

**LABOUR STANDARDS ACT**  
R-020-2025  
Registered with the Chief Legislation Counsel  
2025-04-10

**WAGES REGULATIONS, amendment**

The Minister, under section 14 of the *Labour Standards Act* and every enabling power, makes the annexed amendments to the *Wages Regulations*.

**1. These regulations amend the *Wages Regulations*.**

**2. Section 5 is repealed and replaced by**

5. (1) In this section,

"annual average hourly rate of wages" means the average hourly earnings in Nunavut for a calendar year, excluding overtime, for employees paid by the hour within the 'industrial aggregate excluding unclassified businesses' industry category, as published by Statistics Canada under the authority of the *Statistics Act* (Canada); (*taux de salaire horaire moyen annuel*)

"consumer price index" means the annual average all-items Consumer Price Index for Iqaluit, Nunavut for a calendar year, as published by Statistics Canada under the authority of the *Statistics Act* (Canada); (*indice des prix à la consommation*)

(2) The minimum rate of wages to be paid by an employer in Nunavut is \$19.00 per hour for the period ending on August 31, 2025.

(3) On September 1 of each year, the minimum rate of wages

(a) is increased to the adjusted minimum rate of wages calculated in accordance with subsection (4), if the adjusted minimum rate of wages is higher than the minimum rate of wages in effect on August 31; or

(b) remains unchanged, if the adjusted minimum rate of wages is not higher than the minimum rate of wages in effect on August 31.

(4) For the purposes of subsection (3), the adjusted minimum rate of wages is determined by the formula

$$AMW = \left[ \left( \frac{AHW1}{2 \times AHW2} \right) + \left( \frac{CPI1}{2 \times CPI2} \right) \right] \times PMW$$

where

"AMW" is the adjusted minimum rate of wages, rounded to the nearest cent;

"AHW1" is the annual average hourly rate of wages for the previous calendar year;

"AHW2" is the annual average hourly rate of wages for the calendar year immediately preceding the calendar year in AHW1;

"CPI1" is the consumer price index for the previous calendar year;

"CPI2" is the consumer price index for the calendar year immediately preceding the calendar year in CPI1;

"PMW" is the minimum rate of wages in effect on August 31.

(5) The Minister must, on or before July 31 of each year, publish the minimum rate of wages that will be effective on September 1 of that year by

- (a) causing a notice to be published in the *Nunavut Gazette*; and
- (b) causing the information to be published in any other format and place the Minister considers reasonable.