

HUU-AY-AHT FIRST NATIONS



HUMAN RESOURCES POLICY REGULATION AMENDMENT REGULATION (NO. 2), 2014

Provisions of the *Financial Administration Act*, HFNA 2011 relevant to the enactment of this legislation:
s. 84.

REGISTRY OF LAWS CERTIFICATION

I certify that the *Human Resources Policy Regulation Amendment Regulation (No. 2), 2014* was passed by Executive Council on:

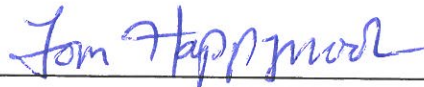
November 28, 2014



Chief Councillor Jeffrey Cook

I certify that the *Human Resources Policy Regulation Amendment Regulation (No. 2), 2014* is enacted as law on:

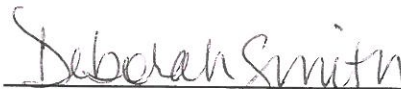
November 28, 2014



Tom Happynook, in place of Ta'yii Hawilth

I certify that the *Human Resources Policy Regulation Amendment Regulation (No. 2), 2014* came into force on:

November 28, 2014



Deputy Law Clerk Deborah Smith

HUMAN RESOURCES POLICY REGULATION AMENDMENT REGULATION (NO. 2), 2014

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Amendment

1 The *Human Resources Policy Regulation*, HNFR 9/2011 is amended

(a) *by striking out the table in section 6(1) and substituting the following:*

Description	Job Level	Minimum	Mid-point	Maximum
Executive Director	1	95 000.00	107 500.00	120 000.00
Director 1	2	85 000.00	97 500.00	110 000.00
Director 2	3	60 000.00	72 500.00	85 000.00
Manager 1	4	55 000.00	65 000.00	75 000.00
Manager 2	5	40 000.00	52 500.00	65 000.00
Technical certified	6	36 400.00	42 900.00	49 400.00
Technical, no certification	7	33 579.00	33 579.00	36 400.00
Assistants	8	33 579.00	33 579.00	33 579.00
Receptionist, Janitor	9	33 579.00	33 579.00	33 579.00

(b) *by adding the following section:*

“Living wage

- 9 (1) In this section,
“living wage” means the salary per annum at which a household of an employee can meet its basic needs, determined from time to time in accordance with this section.
- (2) The living wage is
- (a) 33 579.00, or
 - (b) such other amount as may be determined from time to time by Executive Council.
- (3) If Executive Council passes a resolution under subsection (2)(b) increasing the living wage, that resolution is deemed to amend the table in section 6 by replacing any value in that table that is less than the living wage with an amount equal to the living wage specified in the resolution.
- (4) If an employee’s wage or salary is less than the living wage,

- (a) in the case of the Executive Director, Executive Council must, as soon as practicable, establish a salary for the Executive Director that is equal to or greater than the living wage and within the salary range established under section 6, as amended from time to time in accordance with subsection (3), and
 - (b) in the case of any other employee, the Executive Director must, as soon as practicable, establish a salary for that employee that is equal to or greater than the living wage and within the salary range established under section 6, as amended from time to time in accordance with subsection (3).
- (5) For greater certainty, a resolution under subsection 2(b) may also include a direction that the Law Clerk consolidate this regulation to include the deemed amendments to section 6.”

Commencement

- 2 This regulation comes into force on the date of its enactment by Executive Council.

Consolidation

- 3 The Law Clerk is directed to consolidate the *Human Resources Policy Regulation*, HFNR 9/2011 to include the amendments contained in this regulation.