Government of
Northwest Territories

FREQUENTLY ASKED QUESTIONS:

Labour Market Supplement

What is a Labour Market Supplement?

A Labour Market Supplement (LMS) is a temporary lump sum incentive aimed at the recruitment and retention of specific, eligible positions. It is a strategic tool to stay competitive in a challenging labour market. The focus is on the positions with the most urgent needs.

Where can I find information on the criteria or rationale for the Labour Market Supplement?

You can find the Labour Market Supplement Policy (Policy) on the Government of the Northwest Territories website, which outlines the rationale used in this negotiated process: https://www.fin.gov.nt.ca/en/services/hr-policies-and-programs.

Which positions are eligible for the Labour Market Supplement?

Eligible positions include:

Registered Nurse,
Nurse Practitioner,
Midwife,
Licensed Practical Nurse,
Medical Laboratory Technologist I and II,
Medical Radiation Technologist,
Sonographer,
Pharmacist,
Speech Language Pathologist,
Physiotherapist,
Respiratory Therapist,
Occupational Therapist,
Audiologist,
Medical Social Worker,
Mental Health & Addictions Counsellor,
Community Social Services Worker (CSSW),
Family & Community Social Worker,
Foster Care & Adoption Social Worker,
Regional Manager – CFS,
Regional Supervisor – CFS,
Supervisor – CFS, and
Supervisor – Foster Care & Adoption

What employees occupying these positions are eligible for the Labour Market Supplement?	**Term and Indeterminate Employees in the positions** listed in the Labour Market Supplement Memorandum of Agreement (MOA) between the GNWT and the Union of Northerner Workers may be eligible. Casual employees are not eligible for a recruitment or retention payment. Relief employees may be eligible in specific circumstances.
I am trained in one of the eligible positions but currently filling another *ineligible* position. Will I receive a Labour Market Supplement payment?	No. The supplement is only available to employees filling an eligible position.
What are the amounts of the Labour Market Supplement recruitment and retention payment? (for employees in eligible positions)	The rates for the recruitment and retention payments are based on the position location: Yellowknife: $10,000 Fort Smith, Inuvik: $11,000 All other NWT communities: $12,000
What is the effective date for the Labour Market Supplement?	The MOA for the Labour Market Supplement is effective from October 1, 2024, to September 30, 2027.
What are the service commitments for Labour Market Supplement – recruitment payment?	One year of continuous service in an eligible position. Term employees in eligible positions receiving a prorated recruitment payment are required to fulfil the duration of their term employment. Employees that do not fulfill the service commitment will owe the Employer for the amount received less an amount prorated to align with the actual service worked.

How does the Labour Market Supplement apply to different employment categories?

Part-time employees in eligible positions

Payment will be prorated based on the part-time hours.

Term employees in eligible positions

Retention and/or recruitment incentives will be prorated based on the duration of the term.

Relief employees in eligible positions?

Payments are prorated based on active hours worked between October 1 to September 30, contingent on a minimum of 975 hours being worked (equal to 50% of a full-time equivalent position). (Active hours include all regular hours worked. Overtime hours do not apply.)

An employee holding multiple relief positions will have their total active hours combined to determine if they meet the minimum requirement of 975 hours. Relief and Part-Time position hours cannot be combined.

Employees on approved leave of absence (without pay)

Where continuous service is interrupted by a period of unpaid leave greater than 30 days the employee may satisfy the continuous service requirement through the provision of additional service immediately following their leave.

Job share employees in eligible positions

Job share employees in eligible positions will receive a prorated payment equal to 50% of the applicable community rate. Eligibility and hours worked will be reviewed after 12 months, and payments reconciled as required.

Transfer Assignment Employees into eligible positions

The payment will be prorated based on the duration of the Transfer Agreement in the eligible position.

Transfer Assignment Employee out of eligible positions

You will be indebted to the Employer for the amount received less an amount prorated to align with the actual service worked in the eligible position while on transfer assignment and this amount will be recovered.

I am an employee in an eligible position returning from leave. How can I access the recruitment or retention payment?	Employees in eligible positions returning from leave should submit a ticket to hrhelpdesk@gov.nt.ca with the subject line: "LMS—Return from leave." You will need to include the following information: • Employee number • Position number and title • Date of return to service Upon receipt of your ticket, eligibility will be confirmed and Financial and Employee Shared Services will calculate the LMS amount. You will receive a notice confirming eligibility and payment.
I am a Relief employee on a Transfer assignment to a full-time eligible position, am I entitled to the recruitment payment?	Yes. You are entitled to the recruitment payment. It will be prorated based on the duration of your transfer assignment. Should your transfer assignment terminate prior to the scheduled end date, the payment will be prorated and any amounts owing recovered.
Are casual employees eligible?	No, casual employees are not eligible. Please speak to your manager if you are interested in term or indeterminate employment opportunities in eligible positions.
I am a full-time employee in an eligible position and have received a labour market supplement and am resigning to take on a casual role? Will I have to pay back the supplement I received?	Yes, you will be indebted to the Employer for the amount received less an amount prorated to align with actual service worked in the term or indeterminate full- or part- time eligible position.
I have plans to move in six (6) months or I am retiring and won't be able to fulfill the service commitment. What options do I have?	You can opt to receive the supplement payment and be indebted to the Employer for the amount received less an amount prorated to align with the actual service worked. OR You may decline to receive any payment by providing written notice to your supervisor.
How are the applicable payments processed?	The payments are processed automatically. No action is required from employees in eligible positions except those returning from leave of more than 30 days.

When can I expect to receive the payment?

Payment will be provided to employees in eligible positions within three (3) pay cycles for new hires.

If you have an October or November anniversary date, any LMS payment owing will be processed no later than December 4, 2026.

Existing employees with an anniversary date in December 2026 will receive payment based on their anniversary date as follows:

- December 1–11 anniversary dates: Paid December 18, 2026
- December 12–25 anniversary dates: Paid December 31, 2026
- December 26–31 anniversary dates: Paid January 15, 2027

Existing employees in eligible positions with an anniversary date after December 2026 will receive payment within two (2) pay cycles of the anniversary of their previous LMS payment, as will those hired or rehired after October 1, 2026.

What happens if I am unable to fulfil the service commitment or receive an LMS overpayment?

While measures are taken to ensure payments are accurate, overpayments can occur due to a change in employment status, a change in position, an interruption in continuous service, or an administrative discrepancy. Employees who receive an LMS overpayment will be required to repay the amount overpaid. More information on the recovery of overpayments is available here: https://my.hr.gov.nt.ca/human-resource-manual/1000-salary-administration/1006-recoveries-paygarnishment.

Do I qualify for the payment if I am on a leave of absence?

As per the MOA, employees in eligible positions who are on an unpaid leave of absence effective October 1, 2024, including maternity or parental leave, compassionate care leave, and domestic violence leave, will have their LMS anniversary date amended to meet the continuous service requirement. This adjustment will be applied through the provision of additional service immediately following their leave, if this return commences no later than September 30, 2027.

If I hold more than one position, will I receive the payment for both?

If each of your positions are eligible for the Labour Market Supplement, you will receive payment for each eligible position, prorated to the actual service worked. Hours cannot be combined except for those employees with multiple relief positions. The total Labour Market Supplement paid cannot exceed the maximum amount established for the applicable location.

Can I receive a separate cheque for the payment?	No, separate cheques are not issued. CRA tax rules are applied. Please note this payment is also pensionable thus additional pension deductions apply if you are pensionable on the payment effective date.
Who do I contact if I feel I hold an eligible position and am concerned that I have been missed?	Please contact your supervisor or, as a member of the Union of Northern Workers, your union representative.
Who do I contact if I have additional questions?	Please contact your supervisor if you have any questions.

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