



Department of Human Resources

## PRIORITY HIRING POLICY

### INTRODUCTION

1. Consistent with Article 23 of the *Nunavut Land Claims Agreement*, the Government of Nunavut shall create a public service that is representative of the population of Nunavut.

### APPLICATION

2. This policy applies to all hiring by and for the Government of Nunavut, including but not limited to that
  - by the Department of Human Resources, and
  - of teachers, by a Superintendent;and to all hiring by public agencies listed in the *Financial Administration Act (Schedules A and B)*, with the exception of the Workers' Compensation Board.

### DEFINITIONS:

3. A **Beneficiary** means a person who is enrolled as a beneficiary under the *Nunavut Land Claims Agreement*. Verification of beneficiary status will be confirmed through the current Nunavut Tunngavik Inc. Enrollment list, which will be considered as the enrollment list of record for any disputes.

### PRINCIPLES:

4. Based on the government's objectives to achieve a representative workforce in the Nunavut Public Service, beneficiaries who meet the qualifications will be given priority over all other applicants in all competitions.
5. Qualified applicants of the same priority will be interviewed and ranked by a Selection Committee that will rate their relevant knowledge and skills.
6. Employees on lay-off status who fulfill the employment qualifications will be given priority over all other candidates. Beneficiaries on lay-off status shall be given priority over Non-Beneficiaries on lay-off status.
7. The Department of Human Resources will communicate the Priority Hiring Policy widely by referring to the policy in the media, advertisements and competition posters during the interview process.

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Revised: November 2005

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Date of Expiry: October 2007

## **ROLES AND RESPONSIBILITIES**

### **Departments**

8. Departments are accountable for achieving representative Inuit employment in their departments and to comply with the Priority Hiring Policy in the recruitment of staff.

### **Department of Human Resources**

9. The Department of Human Resources is responsible for developing staffing guidelines to implement the Priority Hiring Policy, to communicate the policy broadly, to co-ordinate the recruitment process and to monitor the application of the Priority Hiring Policy during the process.

## **RELATED LEGISLATION**

10. Article 23 of the *Nunavut Land Claims Agreement*

11. *Nunavut Public Service Act*

12. *Nunavut Human Rights Act*

13. *Canadian Charter of Rights and Freedoms*

14. *Canadian Human Rights Act.*

## **SUNSET**

15. Recognizing that requirements for a Priority Hiring Policy may change, the Policy will be reviewed in October 2007 and 2009.

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**Approved by:**  
**The Honourable Paul Okalik**  
**Premier**