

Maliktakhaq Iniqtiriami Ukiumi Akiliuhiamut Naunaiyainiq

HAVAKVINGNIT
AANNIAQTAILINIQMUT
AANNIQTAILINIQMULLU
TUHAQHITAINIT PIYALGIT

**Una malirutauyuq ikayurniaqtuq atan'nguyat iniqtiriami Ukiumi Akiliuhiamut
Naunaiyainingit (APR) qaritauyakkut ukunuuna [WSCC Connect](#). 15nik minitsinik
iniqtirniaqtuq tunigiami akiliuhiamut naunaitkutarnik.**

Qaritauyakkut piliqtinnatit, naunaiqlugu pihimayatit
hapkuninnga:

- Akiliuhialluanga aippaanganit ukiumi havakviit havakvikluuniit havaktarnut, unalu:
 - Ataumut ukiumi maniliuqtaminik tamainnut havaktunut (una ilaliutiyuq havaktuq ihariagiayukpat);
 - Naunaiyalimaittuq ataumut ukiumi maniliuqtaminik; unalu
 - Maniliuqtaminik kaantraktunut akilirahuaqtarnik;
- Akiliuhialla itquqtaa nutaamut atauhiqmi ukiumi havakviknut unaluuniit havakvik havakvigiya;
- Naunaitkutaq qaffiuyuq havaktum havaariyaa aadikutariyaa havaktut havagaluaqtut aippaanit atauhiqmi ukiumi;
- Naunaitkutaq piyuq havakvingani aaniaqtailiniqmum aaniqtailiniqmullu pinahuarutit havakviknut, unaluuniit havakvik havakvigiya;
- Atan'nguyap Nampanga (piqangitkukni una naunaitkutaq, uqaqatigilugu WSCC-kut uumanri 1-844-238-5008); uumanilu
- Havakviit [WSCC Connect](#) Nappautaat (hapku naunaitkutait pihimanngitkungni, hivayaqlugit WSCC-kut talvani 1-844-238-5008).

Tamaita atan'nguyat tuniyakhait APR-ngit February 28nguraikpat. Tuuliqtut tuniqhaiyut akiliqyauniaqtut 15 pusantmik ihivriurutiknit aippaanganit.

Piqaqtuq malruuknik kitut aturumayarnik atan'ngyanut tunigiamikni APR-ngit qaritauyakkut aturluni [WSCC Connect](#):

- **Fast File (Kayumiktumik Iniqtiriami):** Kayumiktumik Iniqtiriami ayurnaitqiaq aturiami atan'ngyanut naunaiyariamikni akiliuhiarutingit sainingitkaluaqluni qaritauyakkut aturumagumi. Kayumiktumik Iniqtiriami, qilaminnuaq naunaiyaqtaaqtat akiliuhiarutit iniqtiinarialik atauhiinaqmik atuqlugu.
- **Advanced Payroll Reporting (Hivumuutqumik Akiliuhiarutinginnik Naunaiyainiq):** Hivumuutqumik Akiliuhiarutinginnik Naunaiyainiq, atan'nguyat naunaiyainnaqtaaqtat qaritauyakkut pilunilu amigaittut aadlat qaritauyakkut pulaarvingani ikayutikhanganik. Hivumuutqumik Akiliuhiarutinginnik Naunaiyainiq pipkaidjutiyuq atuqtunut hapkuningga:
 - Tutquumainnariaqaqtait havaangit qaritauyakkuqtillugu;
 - Takuinnariaqaqtait nutaat qangaraalukmilluuniit naunaiyainiqmut akingit naunaitkutangillu; unalu
 - Piliurluni qilaminnuaq atauhiqmiq naunaiyainiqmut akiliqtkhaq.

Ilangani 1 – Havakviup Hulilukaarutingit

Una titraqhimaniingga naunaiqtaa naittumik havakviup nutaaq havakvikmi naunaitkutanganik. Piyaliuyutit naunaiqni aulatitat allangriakhait piqaqtitlugitlu tamaitnut unniqtutit

nanminiriyavit aulataunut (uvaluniit tamna nanminilik kivgaqtugat) talvani Nunatsiaq tamnalu/uvaluniit Nunavut.

Ilangani 2 – Uqarlugu Akiliuhiangia

Atuyuktut ilaliutigiyakhaat ilitturnaqtumik 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

Titiraqvikhanganani 1: Atauttimut Ukiumi maniliuqtaminik (ukuatlu Havaktuq ihariagiyaupat Havaaq) –

Ilaliutilugit tamaita akiliuhiangit havaktunut, nanminiqaqtunut, atiliurhimayut tukimuaqtuyut, unalu havaktuq ihariagiyaupat havaktut akiliqtakhangit piiqtautinnagit, unalu tamaita maniit ikayuutingillu ukunatitut Ukiuqtactumiutaayut Manikhangit, havaguiqnaqhigaangat havaktut akiliuhiangit, akiliqtakhangit, havakviup aanuraat, iglukharnut maniilluuniit, hunavaluillu. Maniliuqtaminik piyukhaq havaamut havaariyaa Nunatsiaqmi uumanii/uumaniluuniit Nunavut. **Titiraqiqlugit maniliuqtaminik aadlanit nunamit hamunga.**

Titiraqvikhanganani 2: Naunaiyalimaattuq Atauttimut Ukiumi maniliuqtaminik (ilaliutihimayuq hamna qaangani) – Tamna atauttimut maniliuqtaminik, maniit piyaqhimaitumik, nanminiqaqtunut atiliurhimayunutlu tukimuaqtuyunut havaviknut unaluuniit havavik havavigiyat. Nanminiqaqtut atiliurhimayunutlu tukimuaqtuyunullu pilimaittut titiraqhimakmat uumanii *Havaktinut Havalimaiqqata Nalliqtarvik Maligaq niuviinalialik Inmikmut Piumagumi Akiliuhiahaq inmikkut.*

Titiraqvikhanganani 3: Atauttimuuqtinnagu

Titiraqvikhanganani 1 uumanilu 2 (Titiraqvikhanganani 1 piyyarlugu qaffiuyuq Titiraqvikhanganani 2) – Una ittuq atauttimut ukiumi maniliuqtaminik tamainnun naunaiyaqtaaqtunut havaktunut, unalu havaktuq ihariagiyaupat havaktut ilaliutingittullu nanminiqaqtut atiliurhimayullu tukimuaqtuyunut.

Titiraqvikhanganani 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: Hapkuu atuqtayuittut havaktinut manighiuqpaktunik naatkutaanik Ukiumi Anginiqhaiit Qutangnaitjutit Akiliuhaghanik (YMIR) ikitqiyaanikluuniit.**

Uuktuuntinga naunaiyariami ilakunganik maniliuqtaminik:
2023 Atauhiqmi Ukiumi Kiklinga
Akiliuhiarutikhat Akikhanga: \$107,400
2024 Atauhiqmi Ukiumi Kiklinga
Akiliuhiarutikhat Akikhanga: \$110,600

Taimaa havaktuq maniliurumi \$200,000 uuminngalu Ukiumi Kiklinganik Akiliqtaaqtuq Akiliuhiaq (YMIR) talvani ukiumi \$107,400, titirainnaqlugu maniliuqtaminik uuminnga \$107,400. Ilakungit maniliuqtaminik inniaqtuq \$92,600 (\$200,000 – \$107,400 = \$92,600) una maninga titiraqtakhaq Titiraqvikhanganani 4.

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

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

Uuktuuntinga Talvanga Piyakhanganani 1: Havaktit maniliuqat \$60,000 havaktuq Nunatsiaqmi atauttimut maniliuqtaminik tamainnun nunanut ittuq \$200,000. Ihuarhaqhimayuq Ukiumi Kiklinganik Akiliqtaaqtuq Akiliuhiaq inniaqtuq (\$60,000/\$200,000) X \$107,400 = \$32,220.

Maliktakhanga 2: Naunaiyarluu ilakunga maniliuqtaminik manik titiraqtakhaq Titiraqvikhanganani 4: (Nunatsiaqmi uumanii/uumaniluuniit Nunavut Ukiumi Maniliuqtaminik – Ihuarhaqhimayuq YMIR) = Ilakunga Maniliuqtaminik.

Uuktuuntinga Talvanga Piyakhanganani 2: (\$60,000 – \$32,220) = \$27,780. (Una manik titiraqhimayukhaq Titiraqvikhanganani 4.)

Titiraqvikhanganani 5: Atauttimuuqtinnagu

Titiraqvikhanganani 3 uumanilu 4 (Titiraqvikhanganani 3 piyyarlugu qaffiuyuq Titiraqvikhanganani 4) – Una atauttimut naunaiqtaaqtuq akiliuhiaq havaviknut unaluuniit havavik havavigiyat.

Titiraqvikhanganani 6: Kaantraktiuyut akiliqtatit –

Titiraqlugit maniliuqtaminik tamainnun inmikkuuqtut aulapkaiyuyut (uumunnga YMIR) uumanii/uumaniluuniit kitut kaatraktut piqangittut nanminiqmik WSCC akiliqtakhangit aippaanganit. Tamna havaaq havaariyakhaa Nunatsiaqmi uumanii/uumaniluuniit Nunavut havaktut tuyuqtaungitkumik T4-mik havaviknit.

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

Titiraqvikhanganani 7: Atauttimut Naunaiyaqtaarninnga Maniliuqtaminik (Titiraqvikhanganani 5 una

ilalugu Titiraqvikhanganani 6) – Tamna atauttimut naunaiyaqtaarninnga akiliuhiamut havaviknut unaluuniit havavik havavigiyat.

Pihimmaaqtuq aipaanganit makpiraanganit.

Nutaami ukiumi itqurnarutauyuq akiliuhiamut

Titiraqvikhangani 8: Itqurnarutauyuq

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

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

Ilaliutihuiqlugu akiliuhiaq nanminiqaqtunut atiliurhimayullu tukimuaqtuyut itqurnarutikni, pinginmata akiliuhiarutimik titiraghimayuq uumaní *Havaktinut Havalimaiqqata Nalliqtarvik Maligaq*. Nanminiqaqtut atiliurhimayullu tukimuaqtuyut uuktuinnarialgit Inmikmut Piumagumik Akiliuhiaqmkim.

Ilagiayayut Akiliakhanut Niplautigiyangit: Atuyuktut ilahimalaaqtut quyaginnaq niplautigiyumayangit haffumani unipkaariayayut akiliakhat titiqaqangit.

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

Haffuminngatut: Havaktit maniliurniarahugiyaukpat \$150,000-taalamic tajja ukiumi taamnalu ukiuq atuqtumi YMIR-nga taimaittuq \$110,600-taala, \$110,600-taalamic naahuriayughaq havaktimut.

Ilaliutihuiqlugu itqurnarutauyuq akiliuhiamut havakkumi hilataani Nunatsiaqmi uumaní/uumaniluuniit Nunavut.

Aadlat Apirhuutit

UUMANI ILANGANI:

- Naunaiyarukni \$0 itqurnarutautiknut naunaiyaqtaarninnga akiliuhiamut, apiryaunaqtutit nutqaqtirumagukni maniliqutit. Angmaumagumagukni maniliqutit, piqaqtuq \$200 Titicqiqinirmut Akikhaa iluraqtauniaqtuq maniliqutiknut.
- Naunaiqlugu havakvinga niuvrutigumi nutaamut aippaganulluuniit atauhiqmi ukiumi. Angiruvut uumunnga apirhuutimut, tuniyakhat qanga niuvrutuyuq atingalu nampangalu naunaitkutaq kimulluaq inungmut niuvrutautigiyaa havavik.

Ilangani 3 – Havaamut Nampat

Tamna WSCC ihariagiyuq tamaita atan'nguyat tunigiami Havaarilluaqtanga Nampanganik, talvuuna atauttimut nampanga uuminnga Havaktum havaariyaa Aadjikutariyaa Havaktut (FTEE) tamarmik atan'nguyap atuqtait aulapkainnngani Nunatsiaqmi (NT) uumanilu Nunavut (NU) aippaganit atauhiqmi ukiumi.

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

Atauttikkut, una nampat piliuqtaa tunngavingaaadlanik naunaitkutat ihivriurninnga ihuarhiyaa WSCC-kut kangirhimayaa havaamut qaniruttaakhaanik Nunatsiaqmi unalu Nunavut.

Atuyuktut kiugiaqqaqtangit ilaliutauhimayut nampat ikaarnikkut ilaliutauhimayut tamatkiumayangit havaanut ublkhautainit kampanivit uuminngaluuniit kampani ikayuqhimayatit atauttimut nampangit ikaarnikkut (ilaliutauhimayuq havagluaqhimayut) havaktut hivuanu tatqiqiutigut ukiunga.

Ilangani 4 – Havakvingnit Aanniaqtailiniqmut Aanniqtailiniqmulu Apiqhuutit

Uqaqatigitjavat inuk atannguyaayuq havakvingnit aanniaqtailiniqmut aanniqtailiniqmulu (OHS) havakvingnit (nanminiqniluuniit titiraliqivigiyat) TITIRAGTINNATIT

nutaatqiyanklu nalaumayunklu kiuvigilugit.

Naunaiyariangi apiqutit, takulugu makpiraq 4 uumaní hivuliquutmi.

Ilangani 5 – Ihivriuqlugu Tunilugulu

Tamna titiraqtarni naunaiqniaqtaa tamaita naunaitkutaq iliuraqtauyuq atuqtimit, naunaiqniaqtaa kitut titirangitat ihuittulluuniit naunaitkutaq. Tamna atuqtuyuq titiraqniaqtait kitut titiraghimangitangani naunaitkutaq ihivriuqlugillu tamaita iliuraqtaminik naunaitkutaq tunitinnagu uumunnga Havaktinut Havalimaiqqata Nalliqtarvik.

Tunigukni una Ukiumi Akiliuhiamut Naunaiyainiq (APR), tamna qaritauyami inmikku apirinyaqtatit tuniyakhat atiliurhimayuq kaantraktut havakvit havaktitat havagiamikni Nunatsiaqmi uumaní/uumaniluuniit Nunavut aippaganit atauhiqmi ukiumi. (Takulugu Maliktakhaq Iniqtitriami – Kaantraktut Taiguagakhaq.)

Ilangani 4 – Havakvingnit Aanniaqtailiniqmut Aanniqtailiniqmullu Apiqhuitit



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

WSCC-kut atuqtai kiutyutit apiqutinut ataani, piqatigiplugit ahii aturniqpat hivuranailrumithi utiqviunilu aturiaglit,

naunaiyariangi havaktitiyut atuqhugu tamna Safe Workplace havaguta.

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

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

Apiquutit	Liya	Imannaq
Piqaqit 20 uvaluniit avataanut havaktit havaktut atautikkut piplugu ukiumut?		
Titiraqtaqhimavit pilarutilikmit Havavikmi Aaniaqtailiniq Hivuranailrumitniqlu Havaguta? Pikpat “Imannaq”, kiulugit tahapkuat apiqutit:		
1. Maligaghaliuqhimayunik pihimavit talvuuna Havakvingnit Aanniaqtailiniqmut Aanniqtailiniqmullu?		
2. Parnaiyautiqaqqit taapkununnga Amirnaqtunik Ilittuqhitit Munaqtinullu?		
3. Parnaiyautiqaqqit Irininaqtunik Kiuhiyaamik?		
4. Qauhittiarnaqtunik OHS-nit havaaghaqaqqihi munaqtaghaqaqqihilu?		
5. Havakvingnit ihivriuqhiniqmut maligaghqaqqit?		
6. Naunaiqhitiniqmut havauhiqaqqihi huliyuqaqqat ihivriuqhiyunik naunaiqhitiniqmullu?		
7. Havaktinut havauhiqaqqit ilittuqhitinik?		
8. Ilihaqhimavit OHS-nut?		
9. Munaqtuivit amirnaqtunik ikighatinik (Havakvingnit Amirnaqtunik Hunaqutinut Naunaitkutanut Havauhiit [WHMIS])?		
10. Piqaqqit aaniqnaittumik tuuliiqhimaittumik utiffaariaqni havavikmut pinahuarutimik?		
11. Pikakihi havaktimik OHS Havaktitauyuk hivuliuktiat (mikharut havakvit pikaktunik havakatigikpaktunik 20 nik havakatigikpaktunik), naliak Atadjutigikpaktunik OHS Katimayinik (mikharut havakvit pikaktunik 20 nik naliak havakatigikpaktunik havaktunik)?		

WSCC-kut aturniarunakhayit hapkuat naunaitkutit atannguyat titiqiqvianut maliruagakhatlu atannguyaudjutiplingnut, ilayut havalimaqqata Naliqtarvik Maligat, Aanniqtailiniirmun Maligat, unalu/uvaluniit *Uyarakhirviit Inuuhirittarnik Aanniqtailinirmunlu Maligat, atuqtitiliriniq Maliruagakhat, atan ihuaqtut maligaliuqtauhimayumut*. Ilvit munariyatit tunihidjutit hapkuninga. Qaritauyakkut titiqiva ihuaktumik iliyauyukhat hiammitiktauyukhaungittut ilivlitu naunaitkuttit qaritauyakkurutingnitut ahinut tuniyaunaittumik.