

# Maliktakhaq Iniqtiriami Ukiumi Akiluhiamut Naunaiyainiq



Una malirutauyuq ikayurniaqtuq atan'nguyat iniqtiriami Ukiumi Akiluhiamut Naunaiyainiq (APR) qaritauyakkut ukunuuna **WSSCC Connect** (<https://connect.wssc.nt.ca/>). 15nik minitsinik iniqtirniaqtuq tunigiami akiluhiamut naunaitkutarnik.

**Qaritauyakkut piliqtinnatit, naunaiqlugu pihimayatit hapkuninnga:**

- Akiluhialluanga aippaanganit ukiumi havakviit havakvikluuniit havaktarnut, unalu:
  - Atauttimut ukiumi maniliuqtaminik tamainnut havaktunut (una ilaliutiyuq havaktuq ihariagiyaupkat);
  - Naunaiyalimaittuq atauttimut ukiumi maniliuqtaminik; unalu
  - Maniliuqtaminik kaanraktunut akilirahuaqtarnik;
- Akiluhiana itquqtaa nutaamut atauhiqmi ukiumi havakviknut unaluuniit havakvik havakvigiyat;
- Naunaitkutaq qaffiuyuq havaktum havaariyaa aadjikutariyaa havaktut havagaluaqtut aippaanit atauhiqmi ukiumi;
- **NUTAQ UUMANI UKIUMI:** Naunaitkutaq piyuq havakvingani aaniaqtailiniqmut aaniqtailiniqmullu pinahuarutit havakviknut, unaluuniit havakvik havakvigiyat;
- Atan'nguyap Nampanga (piqangitkukni una naunaitkutaq, uqaqatigilugu WSSCC-kut uumani 1-844-238-5008); uumanilu
- Atan'nguyap Qaritauyakkut Atuliriami Naunaitkutaq (piqangitkukni una naunaitkutaq, uqaqatigilugu WSSCC-kut uumani 1-844-238-5008).

**Tamaita atan'nguyat tuniyakhait APR-ngit February 28nguraikpat. Tuuliiqtut tuniqhaiyut akiliqyauniaqtut 15 pusanmik ihivriurutiknit aippaanganit.**

**Piqaqtuq malruuknik kitut aturumayarnik atan'nguyanut tunigiamikni APR-ngit qaritauyakkut aturluni WSSCC Connect:**

- **Fast File (Kayumiktumik Iniqtiriami):** Kayumiktumik Iniqtiriami ayurnaitqiaq aturiami atan'nguyanut naunaiyariamikni akiluhiarutingit sainingitkaluaqluni qaritauyakkut aturumagumi. Kayumiktumik Iniqtiriami, qilaminnaq naunaiyaqtaaqat akiluhiarutit iniqtiinarialik atauhiinaqmik atuqlugu.
- **Advanced Payroll Reporting (Hivumuuqtumik Akiluhiarutinginnik Naunaiyainiq):** Hivumuuqtumik Akiluhiarutinginnik Naunaiyainiq, atan'nguyat naunaiyainnaqtaaqtaaqat qaritauyakkut pilunilu amigaittut aadlat qaritauyakkut pulaarvingani ikayuutikhangani. Hivumuuqtumik Akiluhiarutinginnik Naunaiyainiq pipkaidjutiyuq atuqtunut hapkuninnga:
  - Tutquumainnariaqtaqat havaangit qaritauyakkuuqtillugu;
  - Takuinnariaqtaqat nutaat qangaraalukmilluuniit naunaiyainiqmut akingit naunaitkutangillu; unalu
  - Piliurluni qilaminnaq atauhiqmik naunaiyainiqmut akiliqtukhaq.

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## Ilangani 1 – Havakviup Hulilukaarutingit

Una titiraqhimaninnga naunaiqtaa naittumik havakviup nutaq havakvikmi naunaitkutanganik. Tuniyakhallu naunaitkutamik aulapkaininnganik havakviknut

(unaluuniit havakvik havakvigiyat) Nunatsiaqmi uumani/uumaniluuniit Nunavut.

## Ilangani 2 – Uqarlugu Akiliuhianga

Atuqtut naunaiqtakhait kitumi nunagiyaa havakvinga (unaluuniit havakvik havakvigiyat) aulapkaiyuq uumani (Nunatsiaqmi uumani/uumaniluuniit Nunavut). Atuqtut tuniyukhallu akiliuhialluanga aippaanganit atauhiqmi ukiumi unalu itqurnarutait akiliuhiarutimut nutaamut atauhiqmi ukiumi.

### Aippaanganit akiliuhiarutilluanga

**Titiraqvikhangani 1: Atauttimut Ukiumi maniliuqtaminik (ukuatlu Havaktuq ihariagiyaukpat Havaaq)** – Ilaliutilugit tamaita akiliuhiangit havaktunut, nanminiaqqtunut, atiliurhimayut tukimuaqtiuyut, unalu havaktuq ihariagiyaukpat havaktut akiliqtakhangit piiqtautinnagit, unalu tamaita maniit ikayuutingillu ukunatitut Ukiuqtaqtumiutauyut Manikhangit, havaguiqnaqhigaangat havaktut akiliuhiangit, akiliqtakhangit, havakviup aanuraat, iglukharnut maniilluuniit, hunavaluillu. Maniliuqtaminik piyukhaq havaamut havaaryaa Nunatsiaqmi uumani/uumaniluuniit Nunavut. **Titiraquiqlugit maniliuqtaminik aadlanit nunamit hamunga.**

**Titiraqvikhangani 2: Naunaiyalimaittuq Atauttimut Ukiumi maniliuqtaminik (ilaliutihimayuq hamna qaangani)** – Tamna atauttimut maniliuqtaminik, maniit piyaqhimaittumik, nanminiaqqtunut atiliurhimayunutlu tukimuaqtiuyunut havakviknut unaluuniit havakvik havakvigiyat. Nanminiaqqtut atiliurhimayunutlu tukimuaqtiuyunullu pilimaittuq titiraqhimakmat uumani *Havaktinut Havalimaiqqata Nalliqtarvik Maligaaq* niuviinarialik Inmikmut Piumagumi Akiliuhiakhaq inmikmut.

**Titiraqvikhangani 3: Atauttimuqtaqtinnagu Titiraqvikhangani 1 uumanilu 2 (Titiraqvikhangani 1 piyarlugu qaffiuyuq Titiraqvikhangani 2)** – Una ittuq atauttimut ukiumi maniliuqtaminik tamainnut naunaiyaqtaqtunut havaktunut, unalu havaktuq ihariagiyaukpat havaktut ilaliutingittullu nanminiaqqtut atiliurhimayullu tukimuaqtiuyunut.

**Titiraqvikhangani 4: Ilakungit Maniliuqtaminik (ilaliutihimayuq hamna qaangani)** – Ilakungit maniliuqtaminik kituuyut maniliuqtaminik avatqumayuq qaanganilu Ukiumi Kiklinganik Akiliqtaaqtuq Akiliuhiaq (YMIR) atauhiqmut havaktumut. Havaktut maniliungitkumik Ukiumi Kiklinganik Akiliqtaaqtuq Akiliuhiaq, titiraqlugu \$0 talvunga. **Naunaiqlugu: Una pingittuq havaktunut piliuqtut Ukiumi Kiklinganik Akiliqtaaqtuq Akiliuhiaq (YMIR) mikitqiamikluuniit.**

Uuktuutinga naunaiyariami ilakunganik maniliuqtaminik:

*\*naunaiqlugu Ukiumi Kiklinganik Akiliqtaaqtuq Akiliuhiaq (YMIR) tuniyauhimayuq uuktuutimi nutaangunginniaqtuq ukiup pilluanga YMIR.*

Taimaa havaktuq maniliurumi \$100,000 uuminngalu Ukiumi Kiklinganik Akiliqtaaqtuq Akiliuhiaq (YMIR) talvani ukiumi \$88,600, titirainnaqlugu maniliuqtaminik uuminnga \$88,600. Ilakungit maniliuqtaminik inniaqtuq \$11,400 ( $\$100,000 - \$88,600 = \$11,400$ ) una maninga titiraqtakhaq Titiraqvikhangani 4.

Havaktunut havaktut amigaitqiami nunami maniliuqtut avatqumaninnga YMIR-mit, aturlugit hapkuat naunaiyautit nampat:

**Maliktakhangani 1:** (Nunatsiaqmi uumani/uumaniluuniit Nunavut Ukiumi maniliuqtaminik/Atauttimut Maniliuqtaminik) X Atulluaqtanganik YMIR = Ihuarhaqhimayuq YMIR

Uuktuutinga Talvanga Piyakhangani 1: Havaktit maniliuqtat \$60,000 havaktuq Nunatsiaqmi atauttimut maniliuqtaminik tamainnut nunanut ittuq \$100,000. Ihuarhaqhimayuq Ukiumi Kiklinganik Akiliqtaaqtuq Akiliuhiaq inniaqtuq ( $\$60,000/\$100,000$ ) X \$88,600 = \$53,160.

**Maliktakhangani 2:** Naunaiyarlugu ilakunga maniliuqtaminik manik titiraqtakhaq Titiraqvikhangani 4: (Nunatsiaqmi uumani/uumaniluuniit Nunavut Ukiumi Maniliuqtaminik – Ihuarhaqhimayuq YMIR) = Ilakunga Maniliuqtaminik.

Uuktuutinga Talvanga Piyakhangani 2: ( $\$60,000 - \$53,160$ ) = \$6,840. (Una manik titiraqhimayukhaq Titiraqvikhangani 4.)

**Titiraqvikhangani 5: Atauttimuqqtinnagu Titiraqvikhangani 3 uumanilu 4 (Titiraqvikhangani 3 piiyarlugu qaffiuyuuq Titiraqvikhangani 4)** – Una atauttimut naunaiqtaaqtuq akiliuhiaq havakviknut unaluuniit havakvik havakvigiyat.

**Titiraqvikhangani 6: Kaantraktiuyut akiliqtatit** – Titiraqlugit maniliuqtaminik tamainnut inmikkuuqtut aulapkaiyiuyut (uumunnga YMIR) uumani/uumaniluuniit kitut kaatraktut piqangittut nanminiqmik WSCC akiliqtakhangit aippaanganit. Tamna havaaq havaariyakhaa Nunatsiaqmi uumani/uumaniluuniit Nunavut havaktut tuyuqtaungitkumik T4-mik havakviknit.

Titirangitkaluaqlugu akiliuhianga kaantraktunut piqaqtuq nanmininnganik akiliqtakhaq ukununnga Havaktinut Havalimaiqqata Nalliqtarvik (WSCC).

**Titiraqvikhangani 7: Atauttimut Naunaiyaqtaarninnga Maniliuqtaminik (Titiraqvikhangani 5 una ilalugu Titiraqvikhangani 6)** – Tamna atauttimut naunaiyaqtaarninnga akiliuhiamut havakviknut unaluuniit havakvik havakvigiyat.

## Nutaami ukiumi itqurnarutauyuq akiliuhiamut

**Titiraqvikhangani 8: Itqurnarutauyuq Naunaiyaqtaarninnga Akiliuhiamut** – Itqurnarutauyuq akiliuhiamut nutaamut atauhiqmi ukiumi havaamut Nunatsiaqmi uumani/uumaniluuniit Nunavunmiinaqmut.

Itqurnarutauyuq akiliuhiamut ilaliutiyuuq akiliuhiamut havaktunut, havaktuuq ihariagiyaupkat havaktut, kitunullu kaantraktut akilirahuaqtarnik havaamut havaktut Nunatsiaqmi uumani/uumaniluuniit Nunavut nutaami atauhiqmi ukiumi.

Ilaliutihuiqlugu akiliuhiaq nanminiqtaqtunut atiliurhimayullu tukimuaqtiuyut itqurnarutikni, pinginmata akiliuhiarutimik titiraqhimayuuq uumani *Havaktinut Havalimaiqqata Nalliqtarvik Maligaq*. Nanminiqtaqtut atiliurhimayullu tukimuaqtiuyut uuktuinnarialgit Inmikmut Piumagumik Akiliuhiaqmik.

Titiraruiglugit kitut akiliuhiamut qaangani nutaap ukiup Ukiumi Kiklinganik Akiliqtaaqtuq Akiliuhiaq (YMIR).

Uuktuutingamik: Havaktit ihumagiyaupkat maniliuqtuuq \$100,000mik nutaami atauhiqmi ukiumi nutaamilu ukiumi Ukiumi Kiklinganik Akiliqtaaqtuq Akiliuhiaq (YMIR) \$88,600 nguyuuq, itqurnarlugu \$88,600 uumunnga havaktumut.

Ilaliutihuiqlugu itqurnarutauyuq akiliuhiamut havakkumi hilataani Nunatsiaqmi uumani/uumaniluuniit Nunavut.

## Aadlat Apirhuutit

Uumani titiraqhimayumi, atuqtut hapkuninnga piyukhat:

- Naunaiqlugu taimaa pigumi unaluuniit havakvinga havaariyannganik havaktitkumik kaantraktunik havagiamikni pitqutigiquplugu Nunatsiaqmi uumani/uumaniluuniit Nunavut.
- Naunaiyarukni \$0 itqurnarutautiknut naunaiyaqtaarninnga akiliuhiamut, apiriyauniaqtutit nutqaqtirumagukni maniliqutit. Angmaumagumagukni maniliqutit, piqaqtuuq \$200 Titiqqiqinirmut Akikhaa iliuraqtauniaqtuuq maniliqutiknut.
- Naunaiqlugu havakvinga niuvrutigumi nutaamut aippaanganulluuniit atauhiqmi ukiumi. Angiruvut uumunnga apirhuutimut, tuniyakhat qanga niuvrutuyuuq atingalu nampangalu naunaitkutaq kimulluuq inungmut niuvrutautigiyaa havakvik.

## Ilangani 3 – Havaamut Nampat

Tamna WSCC ihariagiyyuq tamaita atan'nguyat tunigiami Havaarilluaqtanga Nampanganic, talvuuna atauttimut nampanga uuminnga Havaktum havaariyaa Aadjikutariyaa Havaktut (FTEE) tamarmik atan'nguyap atuqtait aulapkaininngani Nunatsiaqmi (NT) uumanilu Nunavut (NU) aippaanganit atauhiqmi ukiumi.

Tamna WSCC naunaiqtaa FTEE taimaa atauttimut nampanga una havaktut havaktuuq uumani havaktum havaariyaa pipluni.

Atauttiknut, una nampat piliuqtaa tunngavinga aadlanik naunaitkutat ihivriurninnga ihuarhiyaa WSCC-kut kangirhimayaa havaamut qaniruttaakhaanik Nunatsiaqmi unalu Nunavut.

Piqangitkuvit qanuriliurutinik atauttimut nampanga uuminnga FTEE-nik, tuniinariaqtaqtat nampanga ikaarnimik piliurhimayuuq havaktum havaariyaa havaanga atauhiqmi santimi havakviknut unaluuniit havakvik havakvigiyat unalu atauttimut nampanga ikaarninik (ilaliutilugu havaguirnaqhiumi havaktut) havaktaa aippaanit atauhiqmi ukiumi. Tamna havaktarnik naunaiyarniaqtaa nampanga FTEE-mi piyuuq uumannga naunaitkutamit.

**NUTAQ  
UUMANI  
UKIUMI!**

**HAVAKVINGNIT  
AANNIAQTALINIQMUT  
AANNIQTALINIQMULLU  
TUHAQHITAINIT PIYALGIT**

## Ilangani 4 – Havakvingani Aaniaqtailiniqmut Aaniqtailiniqmullu Naunaitkutaq

**Atuqtit uqaqatigiyaqhat tamna inuk aulattiyuq Havakvingani Aaniaqtailiniqmut Aaniqtailiniqmullu (OHS-ngi) nanminigiyaphikni (nanminiliknutluniit tukhigautigiyaqnut) piqaqtittaqlik taphuminga liya/Imannaq kiutyutmik taphumunga OHS-ngi apiquitit HIVUANI pigiaqnianik tamna tunihiniqmun pityuhiq.**

### 1. Piqaqqit titiraqhimayumik OHS Maligaq Titiqqamik?

*(OHS Maligaq naunaiqhimayaa nanminiqaqnut angayukhilluaqluuniit atan'nguyap uqariyaqtaminik havakvikmut aaniaqtailiniqmut aaniqtailiniqmullu. Tamna naunaitkutaq naunaiqtaata inuit tamaita havaktut havakvikmut havakniaqut maliklugu aaniqnaittumik havaamut atuqtakhanganik.)*

### 2. Piqaqqit titiraqhimayumik Qayangnaqtunik Naunaitkutamik unalu Munariniqmut Pinahuarutit?

*(Qayangnaqtunik Naunaitkutamik unalu Munariniqmut Pinahuarutit imaaut ittuq piqaqtutit iuharhaqhimayumik qanuriliurutimik kinauyaakhaqnik, titiraqnik, munarilugillu tamaita qayangnaqtut ittuq havakvikni.)*

### 3. Piqaqqit titiraqhimayumik qilamiuqtuqaqqat kiudjutimut ihumaliurut?

*(Havakvikmi-ihuatqiaq qilamiuqtuqaqqat kiudjutimut ihumaliurut naunaiqtaata tamaita inuit havakvikmi qanuriliurutukhat taimaa qilamiuqtuqaliqqat naunaiqtaata qilamiuqtuqaliqqata.)*

### 4. Piqaqqit titiraqhimayumik naunaiqhimayut havaangit munariyakhangillu?

*(Qayangnaittumik havaat unalu maliktakhat naunaiqtait tamaita inuit munariyakhangit havaangillu uumunnga aaniaqtailiniqmut aaniqtailiniqmullu malikhugu qanuraaluk pidjutiyuq pittarninnganik atanniutyanginniklu.)*

### 5. Piqaqqit titiraqhimayumik ihivriurniqmut naunaiqtait Titiraqvikhangit unalu havakvingit, havaangit, qanuqtullu piyakhangit?

*(Ihivriurutingit ilaliutyuq tamna "kina", "qanuq", unalu "qakugu" ihivriuriamiknik tamayangnik, hanalrutingit, akhaluutingit, havakvinganik, humikluuniit.)*

### 6. Piqaqqit titiraqhimayumik OHS ayuirhainiqmut ihumaliurut?

*(OHS Ayuirhainiqmut Ihumaliurut naunaiqtaita havaktut piqaqtut pittaaqtamiknik havagiami havaangit aaniqnaittumik.)*

### 7. Piqaqqit titiraqhimayumik qanuriliurutakpat ihivriurniq taigualiurniqmullu piyakhat?

*(Qanuriliurutigumik, kinaliqaak aanurumi anningitkumi, ihivriurut naunaiqtaata talvanna piyakhag ilitarigiami qanuriliurutuq, qanuqtut titirariami taiguagakhamik qanuriliurutikpata, qanuqtutlu ilitarigiami iuharhaidjutikhanik huuqlu piyuq.)*

### 8. Piqaqqit atayumik OHS katimayit?

*(Atayumik OHS katimayit katimayiyut piliurhimayut aadjikutamik nampangat atan'nguyamik (atan'nguyat) havaktumiklu katimainnaqtukhat iuharhigiami ukuninnga aaniaqtailiniqmut aaniqtailiniqmullu ihumaalutigiyayut.)*

### 9. Piqaqqit titiraqhimayumik pinahuarutit iuharhaqhimayut ihumaliurut uumunnga OHS pinahuarutit?

*(Tamna iuharhaqhimayut ihumaliurut naunaiqtaata kina qanuraaluklu ihivriurupagait maligatit havaallu, tuniyuqlu naunaiyaimik qanuriliurutikhaq ihivriurutikhamut.)*

### 10. Piqaqqit titiraqhimayumik havaktup naunaiyavikhangannik?

*(Havaktup naunaiyavikhangannik naunaiqtaata tamaita nutaat havalihaiqtut havakviknut maliganganut pinahuarutinganullu.)*

### 11. Piqaqqit aaniqnaittumik tuuliiqhimaattumik utiffaariaqni havakvikmut pinahuarutimik?

*(Naunaiqtait tamna havaaq atan'nguyap aturniaqtaata ikayuriami aaniqhimayut aaniaqtulluuniit havaktut havaliffaariamikni.)*

### 12. Piqaqqit titiraqhimayumik munariniq qayangnaqtunik hunavaluknik (WHMIS)?

*(Qayangnaqtut Hunavaluit munariyayukhat tutqurhimayukhallu maliklugit Aaniqtailiniqmut Nampat Titiqqamut [SDS].)*

### 13. Piqaqqit uuminnga OHS Havaktimik?

*(OHS Havaktimik iuharhaqpagait aaniqtailiniqmut ihumaalutigiyayut atan'nguyamut havaktinnullu.)*

*Amigaittuq naunaitkutaq tuniyayuyuk uumani naunaitkutaq titiqqangani APR-mi.*

## Ilangani 5 – Ihivriurlugu Tunilugulu

Tamna titiraqtarni naunaiqniaqtaata tamaita naunaitkutaq iliuraqtauyuk atuqtimit, naunaiqniaqtaata kitut titirangitait ihuittulluuniit naunaitkutaq. Tamna atuqtiyuq titiraqniaqtaata kitut titiraqhimangitangani naunaitkutaq ihivriurlugillu tamaita iliuraqtaminik naunaitkutaq tunitinnagu uumunnga Havaktinut Havalimaiqqata Nalliqtarvik.

Tunigukni una Ukiumi Akiliuhiamut Naunaiyainiq (APR), tamna qaritayami innikku apiriniaqtaata tuniyakhat atiliurhimayuk kaantraktut havakvit havaktitait havagiamikni Nunatsiaqmi uumani/uumaniluuniit Nunavut (naunaiqhimakpat APR tuniqhaininngani) aippaanganit atauhiqmi ukiumi. (Takulugu Maliktakhaq Iniqtiriami – Kaantraktut Taiguagakhaq.)