

Maliktakhaq Iniqtiriامي Ukiumi Akiliuhiamut Naunaiyainiq

ILIHIMALUHI!

**HAVAKVINGNIT
AANNIAQTALINIQMUT
AANNIQTALINIQMULLU
TUHAQHITAINIT PIYALGIT**

Una malirutauyuq ikayurniaqtuq atan'nguyat iniqtiriامي Ukiumi Akiliuhiamut Naunaiyainiq (APR) qaritauyakkut ukunuuna **WSSCC Connect**. 15nik minitsinik iniqtirniaqtuq tunigiami akiliuhiamut naunaitkutarnik.

Qaritauyakkut piliqtinnatit, naunaiqlugu pihimayatit hapkuninnga:

- Akiliuhialluanga aippaanganit ukiumi havakviit havakvikluuniit havaktarnut, unalu:
 - Atauttimut ukiumi maniliuqtaminik tamainnut havaktunut (una ilaliutiyuq havaktuq ihariagiyaupat);
 - Naunaiyalimaittuq atauttimut ukiumi maniliuqtaminik; unalu
 - Maniliuqtaminik kaantraktunut akilirahuaqtarnik;
- Akiliuhianga itquqtaa nutaamut atauhiqmi ukiumi havakviknut unaluuniit havakvik havakvigiyat;
- Naunaitkutaq qaffiuyuq havaktum havaariyaa aadjikutariyaa havaktut havagaluqatut aippaanit atauhiqmi 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
- Havakviit WSSCC Connect Nappautaata (hapkua naunaitkutait pihimanngitkungni, hivayaqlugit WSSCC-kut talvani 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 Iniqtiriامي):** Kayumiktumik Iniqtiriامي ayurnaitqiaq aturiami atan'nguyanut naunaiyariamikni akiliuhiarutingit sainingitkaluaqluni qaritauyakkut aturumagumi. Kayumiktumik Iniqtiriامي, qilaminnuq naunaiyaqtaaqat akiliuhiarutit iniqtiinarialik atauhiinaqmik atuqlugu.
- **Advanced Payroll Reporting (Hivumuuqtumik Akiliuhiarutinginnik Naunaiyainiq):** Hivumuuqtumik Akiliuhiarutinginnik Naunaiyainiq, atan'nguyat naunaiyainnaqtaaqat qaritauyakkut pilunilu amigaittut aadlat qaritauyakkut pulaarvingani ikayuutikhanganik. Hivumuuqtumik Akiliuhiarutinginnik Naunaiyainiq pipkaidjutiyuq atuqtunut hapkuninnga:
 - Tutquumainnariaqtaqat havaangit qaritauyakkuuqtillugu;
 - Takuinnariaqtaqat nutaat qangaraalukmilluuniit naunaiyainiqmut akingit naunaitkutangillu; unalu
 - Piliurluni qilaminnuq atauhiqmik naunaiyainiqmut akiliqtukhaq.

Ilangani 1 – Havakviup Hulilukaarutingit

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

(unaluuniit havakvik havakvigiyat) Nunatsiaqmi uumani/ uumaniluuniit Nunavut.

Ilangani 2 – Uqarlugu Akiliuhianga

Atuyuktut ilaliutigiyakhaat illitturnaqtumik akiliakhat hivuani tatqiqhiutigut ukiunganit unalu kangiqhiinnaqtangit akiliakhat atuqtumi tatqiqhiutigut ukiunga. Naunaiqhitiyughauguvit akiliqtuiyaita nanminiqqit aulapkaiyut ahini aviktuqhimayumi, hivayaqlugit WSCC-kut talvani 1-844-238-5008.

Aippaanganit akiliuhiarutilluanga

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

Titiraqvikhangani 2: Naunaiyalimaittuq Atauttimut Ukiumi maniliuqtaminik (ilaliutihimayug hamna qaanganit) – Tamna atauttimut maniliuqtaminik, maniit piyaqhimaittumik, nanminiaqtunut atiliurhimayunutlu tukimuaqtiuyunut havakviknut unaluuniit havakvik havakvigiyat. Nanminiaqtut atiliurhimayunutlu tukimuaqtiuyunullu pilimaittut titiraqhimakmat uumani Havaktinut Havalimaiqqata Nalliqtarvik Maligag niuviinarialik Inmikmut Piumagumi Akiliuhiakhaq inmikkut.

Titiraqvikhangani 3: Atauttimuuqtinnagu Titiraqvikhangani 1 uumanilu 2 (Titiraqvikhangani 1 piyarlugu qaffiyyuq Titiraqvikhangani 2) – Una ittuq atauttimut ukiumi maniliuqtaminik tamainnut naunaiyaqtaqtunut havaktunut, unalu havaktuq ihariagiyaupat havaktut ilaliutingittullu nanminiaqtut atiliurhimayullu tukimuaqtiuyunut.

Titiraqvikhangani 4: Ilakungit Maniliuqtaminik (ilaliutihimayug hamna qaanganit) – Ilakungit maniliuqtaminik kituuyut maniliuqtaminik avatqumayug qaanganilu Ukiumi Kiklinganik Akiliqtaaqtuq Akiliuhiaq (YMIR) atauhiqmut havaktumut. Havaktut maniliungitkumik Ukiumi Kiklinganik Akiliqtaaqtuq Akiliuhiaq, titiraqlugu \$0 talvunga. **Naunaiqlugu: Hapkua atuqtauyittut havaktinut manighiupaktunik naatkutaanik Ukiumi Anginiqhait Qutangnaitjutit Akiliuhiaghanik (YMIR) ikitqiyaanikluuniit.**

Uuktuutinga naunaiyariami ilakunganik maniliuqtaminik:
2022 Atauhiqmi Ukiumi Kiklinga
Akiliuhiarutikhat Akikhanga: \$102,200
2023 Atauhiqmi Ukiumi Kiklinga
Akiliuhiarutikhat Akikhanga: \$107,400

Taimaa havaktuq maniliurumi \$200,000 uuminngalu Ukiumi Kiklinganik Akiliqtaaqtuq Akiliuhiaq (YMIR) talvani ukiumi \$102,200, titirainnaqlugu maniliuqtaminik uuminnga \$102,200. Ilakungit maniliuqtaminik inniaqtuq \$97,800 (\$200,000 – \$102,200 = \$97,800) una maninga titiraqtakhaq Titiraqvikhangani 4.

Havaktinut havakpaktunik amigaitqiyanik ataniqtuqtauyumi maniliuqpaghutik avatquttugu YMIR, hapkua kinguani kitittitjutit atuqlugit:

Maliktakhanga 1: (Nunatsiaqmi uumani/uumaniluuniit Nunavut Ukiumi maniliuqtaminik/Atauttimut Maniliuqtaminik) X Atulluaqtanganik YMIR = Ihuarhaqhimayug YMIR

Uuktuutinga Talvanga Piyakhangani 1: Havaktit maniliuqat \$60,000 havaktuq Nunatsiaqmi atauttimut maniliuqtaminik tamainnut nunanut ittuq \$200,000. Ihuarhaqhimayug Ukiumi Kiklinganik Akiliqtaaqtuq Akiliuhiaq inniaqtuq (\$60,000/\$200,000) X \$102,200 = \$30,660.

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

Uuktuutinga Talvanga Piyakhangani 2: (\$60,000 – \$30,660) = \$29,340. (Una manik titiraqhimayukhaq Titiraqvikhangani 4.)

Titiraqvikhangani 5: Atauttimuuqtinnagu Titiraqvikhangani 3 uumanilu 4 (Titiraqvikhangani 3 piyarlugu qaffiyyuq Titiraqvikhangani 4) – Una atauttimut naunaiqtaaqtuq akiliuhiaq havakviknut unaluuniit havakvik havakvigiyat.

Titiraqvikhangani 6: Kaantraktiyyut akiliqtatit – Titiraqlugit maniliuqtaminik tamainnut inmikkuuqtut aulapkaiyuyut (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.

Pihimmaaqtuq aipaanganit makpiraanganit.

Nutaami ukiumi itqurnarutauyuq akiliuhiamut

Titiraqvikhangani 8: Itqurnarutauyuq

Naunaiyaqtaarninnga Akiliuhiamut – Itqurnarutauyuq akiliuhiamut nutaamut atauhiqmi ukiumi havaamut Nunatsiaqmi uumani/uumaniluuniit Nunavunmiinaqmut.

Itqurnarutauyuq akiliuhiamut ilaliutiyuq akiliuhiamut havaktunut, havaktuq ihariagiyaupat havaktut, kitunullu kaantraktut akilirahuaqtarnik havaamut havaktut Nunatsiaqmi uumani/uumaniluuniit Nunavut nutaami atauhiqmi ukiumi.

Ilaliutihuiqlugu akiliuhiaq nanminiaqqtunut atiliurhimayullu tukimuaqtiuyut itqurnarutikni, pinginmata akiliuhiarutimik titiraqhimayut uumani *Havaktinut Havalimaiqqata Nalliqtarvik Maligaq*. Nanminiaqqtut atiliurhimayullu tukimuaqtiuyut uuktuinnarialgit Inmikmut Piumagumik Akiliuhiaqmik.

Ilagiyaayut Akiliakhanut Niplautigiyangit: Atuyuktut ilahimalaaqtut quyaginnat niplautigiyumayangit haffumani unipkaariyaayut akiliakhat titiqqangit.

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

Haffuminngatut: Havaktiit maniliurniarahugiyaukpat \$150,000-taalamik taja ukiumi taamnalu ukiuq atuqtumi

YMIR-nga taimaittuq \$107,400-taala, \$107,400-taalamik naahuriyaayughaq havaktimut.

Ilaliutihuiqlugu itqurnarutauyuq akiliuhiamut havakkumi hilataani Nunatsiaqmi uumani/uumaniluuniit Nunavut.

Aadlat Apirhuutit

Uumani titiraqhimayumi, atuqtut hapkuninnga piyukhat:

- Naunaiqlugu taimaa pigumi unaluuniit havakvinga havaariyananik havaktitkumik kaantraktunik havagiamikni pitqutigiquplugu Nunatsiaqmi uumani/uumaniluuniit Nunavut.
- Naunaiyarukni \$0 itqurnarutautiknut naunaiyaqtaarninnga akiliuhiamut, apiriyauniaqtutit nutqaqtirumagukni maniliqutit. Angmaumagumagukni maniliqutit, piqaqtuq \$200 Titiqiqinirmut Akikhaa iliraqtauniaqtuq maniliqutiknut.
- Naunaiqlugu havakvinga niuvrutigumi nutaamut aippaanganulluuniit atauhiqmi ukiumi. Angiruvut uumunnga apirhuutimut, tuniyakhat qanga niuvrutuyuq atingalu nampangalu naunaitkutaq kimulluaq inungmut niuvrutautigiyaa havakvik.

Ilangani 3 – Havaamut Nampat

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

WSCC-kut ihumagivagait FTEE-nguyut taimaa naallugit havaktit upluq tamaat.

Atauttiknut, una nampat piliuqtaa tunngavinga aaadlanik naunaitkut atihivriurninnga ihuarhiyaa WSCC-kut kangirhimayaa havaamut qaniruttaakhaanik Nunatsiaqmi unalu Nunavut.

Atuyuktut kiugiaqtaangit ilaliutauhimayut nampat ikaarnikkut ilaliutauhimayut tamatkiumayangit havaanut ublukhatainit kampanivit uuminngaluuniit kampani ikayuhimayatit atauttimut nampangit ikaarnikkut (ilaliutauhimayut havagluahimayut) havaktut hivuani tatqiqhiutigit ukiunga.

Ilangani 4 – Havakvingnit Aanniaqtailiniqmut Aanniqtailiniqmullu Apiqhuutit

Takulugu Titiraqhimaningni 4 aippaanganut makpiraamut.

Ilangani 5 – Ihivriuqlugu Tunilugulu

Tamna titiraqtarni naunaiqniaqtaa tamaita naunaitkutaq iliraqtauyut atuqtimit, naunaiqniaqtaa kitut titirangit atihuiutulluuniit naunaitkutaq. Tamna atuqtiyuq titiraqniaqtait kitut titiraqhimangitangani naunaitkutaq ihivriuqlugillu tamaita iliraqtaminik naunaitkutaq tunitinnagu uumunnga Havaktinut Havalimaiqqata Nalliqtarvik.

Tunigukni una Ukiumi Akiliuhiamut Naunaiyainiq (APR), tamna qaritauyami innikku apiriniaqtaatit tuniyakhat atiliurhimayut kaantraktut havakvit havaktit havagiamikni Nunatsiaqmi uumani/uumaniluuniit Nunavut (naunaiqhimaqpat APR tuniqhaininngani) aippaanganit atauhiqmi ukiumi. (Takulugu Maliktakhaq Iniqtiriami – Kaantraktut Taiguagakhaq.)

ILIHIMALUHI!

HAVAKVINGNIT
AANNIAQTAILINIQMUT
AANNIQTAILINIQMULLU
TUHAQHITAINIT PIYALGIT

Ilangani 4 – Havakvingnit Aanniaqtailiniqmut Aanniqtailiniqmullu Apiqhuutit

Uqaqatigitjavat inuk atannguyauyuq havakvingnit aanniaqtailiniqmut aanniqtailiniqmullu (OHS) havakvingnit (nanminiqluuniit titiraliqivigiyat) **TITIRAQTINNATIT** nutaatqiyanklu nalaumayuniklu kiuvigilugit.

WSCC-kut atuqpagaat kiutjutait OHS-kut apiqhuutainut qauyihariamik qanuq nanminiit timiqutilluuniit aulattiaqtumik aanniaqtailiniqmut ikayuutiqariaghainik. Hapkua apiqhuutit, ahiagut taapkua aallat aanniaqtailiniqmut ikayuutinullu maliktaghat, ihumaliurutauniaqtuq ilaulaagharnik WSCC-kut nutaanit *Safe Workplace* ikayuutainut. Naunaittariamik, taiguaqlugu taamna *Safe Workplace* illittuqhitiq iliahiutihimayuuq hapkununga titiqqanut pulaaqluguluuniit wsc.nu.ca taamnaluuniit wsc.nu.ca naunaittariamik.

Apiquutit	liya	Imannaq
1. Maligaghaliuqhimayunik pihimavit talvuuna Havakvingnit Aanniaqtailiniqmut Aanniqtailiniqmullu? (Ilitturinnaqtumi takuyauyugami iniqniaqhimayainut titiraq aanniaqtailiniqmut aanniqtailiniqmullu naunaiqhitiyumik atannguyanik, havaktinik, kaantulaaktinik, pulaaqtiniklu havaaghainik munaqtaghainiklu qanuqlu aanniaqtailiniq aanniqtailiniqlu munaqtauniariaghaat nanminiinik.)		
2. Parnaiyautiqaqit taapkununga Amirnaqtunik Ilittuqhitiq Munaqtinullu? (Tukliriikkut-havauhikkut atuffaarnaqtuq havauhiq illittuqhitiqvaktuq, ahivaivaktuq munaqhivaktuqluuniit, titiraqhimavaghugit tamangnik amirnatit ittut havakvingnit aanniutaalaaqtut havaktinut.)		
3. Parnaiyautiqaqit Irininaqtunik Kiuhiaamik? (Havakvingnik-ihumaplutik parnaiyautinik illittuqhitiyumik tamangnik inungnik havakvingnit qanuriliuqtaghainik irininaqtuqaqqat illittuqhivaghunilu irininaqtughat taimaa ikulayumik imaukkaktumikluuniit.)		
4. Qauhittiarnaqtunik OHS-nit havaaghaqaqqihi munaqtaghaqaqqihilu? (Amirnatit havakvingnit havaaghat havauhiillu illittuqhitiyut tamangnik inuit munaqtaghainik havaaghainiklu aanniaqtailiniqmut aanniqtailiniqmullu ihumagiqlugu ayuitait ataniuyaamiklu.)		
5. Havakvingnit ihivriuhiniqmut maligaghaqaqqit? (Havauhiit titiqtaghallu ilauplutik taapkua “kina”, “qanuq”, taimaalu “qakugu” ihivriuhiaamik amirnaanniit, tamangnik ingilrutit, hanalrutit ingniqutillu.)		
6. Naunaiqhitiqmut havauhiqaqqihi huliyaqaqqat ihivriuhiniqmut naunaiqhitiqmut? (Ilittuqhitiqvaktuq havauhiqat huiqtuqaqqat, aanniqtuqaqqat, aanniaqtuqaqqat annaktuqaqqalluuniit illittuqhariamik qanuriliyaaghainik, qanuqlu ihuaqhaihimayut, qanuqlu naunaitkutanik titirariamik hulihiimayunik.)		
7. Havaktinut havauhiqaqqit illittuqhitiq? (Ilittuqhitiqvaktuq nutaanik havaktinik utiqutunikuuniit havaktinut aanniaqtailiniqmut aanniqtailiniqmullu maligaghaq havauhiqniklu havakviit.)		
8. Ilihaqhimavit OHS-nut? (Ilihaqitaayut taimaa havaktiit qauhimayaamik ilihimayaamiklu havagiamik amirnaittumik.)		
9. Munaqtuvit amirnaqtunik ikighatinik (Havakvingnit Amirnaqtunik Hunaqtinut Naunaitkutanut Havauhiit [WHMIS])? (Amirnaqtut ikighatit hanaqiyauyughat tutqumalutiklu malighugit Aanniqtailiniqmut Naunaitkut Titiraangit. Tamangnik havaktiit havakvigivagaat amirnaqtut hunaqtut taimaaluuniit amirnaqtunik hunaqtinik qanilumiitpat iliaqhimayughat WHMIS-mik, taimaaluuniit havaaghainut kihiinnaq WHMIS-mik iliaqhimayughaq amirnaqtunut hunaqtinut havakvingnit.)		
10. Piqaqqit aanniqnaittumik tuuliiqhimaattumik utiffaariaqni havakvikmut pinahuarutimik? (Parnaiyautit illittuqhitiyumik kitut havauhiit havakviit atuqpagaat ikayuriamik aanniqhimayunik havaktinik havakpalliaamik aanniaqtuliiqiyiniit naammagiyaupkat.)		
11. Pikakihii havaktimik OHS Havaktitaayuk hivuliuktiat (mikharut havakvit pikaktunik havakatigikpaktunik 20 nik havakatigikpaktunik), naliak Atadjutigikpaktunik OHS Katimayinik (mikharut havakvit pikaktunik 20 nik naliak havakatigikpaktunik havaktunik)?		

Taamna Ukiuq Tamaat Akiliqtuqtauyut Naunaitkutait taamnalu iniqhimayu OHS-nut apiqhuutit tuniayupkat, ilvit Atutittiniqmut Titiraliqiyit ihivriulaagtaa ilaayaaghainik nanminiit nanminiqluuniit titiraliqiyat taimaa itiqtiqhutik pulaaqhugulu *Safe Workplace* hivumiutaq talvani [WSCC Connect](http://WSCC.Connect). Aturungni Fast File itiqtiqtughauyutit talvunga *WSCC Connect*.

**SAFE
WORKPLACE**

WSCC-kut aturniarunakhiyait hapkuat naunaitkutit atannguyat titiqqivianut maliruagakhatlu atannguyadjuptingnut, ilaayut havalimaqqata Naliqtavik Maligat, Aanniqtailinirmun Maligat, unalu/uvaluuniit *Uyarakhiuvit Inuuhirittiamik Aanniqtailinirmunlu Maligat, atutqititiliniq Maliruagakhat, atani ihuaqtut maligaliuqtauhimayumut*. Ilvit munariyatit tunihidjutit hapkuninga Qaritaayuktit titiqvia ihuaktumik iliauyukhat hiammitiktauyukhaungittut ilivitu naunaitkutit qaritaayukkurungittut ahinut tuniayunaittumik.