (hanaqihimagit Kiinauyaliyikkunit). Tunihiniaktut 4-6 apiqutikhanik (kiudjutikhaliukhimayunik atuqtaaktainik) turangayunik havaakhamut imatutlu/ovaluuniit havavingmi (havaakhamut turangayunik/qaritauyakkut apiqutikhat). Apiqutikhat ihuakhainariaqaqtahi havakvingmut turangayunik.

Havakviit ihumaliuktukhat hapkuat ihuariakhaita apiqutikhat apiqhuqtunut tuniyauttaagiakhaita uuktuqtunit hivuani apiqhuqtaunatik.

Titiraqtakhamiklu tuniyauniaktut Apiqhuqtauayami Havaakhamut. Havakviit pukuktaaktut nallianik atuqtakhanik Kiinauyaliyikkunit uvaluuniit ihuakhailutik uuktuktikhamut turangayuniklu havakhamut.

Apiqhuqtauayami

Apiqhuqtauayami Havaakhamut huminialu havaakhap ihumagiyauniaktut apiqhuqtauayunut ihuakhautikhainiklu atauhirmik apiqhuyukhamik apiqhuqtauayup nayuuranit nunami apiqhuqtauaviani. Hapkuat inniaktut apiqhuqtauaviani:

- Havakvingni Ilauyuq (t)
- Havaktikhaqhiuqti
- Sivuliqtiksat Aulapkaiyi

Iniqqata Apiqhuqtauayami Havaakhamut (unalu titiraqtauuyukhaq) iniqtaukpat, akimayuq havakhamik apiriyauniaktut kinatkunik uqaqvigivikhapingnik. Uqaqvigivikhait nakuuyunik kiukpata apiqutainik, havaakhamik tuniyauniaktut inuk. Akimayuq havaakhamik angiqqat havaakhamik, una Havaktikhaqhiuqti tunihiniaktut “Titiqamik Havaakhamik Tunihidjunmik” unalu “Akiliuhiakhanut Titiqat” titiraqtakhat unalu tingmidjutikhainut nutirutikhainut titiqat havaktauniaktut (nutiqniaqqat).

KIINAUYANIK IKAYURUTIKHAINIK

Ayuiqhayunut Akiliuhiakhaa

Akiliuhiakhait ayuiqhayut akiliqtauniaktut EIA-kunit unalu aktilaakha naunaiktaukpata ihivriuktainit (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 havadjariutaanut ikayuuhiak (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 Atannguyaq	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 angiklivallidjutaat- Angiklivallidjutikhanik akiliuhiakhata naunaiyautikhalgit ayuiqhayunut Titiqamik Havaakhamik Tunihidjunmik.
- Tadja havaktiuyut havaaqahimmaaqttut havaktit nuutittayut Nuutittayut Havaakhamut aallangulimaittut akiliuhiakhainik. Akiliuhiakhat iliyahunguyuq nuutittayut nakuuyumik inuitaani Ayuikhaqtut.

Akiliuhiakhait ayuiqhayut akiliqtauniaktut EIA-kunit unalu aktilaakha naunaiktaukpata ihivriuktainit (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
- Havaaqatituyup Akiliqtuqtakhait Taksiliqiyinut
- Malirungnik Uqauhiqaqnirmut Iladjutit
- Ikayuutit turangayut havaamut



Akiliuhiat akiliqtauvaktut ukunanga Sivuliqtiksat Atuqtakhainit maningnit. Piyaungitpata, huumi, Akiliuhiat ungavaktaupat havaktitiyunit havakvingmit, hivayadjavakhi Sivuliqtiksat Aulapkaiki qilamiukluhi akiliuhiaktavianut naunaitkutit ihuakhaqtauyangini. Titiraqvikhak Akiliqtanut Turaarunmik Nallianut (A Journal Voucher) tuniyauullayut Sivuliqtiksat Aulapkaikiyanut himmauhiriangani akiliqtauhimayut. Tuyudjavutit adjiliukhimayumik akilikhidjutanik Akiliuhiavingmut Tunihidjutit Titiqat takungnaqtumik akiliuhiaqta.

Havaktukhauguni Avatqudjutinik

Ayuiqhayut pillayut uminga Havaktukhauguni Avatqudjutinik tukhiktauyut angiktauhimayutlu havaaniktitiyunit havakvingmit. Akiliqtuutat Havaktukhauguni Avatqudjutinik munariyaat havaaniktitiyut havakviit.

Ayuiqhayut upautiyukhaukpat Sivuliqtiksat Kangiqhidjutikhainut ukuallu ukiuk tamaat Atauttimuiyut Ilihaqtut katimayunut, hivuagut angiqtauhimayut Havaktukhauguni Avatqudjutinik akiliqtukhat akiliqtauvaktut Sivuliqtiksat Atuqtakhat.

Ayuiqhayup qanurittumut havaakhamut naunaikhivaktut tuniyauttaaktut avatqutyutikhamik havangnittumi havaktamingik ikangnik Havaktukhauguni Avatqudjutinik titiraqhimayut HR-kut Makpiraangini.

Iliharikkut Maniit Atugakhanut

Ayuiqhayut tuniyauvaktut \$25,000 iliahtiluni ukiungani atauhirmi (uvanga Sivuliqtiksat Atuqtakhat maniit) akiliqtuqtakhanut:

- Tingmidjutikhanut iliharvikhaminut (naunaikhimayut uvani Ayuiqhautikhanut Parnautit)
- Tukcumavikhanut akiliutikhat unalu niridjutikhanut iliharhuni
- Ilihautikhanut Akiliutikhaq
- Taiguat Ilihautikhat
- Uukturnikkut Ayuriakhanik
- 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** ayuiqhaudjauyut akiliukhiakhani kinguvangnaittumik nunguani ukiungani iniktigutainik.

Akiliqtaupat una, Titiraqvikhak Akiliqtanut Turaarunmik Nallianut (A Journal Voucher) titiraqtauniaktuq havakvingmit una akiliqtauhimayut nallaumayumik naunaitkutakhanik nappaliqtuinikkut nallianut havakviit turangadjutikhainik. Ilaliutiyauhimayukhat uvunga JV-mut hapkuanguyukhat (atuqtukhaukpat):

Sivuliqtiksats Pidjutit Atuqtauariallit

- adjiliukhimayut hapkuat titiqat
 - tingmidjutikhanut makpiraak sainiqtauhimayuq akiliqtuqtanut himmauhiutikhaq
 - tingmidjutikhanut upluanik titiqat & tingminmutlu ikidjutit mikkait
 - tukkumavingmit akiliutit makpiaraak
 - atiliurutikhat ilihqatqakhamut unalu/uvaluuniit ilihautikhanut akiliutikhaq
 - nunakrutrutinut akiliqhittit kasiilimutlu niuvrutitit makpiaraak
- adjiliukhimayuq uminga Free Balance EV-mik naunaiyattiakhimayumik titiqat takunnaqtut kitut akiliqtauhimagut

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

Naunaiktakhaq EIA-kut munakhuyukhauyut hapkuninga Ilihautikhat akiliqtuqtatnaunaiktauhimayut uvani Ayuiqhautikhanut Parnautit. Unaluttauk, JV-nut akiliutikhat akiliqtaulimaitut hapkuat nallianik titiqanik tuyutauhimagut.

Havakviit (atannguyait/ilihqatut) munakhuyukhauyut aulapkaidjutikhainik imatutlu munakhuyukhanik ilihautijyukhaniklu hulilukarutikhainik (i.e. atilivik ilihqatqakhamut, ihuakhuyukhat tinmgmidjutikhanik) except for Havaqatigiiktunut Ilihqatigiiktut.

NAUNAITKUTIT ATUQTAUVAKTUT

Tingmidjutikhanut Tukumavikhainik Aullaaktut	
Tingmidjutikhanut	02511/01/1/111/0200000/3100
Nunakut Aullaktunut	02511/01/1/111/0200000/3102
Tukkumavik	02511/01/1/111/0200000/3103
Niridjutinut unalu Hunavaluknut	02511/01/1/111/0200000/3104

Tamayakhat unalu Tamayakhainut	
Taiguannuktitiniq Titiranguktiridjutit	02511/01/1/111/0200000/3202
Titiqat Ikayuutikhat/Ilihautikhat Tamayat	02511/01/1/111/0200000/3205

Niuviktauhimayut Pivikhaqqautikhat	
Uhidjutikhaanut	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 Pivallidjutikhanik (3rd ahinit)	02511/01/1/111/0200000/3630
Akiliutit unalu Utiktidjutikhainik	02511/01/1/111/0200000/3650

Qauyimaluhi havakviup tamayakhait ikhivautakhatlu atukkiutilimaitut uvunga.

AULLAKTIRUTIKHANGIT AYUIQHAYUNUT

Havagviit Kangiqhidjutikhainut

Ayuiqhayup atannguyakha munakhuyukhauyuq ihumaliurutikhanik ihuaktuniklu havakvingni upalungaiyautikhanik iliaqtitauyukhat. Ayuiqhayup hungiutikpat havakvingmi iglukpangmik, hungiutigumik ilitturikhigumik unalu qanuriliurutikhanik upluani havangnirmi upluani kangikhidjutikhaniklu havaanik munriyakhainik, ayurnautayut ayuiqhayumi iliaqtakhamingni atuqtakhainik. Hapkuat ilauyukhauyugalluaktut:

Aannurattiaktukhaq Havakvingmi (pitquyaukpat))	Havaakkut Aullaknirmut	Akiliuhiakviit/Akiliuhiaqvikhani
Ilhariaqtuqtuq unalu Ilhariaqtungittuq	Qilamiurutikhanut Maligakhait	Havakhuni Qanuriliurutait Titiraqtauvaktukhat
Tuhagakhanut Nivingavianut	Havaktunnun Quyagidjutit	Inuup Nanminiriyainik
Havakviit Pangnaiyagiikhimadjutait	Ilihaqniqmut Ikayuutit	Havaamut Uuktuutinganut Hivituniani
Havakvingni Katimadjutit	GN-kut Qaritauyakkurutait	Maliktauyukhanik Ihivriukhinikkut
Havakvingni Kangikhidjutaa	Haalatiqviit	Hivayautit/Titiqidjutit pidjutit
Havakvingni Makpiraaliurhimayut	Nalliukkumaat	Haalitiqtuq
Iluinnaaktunut Pidjutikhainik	Havaqatigiiktunut Ilitturipkalgut ilaayunut	Havakvik/Igluqpak Piksaliutiqaqtut

Havakvikhaqarnik unalu Qaritauyakkut Ikayuutit

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

Sivuliqtiksat Kangiqhidjutikhainut (Pitquyahimayup)

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

- Atuqtakhat Naunaitkutait
- Havaariyainik & havaktauyakhainiklu
- Kangikhidjutaa ilihaiyiqakhuni iliaqtuq
- Havaqatigiiknikkut iliaqatigiiktut
- Uqaudjiaqtuqhimayut



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, ilihautikhanut unalu ayuiktakhainik hivitunikhani ayuiqhayup. Iniqhimayuq Ayuiqhautikhanut Parnautit pipkaktakha ayuiqhayup, ilihautikhanut, unalu Tuglia Ministayup havakvingmi unalu tuniyayukhaq Sivuliqtiksat Aulapkaiyimut.

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

Havaariyamut Naunaiyaidjutikhat

Titiraqtauyukhanik unalu katimadjutigiqattaqlugit ayuiqhayup iliharniani havaktakhainik unalu ihuaktumik havakpagiangani umaniqanurittumut havaakhamut. Havaariyamut Naunaiyaidjutikhat aullaranginnaqtukhaq ilihautikhanut unalu ayuiqhayup havaqatigiktukhayuk parnautiliuklutik, munakhilutik, unalu ihivriuaqtatlugit ayuiqhayup havanganut tikitakhait piyakhaitlu unalu tamainut ikayuutait havakvingmi. Atuqtakhat hapkuat ihuangnirmut aullavalliadjutikhaqtaqtut ayuiqhayup inmigukpallialirianganik unalu uqautikhamigutlu ayuiqhayup ilihautikhanik unalu Pivalliadjutikhainiklu ayuiqtakhainut.

Ayuiqhayumut naunaiyautikhanik ihivriuktaulutik iniqtauvaktukhat malruiqtuqlugu ukiunganituniyayukhatlu Sivuliqtiksat Aulapkaiyi(nut). Maliqatingitpat naunairikhimayunik katimadjutaini qakugu inniqtauyukhanik imatut titiraqtaullayuq “Akhuungnatqiyamik Pipkaktauniaktuq” pitquyauhmayut ayuiqhayup titiradjarikhiyayangini.

Nunavut Kavamatkut *Havaariyamut Naunaiyaidjutikhat Malikhautikhat* & ilaayunutlu titiraqtakhat tukhiktaulayut ilihautikhanut & ayuiqhayumitlu uvani Aullaktirutikhangit Ayuiqhayunut ilihautigihimmaaktakhainik tuniyayukhat naunairikhimayumi ayuiqhavikhani katimayunut.

AYUIQHATILLUGU AYUIQHAYUNUT

Ilihariaqtuqtuq & Ilihariaqtungitpallu

Havakvik munakhuyukhaq titiqanik ayuiqhayup titirainik Ilihariaqtuqtuq & Ilihariaqtungitpallu maliqayakhaliukhimayaini umani Havaktiliqiyikkut Maliktakhait.

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

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

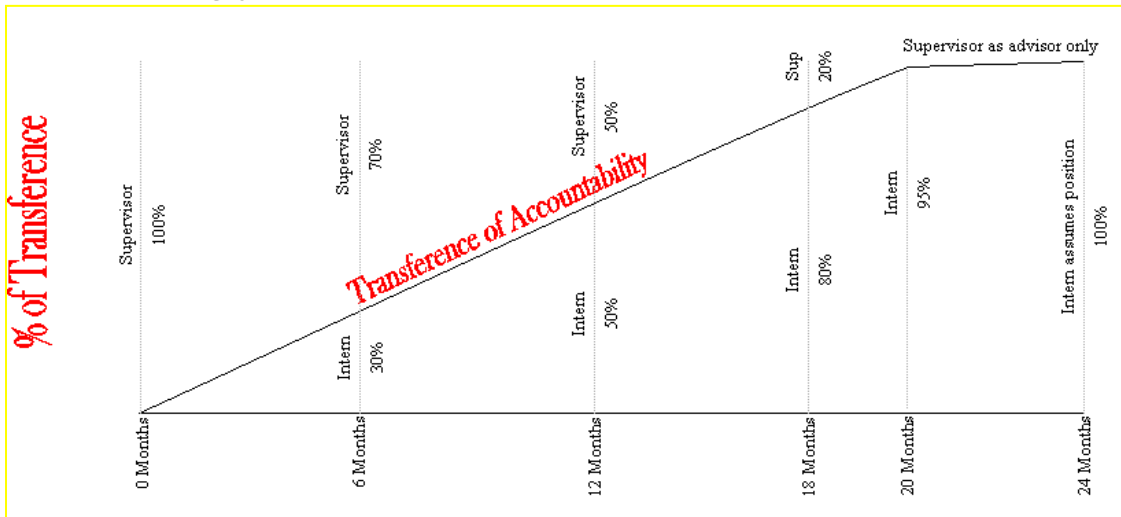
Ayuiqhayunut Ihuinnaqqatta Pidjutikhainik

Ayuiqhayut havaktitauyut hivituniani ayuiqhayamingnik unalu havaamut uuktuutinganut hivituniani hivullirmi ukiungani. Naunaiktauhimayuni umani Ayuiqhayup Titiqamik Havaakhamik Tunihidjunmik, ihuittumik aullaliqqat Atuqtakhat ungavaktautlayuq ayuiqhayuq uvanga havaakhamit.

Sivuliqtiksat Atuqtakhat maliqayut GN-kut Ihuinnaaktunut Pidjutikhainik ihuinnaaktuqaqata. Tamaita ihuinnaaktunut adjikiktunik munariyariaqaqtait, ihuaktumiklu kayumiktumiklu ihuakhinnaktumik Sivuliqtiksat Aulapkaiki ilayariaqaqtuq tamaini. Ihuakhautikhainik Ayuiqhayup Ayuiqhautikhanut Parnautit unalu hivitunianik iniqtauuyukhat ihuinnaaktunut atuqtakhamingnik.

Atanikhamik Nutirutit

Una akhungnaqtuq ayuiqhayunut nutirutit kiunaktukhayunut, havaariyakhainik unalu atannguyayut piyukhauliktut naunaiyautikhainik ayuiqhayunut. Hivitunikanik pivallialiuktut maliktakhanik atannguyap.





Hivitunikhanik atuqtauuyut aullaktirniiani; ihuakhautait ihuakhaqtauuvaktut tuniyauyut ayuiqhayanut ayuiqhayup. (Imatut, Ayuiqhayup ilihahimapat maniliqinirmik maniktigutlu, hapkuat munariyakhait iliyauniaqqat hivuniani iniqtauniarnahugiyata.)

Atiliurittaaktuq

Ayuiqhayup pillahittaaktuq atiliurittaaktuq ayuikpallidjutimini hapkuninga ayuiqhautikhanut parnautikhamingnik. Hamna pitquhimayatut ilihaudjiyup uqautillayaa pitquhikhainik una Tuglia Ministauyup.

Himmautauhimayuq Havaqallaktuq

Ayuiqhayup ilitpallidjutani ayuiqhayaminik picikhaqarniaktuq ilani havaktillaullakluni tadjja havalgit iniani. Ikayuqtikhat iniqtauyarikhimayukhat, unalu ayuiqhayanut ilihattiarnaqtumik ayuiktakhanik, Havakvik hanaqiyukhauyuq katimadjutikhamingnik ayuiqhayuqlu atuqtakhamingnik naunaiyautikhanik. Naunaiyaiyukhat Havakviit kitut havaktinik ikayurumayunik atuqtakhanik tukimuaqtiyiniatauhillaani havakhani. Atauhirmik inungmik naunaikhiyariktukhauyut munakhiyuuyukhamik havakhamut ilihagtuniki. (Munakhiyuq nalvaktukhauyuq Annguyuqqaqaqviknik Havakviigni tamaini)

***Ayuiqhayut akiliqtaulimaitut havaamut himmautallakhimayup akiliuhiakhanik umani ilihaglutik ayuiqhayanut.**

Ilihaqatigiikhutik Katimayunut

Ilihaqatigiikhutik Katimayunut hanaikhivangniaktut atauhirmik ukiullaani. Sivuliqtiksat Aulapkaiki hanaiyarniaktait tingmidjutikhainik & tukkumavikhainiklu hanaikhilutik ayuiqhayukhanut hapkunani ilihagatigiikhutik katimayunut. HR-kut akiliqturniaktait tamaita tingmidjutikhaitlu tukkumaviit akiliqtuqlugitlu unalu ayuiqhayup ukiungani ilihariaqtuqhuni maniit tuniyauhimayut inungmut atuqtakhait ikayuutit.

Havaqatigiiktunut Ilihaqatigiiktut hapkuninga ilihaujittaaktut:

- Hivulliqtiudjutikhanik iliharniq
- Uqauhinut titirarnikkut atuqtakhanik ilihautikhanik
- Havaqatigingnikkut Ilihaqtakhanik
- Atannguyaunirmik iliharniq



INIQTUUTIKHANIK AYUIQHAYUNUT

Hivittuutikhanik Ayuiqhayunut Ilihautikhainik

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

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

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

Hivittuutikhamayut maniqaqtitauyut EIA-kunit ihuakhaqtauvangniaktut atahuinarmi ukiumi hivullirmit ayuiqhavikhanit (atauhiukpat malrungnilluunniit ayuiqhayukhap ihumaliurutaunuaktuq ayuiqhayuq iliaqtakhaminik nakuuyumik ilitpalliadjutanut hivikittumi iliaqtakhaminik (atauhiukpat malrungnilluunniit ukiungni iliharvikhaa). Tukiutikhat hivitturumadjut ayuiqhayup iliharvikhanga pingahuni ukiuni ihumaliurutauyukhaq havavingmit. Angiktaukpat, ayuiqhayuq atiliuqtukhak titiqamik “Hivittuqtaudjutikhamik” pidjutikhanik atuqtakhanik havaakhami.

Tikkuaktauniq Ayuiqhayunut Havaakhmut

Iniutaani iliaqtakhanik hapkuat Tikkuqtauhimayut havaakhmut **maligiaqangitut** Maligaliqiyikkunit piyariaqangituq kihimi ayuiqhayuq tikkuaktaunahuaqqat qanurittumut havaakhmut. **Kihimik** Ayuiqhayunut Havaakhmut havaktitaukpat havaaqaqtunit nuutittauyut havaakhmut, havaktitauvia Havakvik uukturiaqaqtuq tikkuqtaudjutikhamik malrungni tatqiqhiutingni hivuani iniqhitinnagu ayuiqhayamingnik ubluani.

Ayuiqhayup tunidjuraa havaakhamik titiraqtauuyukhaq Tuglianit Ministauyup Havakvingmi tuyutaulunilu Tuglianut Ministauyup EIA-kuni, adjiliukhimayumik tuyutauyukhak Sivuliqtiksat Aulapkaiyimut uqaqlugu ayuiqhayuq nakuuyumik iniqhidjutanik iliaqtaminik imatutlu apiqhiluni ayuiqhayuq ilitqulugu qanurittumut havaakhmut.

Tuniyauyarirumi havaakhamik upluq tamaat atainaqtumik havaakhmut, havaaniktuq piyukhaq:

- Havaamut uuktuutinganut hivituniani piyariaqangittuq tukhiktaukpat kihianik Tuglianit Ministauyup 6-ni tatqiqhiutini
- Havaktukhauyuq atahirmi ukiumi umani havakvingmi iliaqvigihimayamini