



Effect of changes in wages and allowances for Excluded employees

A single employee in Rankin Inlet at pay level 18 step 1

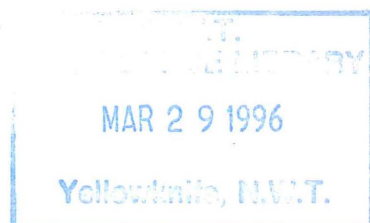
	Old	New
Base Salary	\$37,425	\$40,148
Accommodation Allowance	\$5,400	
Settlement Allowance	\$5,500	
Vacation Travel Assistance	\$1,057	
Northern Allowance		\$6,321
Total	\$49,382	\$46,469

An employee in Rankin Inlet at pay level 18 step 1 with two dependents

	Old	New
Base Salary	\$37,425	\$40,148
Accommodation Allowance	\$5,400	
Settlement Allowance	\$5,500	
Vacation Travel Assistance	\$3,171	
Northern Allowance		\$6,321
Total	\$51,506	\$46,469

An employee in Rankin Inlet at pay level 18 step 1 with four dependents living in public housing

	Old	New
Base Salary	\$37,425	\$40,148
Accommodation Allowance		
Settlement Allowance	\$5,500	
Vacation Travel Assistance	\$5,285	
Northern Allowance		\$6,321
Total	\$48,210	\$46,469



Effect of changes in wages and allowances for Excluded employees

A single employee in Inuvik at pay level 18 step 1

	Old	New
Base Salary	\$37,425	\$40,148
Accommodation Allowance	\$5,400	
Settlement Allowance	\$2,700	
Vacation Travel Assistance	\$1,078	
Northern Allowance		\$5,628
Total	\$46,603	\$45,776

An employee in Inuvik at pay level 18 step 1 with two dependents

	Old	New
Base Salary	\$37,425	\$40,148
Accommodation Allowance	\$5,400	
Settlement Allowance	\$2,700	
Vacation Travel Assistance	\$3,234	
Northern Allowance		\$5,628
Total	\$48,759	\$45,776

An employee in Inuvik at pay level 18 step 1 with four dependents living in public housing

	Old	New
Base Salary	\$37,425	\$40,148
Accommodation Allowance		
Settlement Allowance	\$2,700	
Vacation Travel Assistance	\$5,390	
Northern Allowance		\$5,628
Total	\$45,515	\$45,776

Effect of changes in wages and allowances for Excluded employees

A single employee in Iqaluit at pay level 18 step 1

	Old	New
Base Salary	\$37,425	\$40,148
Accommodation Allowance	\$5,400	
Settlement Allowance	\$5,100	
Vacation Travel Assistance	\$1,218	
Northern Allowance		\$6,718
Total	\$49,143	\$46,866

An employee in Iqaluit at pay level 18 step 1 with two dependents

	Old	New
Base Salary	\$37,425	\$40,148
Accommodation Allowance	\$5,400	
Settlement Allowance	\$5,100	
Vacation Travel Assistance	\$3,654	
Northern Allowance		\$6,718
Total	\$51,579	\$46,866

An employee in Iqaluit at pay level 18 step 1 with four dependents living in public housing

	Old	New
Base Salary	\$37,425	\$40,148
Accommodation Allowance		
Settlement Allowance	\$5,100	
Vacation Travel Assistance	\$6,090	
Northern Allowance		\$6,718
Total	\$48,615	\$46,866

Effect of changes in wages and allowances for Excluded employees

A single employee in Clyde River at pay level 18 step 1

	Old	New
Base Salary	\$37,425	\$40,148
Accommodation Allowance	\$5,400	
Settlement Allowance	\$5,800	
Vacation Travel Assistance	\$1,750	
Northern Allowance		\$8,414
Total	\$50,375	\$48,562

An employee in Clyde River at pay level 18 step 1 with two dependents

	Old	New
Base Salary	\$37,425	\$40,148
Accommodation Allowance	\$5,400	
Settlement Allowance	\$5,800	
Vacation Travel Assistance	\$5,250	
Northern Allowance		\$8,414
Total	\$53,875	\$48,562

An employee in Clyde River at pay level 18 step 1 with four dependents living in public housing

	Old	New
Base Salary	\$37,425	\$40,148
Accommodation Allowance		
Settlement Allowance	\$5,800	
Vacation Travel Assistance	\$8,750	
Northern Allowance		\$8,414
Total	\$51,975	\$48,562

**COMPARISONS OF NORTHERN ALLOWANCE WITH AVERAGE VTA
BY CONSTITUENCY AND COMMUNITY**

CONSTITUENCY	COMMUNITY	NORTHERN ALLOWANCE RATE	AVERAGE VTA
AIVILIK	CHESTERFIELD INLET	\$7,253	\$5,454
AIVILIK	CORAL HARBOUR	\$9,246	\$4,709
AIVILIK	REPULSE BAY	\$9,246	\$5,165
AMITTUQ	HALL BEACH	\$8,820	\$3,906
AMITTUQ	IGLOOLIK	\$8,820	\$5,547
AMITTUQ	POND INLET	\$8,764	\$8,081
BAFFIN CENTRAL	BROUGHTON ISLAND	\$8,061	\$5,101
BAFFIN CENTRAL	CLYDE RIVER	\$8,414	\$7,487
BAFFIN CENTRAL	PANGNIRTUNG	\$7,831	\$4,004
BAFFIN SOUTH	CAPE DORSET	\$7,953	\$6,201
BAFFIN SOUTH	KIMMIRUT (LAKE HARBOUR)	\$7,607	\$2,661
BAFFIN SOUTH	SANIKILUAQ	\$5,835	\$3,422
DEH CHO	HAY RIVER RESERVE	\$1,589	\$1,277
DEH CHO	FORT PROVIDENCE	\$2,358	\$2,088
DEH CHO	KAKISA	\$3,029	\$691
HAY RIVER	ENTERPRISE	\$1,589	\$1,499
HAY RIVER	HAY RIVER	\$1,589	\$1,533
HIGH ARCTIC	ARCTIC BAY	\$9,533	\$4,138
HIGH ARCTIC	GRISE FIORD	\$10,349	\$1,742
HIGH ARCTIC	NANISIVIK	\$8,767	\$5,883
HIGH ARCTIC	RESOLUTE BAY	\$8,857	\$3,047
INUVIK	INUVIK	\$5,628	\$3,081
IQALUIT	IQALUIT	\$6,718	\$5,188
KEEWATIN CENTRAL	RANKIN INLET	\$6,321	\$3,831
KEEWATIN CENTRAL	TAVANI (WHALE COVE)	\$7,886	\$3,224
KITIKMEOT	CAMBRIDGE BAY	\$8,696	\$3,770
KITIKMEOT	KUGLUKTUK (COPPERMINE)	\$8,676	\$4,002
KIVALLIVIK	ARVIAT	\$5,012	\$3,856
KIVALLIVIK	BAKER LAKE	\$7,632	\$2,874
MACKENZIE DELTA	AKLAVIK	\$7,118	\$4,392
MACKENZIE DELTA	FORT MCPHERSON	\$6,497	\$2,626
MACKENZIE DELTA	TSIIGEHTCHIC	\$6,417	\$1,669

CONSTITUENCY	COMMUNITY	NORTHERN ALLOWANCE RATE	AVERAGE VTA
NAHENDEH	FORT LIARD	\$2,538	\$1,506
NAHENDEH	FORT SIMPSON	\$3,397	\$2,080
NAHENDEH	JEAN MARIE RIVER	\$4,688	\$4,530
NAHENDEH	NAHANNI BUTTE	\$4,437	\$3,773
NAHENDEH	TROUT LAKE	\$4,688	\$2,003
NAHENDEH	WRIGLEY	\$4,688	\$3,153
NATILIKMIOT	GJOA HAVEN	\$10,383	\$4,288
NATILIKMIOT	PELLY BAY	\$11,523	\$8,163
NATILIKMIOT	TALOYOK	\$10,567	\$4,354
NORTH SLAVE	RAE-EDZO	\$3,106	\$2,073
NORTH SLAVE	RAE LAKES	\$6,016	\$3,113
NORTH SLAVE	SNARE LAKE	\$5,953	\$1,546
NORTH SLAVE	WHA TI (LAC LA MARTE)	\$5,920	\$1,550
NUNAKPUT	HOLMAN	\$8,835	\$3,503
NUNAKPUT	PAULATUK	\$11,660	\$3,433
NUNAKPUT	SACHS HARBOUR	\$12,531	\$3,665
NUNAKPUT	TUKTOYAKTUK	\$7,935	\$3,654
SAHTU	COLVILLE LAKE	\$11,622	\$3,896
SAHTU	DELINE	\$8,297	\$4,802
SAHTU	FORT GOOD HOPE	\$7,842	\$3,762
SAHTU	NORMAN WELLS	\$5,308	\$1,778
SAHTU	TULITA (FORT NORMAN)	\$6,871	\$2,977
THEBACHA	FORT SMITH	\$2,145	\$1,829
TU NEDHE	FORT RESOLUTION	\$3,338	\$1,585
TU NEDHE	LUTSELKE	\$5,919	\$3,659
YELLOWKNIFE CENTRE YELLOWKNIFE FRAME LAKE YELLOWKNIFE NORTH YELLOWKNIFE SOUTH	YELLOWKNIFE	\$1,750	\$2,187
YELLOWKNIFE NORTH	DETAH	\$1,750	\$922

**COMPARISONS OF NORTHERN ALLOWANCE WITH COMBINED AVERAGE VTA
AND SETTLEMENT ALLOWANCE BY CONSTITUENCY AND COMMUNITY**

CONSTITUENCY	COMMUNITY	NORTHERN ALLOWANCE RATE	AVERAGE SETTLEMENT + VTA ALLOWANCES
AVILIK	CHESTERFIELD INLET	\$7,253	\$12,002
AVILIK	CORAL HARBOUR	\$9,246	\$11,943
AVILIK	REPULSE BAY	\$9,246	\$12,631
AMITTUQ	HALL BEACH	\$8,820	\$10,571
AMITTUQ	IGLOOLIK	\$8,820	\$11,962
AMITTUQ	POND INLET	\$8,764	\$13,791
BAFFIN CENTRAL	BROUGHTON ISLAND	\$8,061	\$10,769
BAFFIN CENTRAL	CLYDE RIVER	\$8,414	\$13,218
BAFFIN CENTRAL	PANGNIRTUNG	\$7,831	\$9,741
BAFFIN SOUTH	CAPE DORSET	\$7,953	\$11,809
BAFFIN SOUTH	KIMMIRUT (LAKE HARBOUR)	\$7,607	\$8,392
BAFFIN SOUTH	SANIKILUAQ	\$5,835	\$7,341
DEH CHO	HAY RIVER RESERVE	\$1,589	\$1,277
DEH CHO	FORT PROVIDENCE	\$2,358	\$3,384
DEH CHO	KAKISA	\$3,029	\$1,876
HAY RIVER	ENTERPRISE	\$1,589	\$1,499
HAY RIVER	HAY RIVER	\$1,589	\$1,533
HIGH ARCTIC	ARCTIC BAY	\$9,533	\$11,156
HIGH ARCTIC	GRISE FIORD	\$10,349	\$9,611
HIGH ARCTIC	NANISVIK	\$8,767	\$12,655
HIGH ARCTIC	RESOLUTE BAY	\$8,857	\$9,067
INUVIK	INUVIK	\$5,628	\$5,845
IQALUIT	IQALUIT	\$6,718	\$10,378
KEEWATIN CENTRAL	RANKIN INLET	\$6,321	\$8,974
KEEWATIN CENTRAL	TAVANI (WHALE COVE)	\$7,886	\$11,316
KITIKMEOT	CAMBRIDGE BAY	\$8,696	\$9,789
KITIKMEOT	KUGLUKTUK (COPPERMINE)	\$8,676	\$8,954
KIVALLVIK	ARVIAT	\$5,012	\$7,771
KIVALLVIK	BAKER LAKE	\$7,632	\$8,658
MACKENZIE DELTA	AKLAVIK	\$7,118	\$8,830
MACKENZIE DELTA	FORT MCPHERSON	\$6,497	\$5,245

CONSTITUENCY	COMMUNITY	NORTHERN ALLOWANCE RATE	AVERAGE SETTLEMENT + VTA ALLOWANCES
MACKENZIE DELTA	TSIIGEHTCHIC	\$6,417	\$4,132
NAHENDEH	FORT LIARD	\$2,538	\$2,327
NAHENDEH	FORT SIMPSON	\$3,397	\$3,357
NAHENDEH	JEAN MARIE RIVER	\$4,688	\$6,993
NAHENDEH	NAHANNI BUTTE	\$4,437	\$5,232
NAHENDEH	TROUT LAKE	\$4,688	\$5,013
NAHENDEH	WRIGLEY	\$4,688	\$6,593
NATILIKMIOT	GJOA HAVEN	\$10,383	\$11,422
NATILIKMIOT	PELLY BAY	\$11,523	\$17,795
NATILIKMIOT	TALOYOAK	\$10,567	\$11,860
NORTH SLAVE	RAE-EDZO	\$3,106	\$3,995
NORTH SLAVE	RAE LAKES	\$6,016	\$6,123
NORTH SLAVE	SNARE LAKE	\$5,953	\$4,556
NORTH SLAVE	WHA TI (LAC LA MARTE)	\$5,920	\$4,710
NUNAKPUT	HOLMAN	\$8,835	\$10,451
NUNAKPUT	PAULATUK	\$11,660	\$10,092
NUNAKPUT	SACHS HARBOUR	\$12,531	\$10,324
NUNAKPUT	TUKTOYAKTUK	\$7,935	\$8,330
SAHTU	COLVILLE LAKE	\$11,622	\$13,017
SAHTU	DELINE	\$8,297	\$10,744
SAHTU	FORT GOOD HOPE	\$7,842	\$9,646
SAHTU	NORMAN WELLS	\$5,308	\$4,935
SAHTU	TULITA (FORT NORMAN)	\$6,871	\$6,625
THEBACHA	FORT SMITH	\$2,145	\$2,575
TU NEDHE	FORT RESOLUTION	\$3,338	\$3,554
TU NEDHE	LUTSELKE	\$5,919	\$7,655
YELLOWKNIFE CENTRE YELLOWKNIFE FRAME LAKE YELLOWKNIFE NORTH YELLOWKNIFE SOUTH	YELLOWKNIFE	\$1,750	\$2,187
YELLOWKNIFE NORTH	DETAH	\$1,750	\$922