



POLICY

15.06

Indigenous Employment

1. Statement of Policy

The Government of the Northwest Territories is committed to prioritizing the employment and career advancement of Indigenous peoples in the public service.

2. Principles

- (1) Residents of the Northwest Territories value and benefit from a public service that prioritizes and supports the employment and career advancement of Indigenous persons.
- (2) The Government of the Northwest Territories should continually strive to achieve Indigenous representation at all levels of the public service.
- (3) The Government of the Northwest Territories should utilize special measures to address barriers to equitable employment and career advancement opportunities for Indigenous persons, with priority for Indigenous peoples who are recognized members and descendant of a First Nations, Métis, or Inuit people indigenous to the present boundaries of the Northwest Territories, and a second priority to all other Indigenous peoples who are recognized members and descendant of a First Nations, Métis, or Inuit people indigenous to areas of Canada, outside of the present boundaries of the Northwest Territories.
- (4) The Government of the Northwest Territories should ensure that this policy and its application are consistent with the *Canadian Charter of Rights and Freedoms*.

3. Scope

This policy applies to all departments, agencies, and employees of the Government of the Northwest Territories.

4. Definitions

The following terms apply to this policy:



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Deputy head – means the Deputy Minister of a department, the chief executive officer of a public committee, agency, or council, or such a person as may be appointed or designated as deputy head.

Public service – means the public service of the Government of the Northwest Territories as defined in the *Public Service Act*.

Indigenous – has the meaning assigned by the definition of aboriginal peoples of Canada in subsection 35(2) of the *Constitution Act*, 1982.

Hire – means to employ an individual in the public service.

Promotion – means the appointment of an employee to a new position the maximum rate of pay of which exceeds that of their former position.

Transfer – means the appointment of an employee to a new position that does not constitute a promotion.

5. Authority and Accountability

(1) General

This policy is issued under the authority of the Executive Council of the Northwest Territories. The authority to make exceptions and approve revisions to this policy rests with the Executive Council. Authority and accountability are further defined as follows:

(a) Ministers

Ministers are accountable to the Executive Council for the implementation of this policy. Ministers shall ensure that the provisions of this policy and any guidelines established under this policy are implemented within their departments and agencies in accordance with the principles of the policy.

(b) Deputy Heads

Deputy heads are accountable for the administration of this policy in workplaces within their own department or agency, and for ensuring that staffing activities of the department or agency are compliant with this policy and its principles.



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(2) Specific

(a) Minister of Finance

- i) The Minister of Finance may establish guidelines and directives necessary for the implementation of this policy, as well the policy's accountability, transparency, and reporting requirements.
- ii) The Minister of Finance shall direct the Deputy Minister of Finance to implement a review of the Policy every three years.

(b) Deputy Minister of Finance

- i) The Deputy Minister of Finance may propose to the Minister of Finance guidelines and directives necessary for the implementation of this policy, as well the policy's accountability, transparency, and reporting requirements.
- ii) The Deputy Minister of Finance shall also implement a review of the policy every three years.

(c) Deputy Heads

Deputy heads shall ensure that their department or agency completes reporting as required under this policy.

6. Provisions

- (1) Preference in hiring into, transfer and promotion within the public service will be afforded by the Government of the Northwest Territories to individuals who are:
 - (a) As a first priority, Indigenous peoples who are recognized members and descendent of a First Nations, Métis, or Inuit people indigenous to the present boundaries of the Northwest Territories; and
 - (b) A second priority would be afforded to all other Indigenous peoples who are recognized members and descendent of a First Nations, Métis, or Inuit people



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indigenous to areas of Canada outside of the present boundaries of the Northwest Territories.

- (2) Except as provided for in any guidelines to this policy, the Government of the Northwest Territories may only hire into, transfer or promote a non-Indigenous individual within the public service after exhausting all reasonable options available to hire, transfer, or promote an Indigenous individual to that position.
- (3) The Department of Finance shall develop and implement data gathering systems capable of capturing and assessing the demographics of the public service, and report annually on these metrics in the Public Service Annual Report.

Review Requirements

- (4) Executive Council shall direct review this policy to be conducted, at a minimum, every 3 years.

7. Prerogative of the Executive Council

Nothing in this policy shall in any way be construed to limit the prerogative of the Executive Council to make decisions or act with respect to diversity, inclusion, equity, and representation in the public service outside the provisions of this policy.

Premier and Chair of the
Executive Council