

Maliktakhaq Iniqtiriami Ukiumi Akiliuhiamut Naunaiyainiq

ILIHIMALUHI!

**HAVAKVINGNIT
AANNIAQTALINIQMUT
AANNIQTALINIQMULLU
TUHAQHITAINIT PIYALGIT**

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

Qaritauyakkut piliqtinnatit, naunaiqlugu pihimayatit hapkuninnga:

- Tamaitnut unniqtut aulatyutiknut tahamani Nunatsiaq tamnalu/uvaluniit Nunavut nanminiriyaqnut uvaluniit nanminilik kivgaqtugut;
- Akiliuhialluanga aippaanganit ukiumi havakviit havakvikluuniit havaktarnut, unalu:
 - Atauttimut ukiumi maniliuqtaminik tamainnut havaktunut (una ilaliutyuq havaktuq ihariagiyaupat);
 - Naunaiyalimaittuq atauttimut ukiumi maniliuqtaminik; unalu
 - Maniliuqtaminik kaantraktunut akilirahuaqtarnik;
- Akiliuhianga itquqtaa nutaamut atauhiqmi ukiumi havakviknut unaluuniit havakvik havakvigiyat;
- 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.

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

- **Fast File (Kayumiktumik Iniqtiriami):** Kayumiktumik Iniqtiriami ayurnaitqiaq aturiami atan'nguyanut naunaiyariamikni akiliuhiarutingit sainingitkaluaqluni qaritauyakkut aturumagumi. Kayumiktumik Iniqtiriami, 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:
 - Tutquumainnariaqtaqatit havaangit qaritauyakkuuqtillugu;
 - Takuinnariaqtaqatit nutaat qangaraalukmilluuniit naunaiyainiqmut akingit naunaitkutangillu; unalu
 - Piliurluni qilaminnuq atauhiqmik naunaiyainiqmut akiliqtukhaq.

Ilangani 1 – Havakviup Hulilukaarutingit

Una titraqhimaninnga naunaiqtaa naittumik havakviup nutaq havakvikmi naunaitkutanganik. Piyaliuyutit naunaiqni aulatitit allanguriakhait piqaqtitlugitlu tamaitnut unniqtutit

nanminiriyavit aulataunut (uvaluniit tamna nanminilik kivgaqtugut) talvani Nunatsiaq tamnalu/uvaluniit 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 ihariagiyaupkat Havaaq) –

Ilaliutlugit tamaita akiliuhiangit havaktunut, nanminiaqtunut, atiliurhimayut tukimuaqtiyut, unalu havaktuq ihariagiyaupkat 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 tukimuaqtiyutunut havakviknut unaluuniit havakvik havakvigiyat. Nanminiaqtut atiliurhimayunutlu tukimuaqtiyunullu pilimaittut titiraqhimakmat uumani *Havaktinut Havalimaiqqata Nalliqtarvik Maligaq* niuviinarialik Inmikumut Piumagumi Akiliuhiakhaq inmikkut.

Titiraqvikhangani 3: Atauttimuqqtinnagu Titiraqvikhangani 1 uumanilu 2 (Titiraqvikhangani 1 piyarlugu qaffiuyug Titiraqvikhangani 2) –

Una ittuq atauttimut ukiumi maniliuqtaminik tamainnut naunaiyaqtaqtunut havaktunut, unalu havaktuq ihariagiyaupkat havaktut ilaliutingittullu nanminiaqtut atiliurhimayullu tukimuaqtiyutunut.

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 atuqtauyuttut havaktinut manighiupaktunik naatkutaanik Ukiumi Anginiqhait Qutangnaitjutit Akiliuhiaghanik (YMIR) ikitqiyaanikluuniit.**

Illituqhitiuyut kitittiyaamik avatquutauyut akighanit Nunattiami akiliqtaghainut:

2025 YMIR: \$112,600

Taimaa havaktuq maniliurumi \$200,000 uuminngalu Ukiumi Kiklinganik Akiliqtaaqtuq Akiliuhiaq (YMIR) talvani ukiumi \$112,600, titirainnaqlugu maniliuqtaminik uuminnga \$112,600. Ilakungit maniliuqtaminik inniaqtug \$87,400 (\$200,000 – \$112,600 = \$87,400) una maninga titiraqtakhaq Titiraqvikhangani 4.

Havaktinut havakpaktunik amigaitqiyani 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 inniaqtug (\$60,000/\$200,000) X \$112,600 = \$33,780.

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 – \$33,780) = \$26,220. (Una manik titiraqhimayukhaq Titiraqvikhangani 4.)

Illituqhitiuyut kitittiyaamik avatquutauyut akighanit Nunavunmi akiliqtaghainut:
2025 YMIR: \$113,900

Taimaa havaktuq maniliurumi \$200,000 uuminngalu Ukiumi Kiklinganik Akiliqtaaqtuq Akiliuhiaq (YMIR) talvani ukiumi \$113,900, titirainnaqlugu maniliuqtaminik uuminnga \$113,900. Ilakungit maniliuqtaminik inniaqtug \$86,100 (\$200,000 – \$113,900 = \$86,100) una maninga titiraqtakhaq Titiraqvikhangani 4.

Havaktinut havakpaktunik amigaitqiyani ataniqtuqtauyumi maniliuqpaghutik avatquttugu Ukiumi Kiklinganik Akiliqtaaqtuq Akiliuhiaq (YMIR), hapkua kinguani kitittitjutit atuqlugit:

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

Uuktuutinga talvanga Maliktakhanga 1: Havaktit maniliuqat \$60,000 havaktuq Nunavunmi atauttimut maniliuqtaminik tamainnut nunanut ittuq \$200,000. Ihuarhaqhimayug Ukiumi Kiklinganik Akiliqtaaqtuq Akiliuhiaq (YMIR) inniaqtug (\$60,000/\$200,000) x \$113,900 = \$34,170.

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

Uuktuutinga talvanga Maliktakhanga 2: (\$60,000 – \$34,170) = \$25,830. (Una manik titiraqhimayukhaq Titiraqvikhangani 4.)

Titiraqvikhangani 5: Atauttimuqqtinnagu

Titiraqvikhangani 3 uumanilu 4 (Titiraqvikhangani 3 piyarlugu qaffiuyug Titiraqvikhangani 4) – Una atauttimut naunaiqtaaqtuq akiliuhiaq havakviknut unaluuniit havakvik havakvigiyat.

Pihimmaaqtuq aipaanganit makpiraanganit.

Titiraqvikhangani 6: Kaantraktiuyut akiliqtatit –

Titiraqlugit maniliuqtaminik tamainnut inmikkuuqtut aulapkaaiyuyut (uumunnga YMIR) uumani/uumaniluuniit kitut kaantraktut 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 ilaliutiyuq akiliuhiamut havaktunut, havaktuq ihariagiyaupkat havaktut, kitunullu kaantraktut akilirahuaqtarnik havaamut havaktut Nunatsiaqmi uumani/uumaniluuniit Nunavut nutaami atauhiqmi ukiumi.

Ilaliutihuiqlugu akiliuhiaq nanminiaqtunut atiliurhimayullu tukimuaqtiyut itqurnarutikni, pinginmata akiliuhiarutimik titiraqhimayuuq uumani *Havaktinut Havalimaiqqata Nalliqtarvik Maligaq*. Nanminiaqtaut atiliurhimayullu tukimuaqtiyut uuktuinnarialgit Inmikumut Piumagumik Akiliuhiaqmik.

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

Tatya ukiumut Ukiup Anginiqpaq Nautiumat Nappait (YMIR):

2026 Ukiup Anginiqpaq Nautiumat Nappait (YMIR) Nunatsiaqmi: \$116,000

2026 Ukiup Anginiqpaq Nautiumat Nappait (YMIR) Nunavunmi: \$117,300

Haffuminngatut: Havaktit niriugiyaukpat maniktaqnika \$150,000 talvani tatya ukiup amihunighatlu havat atuqtauni tahamani Nunatsiaq taima tamna tatya ukiup Ukiup Anginiqpaq Nautiumat Nappait (YMIR)-ngi tamnauniaq \$116,000. Mikhautniaqtat kihimaiyuq \$116,000 uumunga havaktimut.

Havaktit niriugiyaukpat maniktaqnika \$150,000 talvani tatya ukiup amihunighatlu havat atuqtauni tahamani Nunavut taima tamna tatya ukiup Ukiup Anginiqpaq Nautiumat Nappait (YMIR)-ngi tamnauniaq \$117,300. Mikhautniaqtat kihimaiyuq \$117,300 uumunga havaktimut.

Ilaliutihuiqlugu itqurnarutauyuq akiliuhiamut havakkumi hilataani Nunatsiaqmi uumani/uumaniluuniit Nunavut.

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

Aadlat Apirhuutit

Uumani ilangani:

- Naunaiyarukni \$0 itqurnarutautiknut naunaiyaqtaarninnga akiliuhiamut, apiriyauniaqtutit nutqaqtirumagukni maniliqutit. Angmaumagumagukni maniliqutit, piqaqtuq \$200 Titiqqiqinirmut Akikhaa iliuraqtauniaqtuq maniliqutiknut.
- Naunaiqlugu havakvinga niuvrutigumi nutaamut aippaanganulluuniit atauhiqmi ukiumi. Angiruvut uumunnga apirhuutimut, tuniyakhat qanga niuvrutuyuq atingalu nampangalu naunaitkutaq kimulluaq inungmut niuvrutautigiya havakvik.

Ilangani 3 – Havakvingnit Aanniaqtailiniqmut Aanniqtailiniqmullu Apiqhuutit

Uqaqatigitjavat inuk atannguyauyuq havakvingnit aanniaqtailiniqmut aanniqtailiniqmullu (OHS) havakvingnit (nanminiqniluuniit titiraliqivigiyat) TITIRAQTINNATIT

nutaatqiyaniqlu nalaumayuniklu kiuvigilugit.

Naunaiyariangi apiqutit, takulugu makpiraq 4 uumani hivuliqutmi.

Ilangani 4 – Ihivriuqlugu Tunilugulu

Tamna titiraqtarni naunaiqniaqtaa tamaita naunaitkutaq iliuraqtauyuuq atuqtimit, naunaiqniaqtaa kitut titirangit at ihuittulluuniit naunaitkutaq. Tamna atuqtiyuuq titiraqniaqtait kitut titiraqhimangitangani naunaitkutaq ihivriuqlugillu tamaita iliuraqtaminik naunaitkutaq tunitinnagu uumunnga Havaktinut Havalimaiqqata Nalliqtarvik.

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

Ilangani 3 – Havakvingnit Aanniaqtailiniqmut Aanniqtailiniqmullu Apiqhuutit



Havaktitiyut aulattiyut tahamani Nunatsiaq tamnalu Nunavut piyalgit aulani havaktinut aaniaqtailini hivuranailrumitnilu Havakniq Aaniaqtailini hivuranailrumitnilu (OHS) malikhugu tamna *Hivuranailruq Maligaquuat*.

WSCC-kut atuqta kiutyutit apiqutinit ataani, piqatigiplugit ahii aturniqpat hivuranailrumitni utiqviunilu aturialgit,

naunaiyariangi havaktitiyut atuqhugu tamna Safe Workplace havaguta.

Tamna Safe Workplace havaguta nakuqpiartuq hanalrut naunaiqhimaninut pigiyai OHS-ngi piyalgit. Tapkuat WSCC-kut pipkaqtai pinahuaqni piqaqnitlu havaktitiyutut piyalgit atuqni piilrut pigiyainut OHS-ngi havagutai.

Tuhaqpallirangi tapkununga Safe Workplace havaguta, qaritauyakuqvigilugu safeworkplace@wscc.nt.ca uvaluniit safeworkplace@wscc.nu.ca uvaluniit hiovayaqlugu 1-833-315-2057.

Apiqhuutit	liya	Imannaq
Piqaqit 20 uvaluniit avataanut havaktit havaktut atauttikkuat piplugu ukiumut?		
Titiraqtaqhimavit pilarutilikmit Havakvikmi Aaniaqtailiniq Hivuranailrumitniqlu Havaguta? Pikpat “Imannaq”, kiulugit tahapkuat apiqutit:		
1. Maligaghaliuqhimayunik pihimavit talvuuna Havakvingnit Aanniaqtailiniqmut Aanniqtailiniqmullu?		
2. Parnaiyautiqaqqit taapkununga Amirnaqtunik Ilittuqhitit Munaqtinullu?		
3. Parnaiyautiqaqqit Irininaqtunik Kiuhiyaamik?		
4. Qauhittiarnaqtunik OHS-nit havaaghaqaqqihi munaqtaghaqaqqihilu?		
5. Havakvingnit ihivriuhiniqmut maligaghaqaqqit?		
6. Naunaiqhitiniqmut havauhiqaqqihi hulyuqaqqat ihivriuhiyunik naunaiqhitiniqmullu?		
7. Havaktinut havauhiqaqqit ilittuqhitinik?		
8. Ilihaqhimavit OHS-nut?		
9. Munaqtiuvit amirnaqtunik ikighatinik (taapkuatut, Havakviuvaktunik Kayanakpaktunik Atuktauvuktunik Tukihigiarutunik Atugakhanik [WHMIS])?		
10. Piqaqqit aaniqnaittumik tuuliiqhimaittumik utiffaariaqni havakvikmut pinahuarutimik?		
11. Pikakihii havaktimik OHS Havaktitauyuk hivuliuktat (mikharut havakvit pikaktunik havakatigikpaktunik 20 nik havakatigikpaktunik), naliak Atadjutigikpaktunik OHS Katimayinik (mikharut havakvit pikaktunik 20 nik naliak havakatigikpaktunik havaktunik)?		

WSCC-kut aturniarunakhiyut hapkuat naunaitkutit atanguyat titiqiqvianut maliruagakhatlu atanguyaudjutiingnut, ilaayut havalimaiqqata Naliqtarvik Maligat, Aanniqtailinirmun Maligat, unalu/uvaluunniit *Uyarakhiurviit Inuuhirittimik Aanniqtailinirmunlu Maligat, atuqtitilliriniq Maliruagakhat, atani ihuaqtut maligaliuqtauhimayumut*. Ilvit munariyatit tunihidjutit hapkuniga Qaritauyakkut titiqvia ihuaktumik iliyauyukhat hiammitiktauyukhaungittut ilivitu naunaitkutit qaritauyakkurungnittut ahinut tuniyaunaittumik.