



About the WSCC

Workers' compensation is far from new. Between the late 1800s and early 1900s, workers' compensation systems began to crop up in Germany, Great Britain and the United States.

In Great Britain, the first *Workers' Compensation Act* passed in 1897. Though there were earlier legal attempts to deal with worker injuries, they depended on proving employer fault. The 1897 *Act* was different. It made individual employers responsible for compensating injured workers.

Canadian workers' compensation began in Ontario, and laws developed along timelines similar to those in Great Britain. In 1910, Mr. Justice William Meredith was appointed to a Royal Commission to study workers' compensation. In 1913, he produced his final

report, known as the *Meredith Report*. 2013 marked the centennial anniversary of the Meredith Report, which forever changed the face of workplace safety.

The Report outlined a compromise, where workers give up their right to sue their employers in exchange for compensation benefits. Meredith encouraged no-fault insurance, collective liability, independent administration, and exclusive jurisdiction. The system is arms-length from the government and shielded from political influence, allowing only limited powers to the Minister responsible.

In the Northwest Territories, the Workers' Compensation Board (WCB) was created in 1977, modeled after the Meredith Principles. When Nunavut was created in 1999, the governments of Nunavut and the Northwest Territories agreed to a shared board.

On April 1, 2008, both the *Northwest Territories Workers' Compensation Act* and *Nunavut Workers' Compensation Act* changed to better reflect what we do. With this change we became the Workers' Safety and Compensation Commission (WSCC) of the Northwest Territories and Nunavut, further establishing our commitment to promote workplace safety and care for injured workers.

Who We Are

The WSCC administers the *Workers' Compensation Acts*, the *Safety Acts* and Regulations, the *Mine Health and Safety Acts*, and the *Explosives Use Acts* to protect workers in the Northwest Territories and Nunavut. The WSCC commits to prevention, and works to improve northern safety cultures. The WSCC also ensures workers injured on the job get their entitled compensation.

The WSCC has five responsibilities. They are to:

- promote safe workplaces through education and prevention;
- enforce the *Northwest Territories and Nunavut Safety Acts and Regulations*, the *Mine Health and Safety Acts*, the *Explosives Use Acts*, and the associated *Regulations* through inspections;
- ensure injured workers or their dependents receive their entitled compensation and pensions;
- assess employers sufficiently and fairly to meet these obligations; and
- maintain a balance in providing benefits to injured workers while keeping assessment costs to employers as low as possible.

In the Northwest Territories and Nunavut, a seven-person Governance Council governs the WSCC. The Council represents the interests of labour, industry, and the public

sector. The Northwest Territories Minister responsible for the Workers' Safety and Compensation Commission appoints the chairperson of the Council, in collaboration with the Nunavut Minister responsible. The Northwest Territories Minister responsible makes all other formal appointments to the Council.

About Iqaluit

Iqaluit was founded in 1942 as an American airbase to provide a refueling stopover for aircraft flying to and from Europe.

Originally called Frobisher Bay, after the body of water it overlooks, the name was officially changed to Iqaluit, *place of many fish*, in 1987.

In 1993 the *Nunavut Land Claims Agreement* was signed, which made Nunavut Canada's newest territory. In a 1995 referendum, Nunavut residents chose Iqaluit as their capital. Nunavut officially became a territory on April 1, 1999, making Iqaluit Canada's smallest and northernmost capital city.

Iqaluit has a population of approximately 7,250, made up of approximately 60% Inuit. The population tends to fluctuate due to the transient nature of some local industries.

City Map

For an interactive map of the city, please refer to the *Iqaluit Visitors Guide*, available online at www.nnsi.com/visitorguides/iqaluitvis.pdf. It includes the location of many community businesses and buildings. The WSCC office is at #38.

Climate

Iqaluit has a mainly arctic climate, with long, cold winters and short, cool summers. In February, the average daily low temperature is -32°C, and drops significantly lower with wind chill. Blizzards are common in October and November, and February through April. On December 21, the shortest day of the year, Iqaluit gets about four hours of sunlight.

Useful Websites:

<i>City of Iqaluit</i>	www.city.iqaluit.nu.ca
<i>Government of Nunavut</i>	www.gov.nu.ca
<i>Nunavut Tourism</i>	www.nunavuttourism.com
<i>Explore Nunavut</i>	www.explorenunavut.com

The spring weather is fairly pleasant with bright, sunny days. As the sun makes its way higher in the sky, the light can get quite intense. This makes the air feel warmer than it is, and the light reflecting off snow and ice can cause severe sunburn.

The summer months are warm, with the average daily high in July around 12°C. During the summer you can see flowers blooming all over the tundra. July and August can



often be rainy and foggy, and mosquitos and black flies begin to appear. Iqaluit never sees 24 hours of direct sunlight. In June, the sun goes just below the horizon for a couple hours every night. Consider using heavy, room-darkening curtains to help you sleep on those long summer days.

The weather starts to cool down by the end of August. The beginning of October usually coincides with the arrival of snow.

Clothing

Weather in Iqaluit is unpredictable, so it is essential to prepare yourself with appropriate clothing.

For the winter months, ensure you dress warmly and in layers. A heavy jacket with a hood, heavy lined or down-filled pants, and thermal boots rated to a minimum -40°C are essential. If you are planning on using snowmobiles, also consider full facial protection and goggles.

Summer months are warmer, but can be damp and muddy. A rain coat and rubber boots are a good idea. Consider using a bug jacket or bug suit to protect you from the mosquitos and black flies.

If possible, it is best to purchase any specialty clothing items before moving to Iqaluit, as selection is limited and prices are much higher than in the south.

Staff Housing

The WSCC offers subsidized staff housing in Iqaluit. The standard unit is a two-bedroom, unfurnished apartment.

Please refer to the *WSCC Staff Housing Policy* in Appendix 'B' for more information.

Communication

Although geographically remote, Iqaluit links to the rest of the world through most of the latest technology.

Telephone

Landline telephone service is available through **NorthwesTel**. It is a good idea to have a landline with at least one corded phone, as cordless phones, and sometimes cellphones, will not work during power outages (due to extreme and unpredictable weather, and ongoing maintenance to the power grid, power outages are not unusual). For more information on available packages and plan pricing, visit their website at www.nwtel.ca.

Mobile Telephone

Cellular service in Iqaluit is available primarily on the **Bell** network. Mobile technology has not quite caught up with the quality of service in the south – only cell phones that work on a CDMA network work here. Generally, older model Bell and Telus phones work; Rogers and Fido phones do not. Older style BlackBerry smart phones work best in Iqaluit. iPhones do not work. Bell accounts can be set up and cell phones purchased at The Source in Arctic Ventures Marketplace.

Ice Wireless is a recent arrival which promises the introduction of 3G mobile and internet technology to Iqaluit and other communities in the North. For more information on plans, pricing, and phones available, visit www.icewireless.ca.

Personal Internet

High speed internet service is available through a number of sources, although it is slower than southern service standards.

NorthwesTel has internet packages which include high speed modems. To set up a wireless network in your home you must purchase a wireless router. More information on packages is available at www.nwtel.ca.

Xplornet offers unlimited high speed internet packages in Iqaluit via satellite. Before setting up this service, you must check with your landlord to ensure you are able to

install a satellite dish on your building. More information on packages and installation is available at The Source in Arctic Ventures Marketplace.

Qikiqtaaluk Information Technology Corporation (QITC), a local company, also provides high speed internet modems that use cellular signals. For more information on packages and pricing, visit them on the first floor of the RBC building.

Cable Television

Cable TV is available locally through **Iqaluit Cable**, located at the Co-op gas station on the road to the airport. They offer a variety of programming packages, including high definition programming. Call 867-979-6707 for more information.

Satellite Television

Bell ExpressVu satellite television is available in Iqaluit and offers numerous programming packages including high definition. Many of the apartment buildings in Iqaluit already have satellite dishes. You must check with your landlord before installing one on your unit. Information on packages, equipment, and installation is available at The Source in Arctic Ventures Marketplace.

Shaw Direct also offers satellite TV services in Iqaluit, but the same restrictions apply regarding equipment installation. Please call 888-554-7827 for more information.

Mail & Courier Services

There is a Canada Post outlet in Iqaluit. You require proof of residency in order to get a post office box. Be aware that there are a limited number of boxes and there may be a wait list. Alternatively, you can use **General Delivery, Iqaluit, NU X0A 0H0** as your forwarding address. You need a piece of government-issued photo ID to retrieve your items from General Delivery.

A number of expedited courier services also operate in Iqaluit. Please refer to the table below for more information:

Courier	Contact	Telephone
FedEx	J&N Moving Services	867-979-2460
UPS	J&N Moving Services	867-979-2460
Purolator	Canada Post	867-979-5864
DHL	Canadian North Cargo	867-979-5317

Groceries and Supplies

Food and other supplies are generally more expensive in Iqaluit than in most southern locations. The government subsidizes the price of some foods to provide affordable, healthy choices.

NorthMart is the big chain grocery store in town with a full-service pharmacy. In addition to groceries they offer clothing, hardware, sporting goods, children's toys, electronics, and furniture, among other things.

Arctic Ventures Marketplace is NorthMart's biggest competition, and offers Co-op brands at discount prices. Within the store is The Source by Circuit City which offers electronics and cell phone activations, a video rental store, and a souvenir shop. You can also purchase clothing, sporting goods, hardware, and sewing and craft supplies.

Baffin Island Cannery is a small, privately-owned grocery outlet offering reasonable prices on fresh produce, frozen, and canned goods.

Please refer to Appendix A for a list of other businesses and stores in Iqaluit.

Food Mail

Residents can order groceries through a Metro store in Montreal at southern prices. You require a credit card, and must register an account with the store and pay shipping fees.

Sealift

Sealift is a less expensive shipping option than air for bulk non-perishable items or large items, like vehicles. Sealift ships sail from Montreal and deliver goods to many Northern communities during the summer months.

There are two primary sealift shipping companies that service Iqaluit: **Nunavut Eastern Arctic Shipping (NEAS)**, and **Nunavut Sealink and Supply Inc (NSSI)**. Visit their websites for more information about their shipping schedules and rates: www.neas.ca and www.arcticsealift.com.

If you don't have time to go to Ottawa or Montreal to do your sealift shopping, you can pay someone to do it for you. There are southern companies who will shop, crate, and

deliver your items to the shipping yards, for delivery to the North. These companies also arrange to have items flown to Iqaluit.

Online Shopping

Online shopping is an increasingly popular and convenient way to order clothing, household items, and other things that are not readily available in the North. Explore your favourite stores, you may be surprised to find they do not charge for shipping, or charge a minimal amount. However, remote postal codes are often excluded from offers of free shipping.

Alcohol

Iqaluit is an unrestricted system community, meaning alcohol for personal use is not available for purchase in the city; however, beer, wine, and spirits are served at local bars and restaurants. For more information, contact the Nunavut Liquor Commission at 867-975-6863.

Available Services

Iqaluit is a vibrant and bustling city with many services. The following is a highlight of what the city has to offer:

Banking

Iqaluit has branches of RBC Financial Group, CIBC, and First Nations Bank of Canada.

Both RBC and CIBC offer travel rewards credit cards, which can help offset the expense of flying in and out of Iqaluit.

Emergency Services

The Royal Canadian Mounted Police (RCMP) provides policing services, available by calling **979-1111** in emergencies. A separate Municipal Enforcement service ensures the enforcement of local by-laws.

Iqaluit also has full fire and ambulance service, available by calling **867-979-4422**.

There is no 911 service in Iqaluit.

Please note there is no 911 service in Iqaluit.

Medical Services

The Qikiqtani General Hospital, Nunavut's only acute-care facility, provides service to Iqaluit. In addition to providing regular and emergency medical services, they also arrange appointments for visiting specialists. If a particular service or procedure is unavailable, they will make arrangements to fly you to the nearest health centre equipped to assist, usually Ottawa. Depending on the particular service or procedure, WSCC or the Government of Nunavut will cover part or all of the cost of the medical trip.

Iqaluit also has several dental offices, pharmacies, chiropractors, massage therapists, an acupuncturist, and a public health unit and family practice clinic.

Religious Services

Iqaluit is a culturally diverse community, and as such, offers a wide variety of churches and other religious gathering places. There are people of many different faiths, and there are churches for Anglican, Roman Catholic, Pentecostal, and Baha'i faiths, among others.

Schools

Schools are governed by District Education Authorities (DEA). There are four elementary schools, one middle school, and one secondary school in Iqaluit. To enroll your child, contact the schools directly.

French language schooling is available at the elementary and middle school levels and placement is guaranteed for students whose dominant language at home is French.

Iqaluit is also home to the Nunavut Arctic College, Nunavut's only post-secondary institution. Programs range from Jewelry Making to Nursing.

Daycare

There are several daycare providers in the city, but space is limited and fills up quickly. It is best to contact the daycare directly to inquire about waiting lists and registration. Refer to Appendix A for more information.

Recreational Services

Whether you prefer sports, recreational, or social clubs, there is something in Iqaluit for you. Every year in September, a mass registration event is held at Inuksuk High School where you can find out about and register for various clubs, activities, or events. For more information on what is available, please refer to the city's Recreation Guide, available online at <http://www.city.iqaluit.nu.ca/i18n/english/pdf/recguide.pdf>.

Required Documentation

If you plan on staying in Iqaluit for an extended period of time, there are a couple pieces of identification you require.

Nunavut Driver's License

You must obtain a Nunavut driver's license within 30 days of your arrival to Iqaluit if you own a vehicle. You can do this at the Motor Vehicles office, located on the main floor of the red Inuksugait building (1104C) next to the QuickStop.

Nunavut Health Care Card

All people residing in Nunavut for more than three months must apply for a Nunavut Health Care Card. The application forms are available from the Public Health unit (Building 1091), or online at the Department of Health's website, www.gov.nu.ca/health. It may take several months to receive your new card in the mail.

Vehicles

Iqaluit has the highest number of vehicles per capita in Canada, so if you choose to purchase a vehicle here, there is no shortage of secondhand options. The price of used cars is higher than what you would expect to pay in the south; most secondhand cars have generally low mileage, and the person you are buying from likely had to pay to have the car shipped here.

Locally, you can purchase or lease new cars from **The Driving Force** (867-979-2088). You can also have your vehicle shipped on sealift, or purchase a new car in Ottawa or Montreal and have it shipped.

Personal Recreational Vehicles

Other common methods of transportation in Iqaluit include ATVs and snowmobiles. You must insure all personal recreational vehicles, register with the Motor Vehicles office, and display a valid license plate.

You can purchase ATVs and snowmobiles locally at **NorthMart, Sikutu Sales and Service and Arctic Cat.**

Words of Wisdom

The following are some general tips to help ease your transition to life in the North:

- Nunavut spans three time zones: Eastern, Central, and Mountain.
- When travelling to and from Iqaluit, delays and cancellations are common. Blizzards can occur any time during the winter, and the spring and summer months are often foggy.
- Flights in and out of Iqaluit are expensive. Sign up for the airlines' email newsletters to stay informed about seat sales. Seat sales usually only happen two or three times per year.
- If you use travel rewards points make sure to book well in advance. Some rewards programs have very limited seating available.
- If possible, update your passport before moving to Iqaluit. There is no passport office in Iqaluit. This results in delays.
- Some specialty foods may not be available here. Consider ordering these as part of your sealift.
- If you are bringing a pet ensure your unit allows them.
- Ensure your pets' vaccinations are up-to-date before arriving in Iqaluit. There is a vet here, but medications, vaccinations, and treatments are expensive.

Some Useful Inuktitut Words & Phrases:

English	Inuktitut
Hello	Hai
Goodbye	Assunai
Thank you	Nakurmik
You're welcome	Ilaali
Yes	Ii
No	Akka
My name is -	- uvanga
How are you?	Qanuipit?
When?	Qanga?
Where?	Nami?
I am hungry	Kaaktunga

- There is no public transit service in Iqaluit. Taxis are a \$6 flat fee per person to anywhere in town.
- If you are a social media user and have a Facebook account, search for the group Iqaluit Sell/Swap. It is a great forum of miscellaneous items for sale and a great way to get rid of stuff you no longer need.
- Social media is also a great way to stay informed of things happening around the city. There are Facebook pages and Twitter feeds devoted to keeping citizens up to date on breaking news, public service announcements, local events, volunteer opportunities, and much more.

Iqaluit in the Twittersphere

@cbcnavut – local news, weather and events

@cclimenhaga – weather updates, blizzard warnings

@iqaluit_now – local events from kids' programs to concerts

@GOVofNUNAVUT – updates on blizzard closures and media releases

@QECnavutpower – info on planned and unplanned power outages

@cityofiqaluit – city wide updates and local news

@WSCCNTNU – official feed of the WSCC

Appendix A – Businesses in Iqaluit

Accommodation

Capital Suites
Bldg 807
877-669-9444

Discovery Lodge Hotel
Bldg 1056
867-979-4433

Frobisher Inn
Astro Hill Complex
877-422-9422

Hotel Arctic
Bldg 923
867-979-6684

Navigator Inn
Bldg 1036
867-979-6201

Attractions

Legislative Assembly
Bldg 926
877-334-7266

**Nunatta Sunnakkutaangit
Museum**
Bldg 212
867-979-5537

Unikkaarvik Visitors Centre
Bldg 220
867-979-4636

Daycare

Aakuluk Day Care
Bldg 644
867-979-7766

First Steps Daycare
Bldg 104
867-979-0505

Garderie Les Petits Nanooks
www.petitsnanooks.ca
867-975-2401

**Inuksuk Infant Development
Centre**
Inuksuk High School
867-979-3007

Kids on the Beach Daycare
Bldg 519
867-979-2338

Pairivik Child Care Centre
867-979-6460

Dining

The Gallery Fine Dining
Frobisher Inn
867-979-2222

The Granite Room
Discovery Lodge Hotel
867-979-4433

Grind & Brew
Bldg 760B
867-979-0606

Kickin Caribou Pub
Hotel Arctic
867-979-6684

The Navigator Restaurant
Navigator Inn
867-979-8833

The Snack Y2K
Bldg 163
867-979-6767

The Storehouse Bar & Grill
Frobisher Inn
867-979-2222

Water's Edge Restaurant
Hotel Arctic
867-979-6684

Yummy Shawarma
Bldg 1089E
867-979-1515

Appendix A – Businesses in Iqaluit

Health & Beauty

Arctic Circle Dental

Bldg 2621
867-979-6740

Freedom Hair

Bldg 989
867-979-6585

Iqaluit Dental Clinic

Bldg 621
867-979-4437

Nunavut Hair Studio

Bldg 1419
867-979-3979

Studio 2628

Bldg 2628
867-979-2629

ValuPharm Drugs

Bldg 5003
867-979-0655

Retail

Arctic Ventures Marketplace

Bldg 192
867-979-4233

Baffin Electronics

Bldg 1557
867-979-6560

Baffin Flowers & Gifts

Bldg 1085E
867-979-4200

Carvings Nunavut

Bldg 626
867-979-0650

Iqaluit Fine Arts Studio

Bldg 1809
867-979-5544

Jingle House

Bldg 1127
867-979-1651

Northern Collectables

Bldg 1324
867-979-6495

NorthMart

Bldg 228
867-975-3500

Rannva Designs

Bldg 3102 (Apex)
867-979-3183

Travel & Transportation

Arctic Kingdom Tours

Bldg 923
867-979-1900

Driving Force

Bldg 2018B
867-979-2088

Canadian North

Reservations 800-661-1505
Cargo 867-979-5317

First Air

Reservations 800-267-1247
Cargo 800-568-7497

Nunavut Caribou Cabs

867-979-4444

Pai-pa Taxi

867-979-5222

Appendix B – Staff Housing Policy

Northwest Territories and Nunavut

Human Resources



Workers' Safety
& Compensation Commission

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D.3 STAFF HOUSING

POLICY STATEMENT

The Workers' Safety and Compensation Commission (WSSCC) recognizes that staff are required throughout the Northwest Territories and Nunavut to promote and deliver its programs and services. Furthermore, the WSSCC recognizes that providing staff housing contributes to its overall recruitment and retention efforts in highly competitive employment markets, and makes a positive impact on overall service delivery to the public.

The WSSCC is committed to allocating staff housing based on local housing circumstances in an open and fair process. Staff housing is a privilege, not a condition, right or benefit of employment.

Iqaluit is recognized as a non-market community in which employees often require the assistance of employers to obtain accommodations. The Regional Superintendent of Nunavut Operations oversees the allocation of staff housing in Iqaluit. While Inuvik is regarded as having an established housing market similar to Yellowknife, the President has the discretion to allocate staff housing in Inuvik in situations of undue hardship.

The President may authorize the acquisition and disposal of staff housing required to meet operational requirements. This will be a transparent process that aims to achieve a balance between best value and cost efficiency for both the WSSCC and staff.

The WSSCC recovers a portion of the costs for this service through the receipt of rent payments from those employees residing in staff housing.

DEFINITIONS

Casual Employee:	A person employed by the WSSCC for a work term of four months or less.
Child:	Any child of the employee who is under eighteen years of age and dependent upon the employee, or eighteen years of age or more and dependent on the employee by reason of mental or physical infirmity.
Indeterminate Employee:	A person employed for an indeterminate period.
Suitable Family Housing:	Housing that has enough bedrooms for the size and

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An employee who requests a different, more suitable unit due to a change in household size, a medical issue or other compelling reason, will be responsible for the associated moving costs when the appropriate accommodation becomes available.

If the WSCC should require that an employee move, the WSCC will pay for the relocation costs, including the move of household effects and interim accommodation if required.

Rental Rates

In an effort to be consistent and transparent, the WSCC's rental rates will be based on the average rental rates for similar types of units found in Yellowknife, as identified by the Canada Mortgage and Housing Corporation (CMHC). Yellowknife is chosen to ensure uniformity of rental rates across the organization.

If the WSCC assigns a unit to an employee that differs from the guidelines attached as Appendix 'A', the Regional Superintendent has the discretion to review the rental rate charged to the employee.

Rental rates for staff housing shall be adjusted annually in accordance with the CMHC's Annual Fall Rental Market Report. The adjustments will be submitted by the Regional Superintendent to the President for approval. The revised rental rates will be implemented the first pay period of June rather than the anniversary date of the Sub-Lease Agreement. In accordance with the applicable *Residential Tenancies Act*, the WSCC will not increase an employee's rent until at least twelve months have expired from the date on which rent was first charged. Consequently, if June 1st arrives less than twelve months after signing the Sub-Lease Agreement, the first rental increase will not occur until the following June.

Staff will be given three months written notification of any changes in rent and such rates shall not be applied retroactively. To meet the June implementation date, staff must be advised in writing no later than March 1st.

Sub-Lease Agreement

The WSCC and employees shall sign a Sub-Lease Agreement, so that mutual responsibilities are clearly understood.

It is a condition of the Sub-Lease Agreement that the occupant be an employee of the WSCC and remain so during the entire period of the Sub-Lease Agreement. If a staff member ceases to be

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employed by the WSCC, the termination of the Sub-Lease Agreement will be in accordance with the applicable *Residential Tenancies Act*.

In accordance with the Sub-Lease Agreement, the Employee will promptly pay all utility accounts for which they are responsible for in order to ensure a continued supply of utility services and to prevent damage. Currently, these include electricity, telephone, internet and cable, but may also include fuel and water, depending on the terms and conditions contained in the Landlord's Head Lease.

It is a condition of the Sub-Lease Agreement that any damage to the unit beyond regular wear and tear is the responsibility of the employee. Payment for any required repairs will be deducted from the employee's paycheque(s). For departing staff, the collection of such payment will be part of the WSCC's mandatory clearance procedure.

An employee's failure to abide by all of the obligations and conditions as set out in the Sub-Lease Agreement may result in the loss of staff housing privileges.

Other

All of the WSCC staff housing units are unfurnished.

Employees who stay in a WSCC housing unit while on duty travel shall not be eligible for the private accommodation allowance as prescribed under Article 45.04 of the Collective Agreement.

The Northwest Territories and Nunavut each have its own corresponding *Residential Tenancies Act*. Where a conflict between these guidelines and the applicable *Residential Tenancies Act* exists, the *Act* shall prevail.

LEGISLATIVE AUTHORITIES

Northwest Territories *Workers' Compensation Act*: Subsection 67(3); 67(4); 101(3); 101(5)

Nunavut *Workers' Compensation Act*: Subsection 67(3); 67(4); 101(3); 101(5)

POLICY RELATED DOCUMENTS

Appendix B – Staff Housing Policy

Northwest Territories and Nunavut

Human Resources



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Administrative Policy B.4	Governance Council Spending, Signing and Payment Authority
Administrative Policy B.5	Internal Spending, Signing and Payment Authority
Administrative Policy B.6	Budget and Expenditure Control
Government of the Northwest Territories	Financial Administration Manual
Government of the Northwest Territories	Human Resources Manual

HISTORY

Operational Procedure D.3 (September 5, 2003)	Staff Housing Guidelines
Operational Procedure D.3 (November 15, 2002)	Staff Housing Guidelines
Operational Procedure D.3 (October 15, 2001)	Staff Housing Guidelines

President

