



2. **When we look at really hard to fill positions across the territory, I know there has been, on rare occasions, a market adjustment being allowed to fill positions. I would like to get a commitment from the minister that the minister would be able to take a look at the opportunity on a short-term basis to be able to expedite the hiring.**

The GN is committed to the principles of equal pay for work of equal value. The GN recognizes that there may be occasions where the total compensation package offered for hard-to-fill positions may not be as competitive as those offered in the public sector market, leading to recruitment and retention issues. Where compensation is only one factor in recruitment, the GN may consider applying a labour market supplement to the established compensation package for these positions

The GN is presently addressing the labour market supplements through a Labour Market Supplement Policy, which is presently in draft stages and expected to move forward early fall for approval. The goal of the policy is to support recruitment and to a lesser extent, address retention issues by temporarily increasing the pay awarded to hard-to-fill position(s) without altering the existing grade determined for that position by the GN's job evaluation process. Labour market supplements are not designed to artificially inflate position compensation but are a tool that can be used in exceptional circumstances to adjust compensation packages to be more competitive in a wider public sector labour market.

3. **There are approximately 5,350 positions in the Government of the Nunavut (GN). Approximately how many of them have been designated as requiring Inuktitut language proficiency?**

Unfortunately, the GN databases do not track language requirements on positions. However, we estimate that approximately 960 positions across the GN would require Inuktitut language proficiency as a requirement. These positions range from Government Liaison Officers, Interpreter Translators, Iviqtipalliajut Advisors and Language Specialists, just to mention a few.

I thank you for allowing the opportunity to supplement my responses during the Department of Human Resources appearance at the Committee of the Whole.

Regards,



Hon. Margaret Nakashuk  
Minister of Human Resources

cc. Mr. Les Hickey, Deputy Minister of Human Resources