 <p>EMPLOYEE RETENTION</p>	<p>Human Resource Manual</p>
<p>Inuit Qaujimagatuqangit</p>	<p>Section 318</p>

PURPOSE


1. This directive is designed to support the *Nunavut Land Claims Agreement (NLCA)* Articles 23 and 32. It supports the aspirations of Inuit to create a workplace and service environment in the Government of Nunavut (GN) that incorporates Inuit Societal Values. These values, as they are utilized in GN policy, constitute guidelines that contribute to the creation of an effective and excellent public service that is grounded in the ethics and philosophy of Inuit.
2. This directive is connected to and supports the *Tamapta* 2010-2013 goal to "...deliver a system wide human resource strategy that encourages recruitment, supports employee retention and most importantly, provides targeted and effective training opportunities for employees at all stages of the employee spectrum..."

APPLICATION

3. This directive applies to all departments, agencies and employees of the Government of Nunavut, with the exception of the Workers' Safety and Compensation Commission of the Northwest Territories and Nunavut, and Nunavut Development Corporation.

DEFINITIONS

4. **Inuit Qaujimagatuqangit (IQ)** is knowledge that has been passed down inter-generationally by Inuit prior to European contact, applicable in current governance, and that can also be utilized in the evolution of governance in Nunavut.
5. **Inuit Societal Values (ISV)** reflect the following:
 - a) *Inuuqatigiitsiarniq*. Respecting others, relationships and caring for people;
 - b) *Tunnganarniq*. Fostering good spirits by being open, welcoming and inclusive;
 - c) *Pijitsirniq*. Serving and providing for family and/or community;
 - d) *Aajiiqatigiinni*. Decision making through discussion and consensus;
 - e) *Pilimmaksarniq/Pijariuqsarniq*. Development of skills through observation, mentoring, practice, and effort;
 - f) *Piliriqatigiinni/Ikajuqtigiinni*. Working together for a common cause;
 - g) *Qanuqtuurniq*. Being innovative and resourceful;

 <p>EMPLOYEE RETENTION</p>	<p>Human Resource Manual</p>
<p>Inuit Qaujimagatugangit</p>	<p>Section 318</p>

- h) *Avatittinnik Kamatsiarniq*. Respect and care for the land, animals and the environment.

PROVISIONS

6. IQ and ISV can be implemented in many ways in the workplace. This directive is not exhaustive.
7. These provisions ensure the integrity of the Inuit culture as was intended through the *NLCA*.
8. Teaching and supporting Inuit values encourages the sharing and appreciation of different cultures among employees.

IQ IMPLEMENTATION THROUGH THE WORK ENVIRONMENT

9. Creativity and sensitivity is needed by employees when implementing IQ principles. Guidelines are based upon the *Tamapta* principles outlined in Section 5.
10. Common examples provided by Inuit elders of these principles utilized in the workplace can be found in Appendix A.


AUTHORITIES AND REFERENCES

11. *Nunavut Land Claims Agreement*, Articles 23 and 32
12. *Nunavut Human Rights Act*
13. *Nunavut Official Languages Act*
14. *Inuit Language Protection Act*

CONTACT

15. For further information or clarification, please contact:

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 <p>EMPLOYEE RETENTION</p>	<p>Human Resource Manual</p>
<p>Inuit Qaujimagatugangit</p>	<p>Section 318</p>

APPENDIX A


WORKPLACE APPLICATION EXAMPLES OF INUIT SOCIETAL VALUES

1. Communication:

- Speak or write directly, clearly, and with sensitivity to those listening or reading.
- Place the content of the message being conveyed ahead of concerns about how you the communicator will be perceived for providing it.
- Identify clearly the purpose for the communication you are providing.
- Be open to input from other employees or the public on ways to create a clearer understanding between participants when they are communicating with each other.
- Be comforting, open, and understanding when communicating with others.
- Clearly explain the goals that need to be achieved and be completely honest in expressing the barriers that might prevent achieving them.

2. Leadership:

- Recognize the accomplishments and hard work of others in the workplace and on individual projects.
- Ensure that praise received for accomplishments from outside the team is shared with all members of the team.
- Be modest with accomplishments, allow others to feel encouraged to share their accomplishments and contribute.
- Don't take actions with the intention to set yourself above others in the workplace, particularly at the personal expense and hurt of others.
- When providing direction to other employees or the public, be open to their views, and recognize their input in the work being done.
- Be approachable, fair, and available so that employees are able and feel comfortable in discussing any work related matters.
- Be able to show that after looking at different options for solving a problem the option chosen was that which would provide the best consideration to those who would be affected.

	
EMPLOYEE RETENTION Inuit Qaujimagatugangit	Human Resource Manual Section 318

- Leaders should be helpful, insightful, and constructive in keeping wellness in the workplace.

3. Facilitating Meetings:


- Ensure the personal needs of participants are met, for example that they have been informed where restrooms are or have been offered refreshments if the meeting will be long. If participants have travelled a long distance or have not been well, ask them how they are feeling and how their travel was.
- Ensure each participant understands the purpose of the meeting and how their contribution is necessary to achieve the desired outcome for the meeting. Be open to suggestions to change the structure of the meeting if participant's wish.
- Demonstrate friendly gestures, be respectful, be caring, and display good humor to make participants feel comfortable.
- Listen to all participants carefully and only talk when it is needed to maintain the meeting. Make sure all participants feel welcome and included and that their contribution is valued.
- Valuable input should not be overpowered but instead encouraged with affirmation that the best program and service solutions are achieved through open dialogue and consensus wherever possible.
- Encourage participants to have confidence in group communication and to contribute, and where required to achieve this, facilitate discussion in small group settings or breakaways.

4. Cross cultural awareness:

- Always treat others as equals.
- Broaden your knowledge and understanding of cultural differences to understand the cultural needs of all employees in the workplace. Be respectful of cultural differences.

5. Interacting With the Public:

- Be caring and compassionate when serving the needs of the public or answering their questions.
- Be friendly and courteous when responding to an email or speaking on the telephone.

 <p>EMPLOYEE RETENTION</p>	<p>Human Resource Manual</p>
<p>Inuit Qaujimagatugangit</p>	<p>Section 318</p>

6. Language:

- When an employee or member of the public's first language is the Inuit language but they choose to converse in English, employees should show patience and understanding that it can be draining to always have to translate one's thoughts into English.
- Provisions for an Inuit language interpreter/translator should be coordinated if someone is not fluent in the language used. The Inuit language is the first language of Nunavut and employees have the legislated right to converse in the Inuit language in the workplace.

7. Professional Development

- Foster a culture of lifelong learning.
- Encourage mentoring so the skills of others are shared.

8. Team Work:

- Employees should recognize the strengths of their coworkers, encourage discussions and collaboration, and be open to their suggestions for different ways of overcoming barriers and achieving solutions.
- When observing that another employee is feeling insecure, encourage that person by affirming the importance of his or her contribution.
- Employees should not pre-judge or diminish anyone's ability to contribute to a task or project in the workplace when it is their role to do so. This especially should not be communicated in front of other employees or members of the public. Patience and encouragement should be expressed in the team with the objective of creating a trusted and safe work environment.
- Celebrate the accomplishments of each in the workplace and have a ready willingness to provide praise, encouragement, and recognition to others.