



PREFERENTIAL TREATMENT

PURPOSE

1. This directive clarifies the rules regarding preferential treatment.

APPLICATION

2. These guidelines apply to all Government of Nunavut (GN) employees.

DEFINITIONS

3. **Immediate family** means
 - a. a spouse (including a person married to another person or living with another person in a conjugal relationship outside marriage) of an employee;
 - b. a child (including a person to whom an employee has demonstrated a settled intention to treat as a child of his or her family), step-child, parent, step-parent, sibling, grandparent or grandchild of an employee or the employee's spouse;
 - c. a spouse of a person mentioned in (b); and
 - d. any relative of the employee or the employee's spouse who shares a residence with the employee.
4. **Intimate relationship** means a relationship between two persons, whether or not they have lived together, who are dating each other and whose lives are enmeshed to the extent that the actions of one affect the actions or life of the other.

PROVISIONS

5. Employees may not, in the course of their work with the GN, grant preferential treatment or assistance to any relatives or friends or businesses or organizations in which they or their relatives or friends have a personal or financial interest.
6. An employee will not participate in a decision concerning the appointment of a member of his or her immediate family to a position in the GN unless they have received written permission from their deputy head, in consultation with the Deputy Minister responsible for the *Public Service Act* and then only after demonstrating that it is the only option available.



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Nunavut liuqatigiingniq
Bâtir le *Nunavut* ensemble

Human Resources Manual Directive 206: Preferential Treatment

7. An employee may not work in a direct reporting or supervisory relationship with a member of their immediate family or person with whom they are in an intimate relationship unless they have the written permission of their deputy head after consultation with the Deputy Minister responsible for the *Public Service Act*.

8. Employees who are relatives may work in the same department or division if there is no opportunity for preferential treatment and provided their deputy head is advised in writing of the relationship.

AUTHORITIES

9. *Public Service Act* S.N. 2013, c. 26

10. Nunavut Public Service Code of Values and Ethics

CONTACTS

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