Northwest Territories Leave & Compensation



- **Pay & Hours**
- **Workers' Compensation**
- **Leaves of Absence**
- **Vacation**
- **Statutory Holidays & Pay**

- **Pay & Hours**

Minimum Wage

$16.95 per hour

Standard Work Hours

8 hours per day, 40 hours per week

Sick Days

5 days' unpaid Sick Leave for employees who've been employed by same employer for at least 30 days

- **Workers' Compensation**

Average Workers' Comp Assessment Rate 2026

$2.40 per $100 assessable payroll

Workers' Comp Maximum Assessable/Insurable Earnings 2026

$116,000

- ## Leaves of Absence

All leaves are unpaid unless specified otherwise:

17 weeks' **Pregnancy Leave**

61 weeks' **Parental Leave**

3 to 7 days', depending on where employee lives, **Bereavement Leave** for death of a family member

27 weeks' **Compassionate Leave** to care for a family member suffering from a serious medical condition, with a significant risk of death

37 weeks' **Family Caregiver Leave** to care for a critically ill **child** family member

17 weeks' **Family Caregiver Leave** to care for a critically ill **adult** family member

10 days' **plus** 15 consecutive weeks' **Family Violence Leave**, the first 5 days of which must be paid if the employee has at least 3 months' employment (1 month of employment required for unpaid leave)

Reservist Leave for as long as necessary to perform reservist duties

Emergency Leave for as long as necessary as employees can't work due to a declared emergency

Court Leave for as long as necessary for employee to attend jury selection, serve on a jury or answer a summons to be a witness

- ## Vacation

Vacation

Employee must work 1 full year to be entitled to vacation time

- Entitled to 2 weeks of vacation after each of the first 5 years of employment and must be paid at least 4% of vacationable earnings
- Entitled to 3 weeks of vacation after 6 consecutive years of employment and paid at least 6% of vacationable earnings.

Statutory Holidays & Pay

Statutory Holidays

New Year's Day	National Indigenous Peoples Day	Labour Day	Remembrance Day
Good Friday	Canada Day	National Day for Truth & Reconciliation	Christmas Day
Victoria Day	First Monday of August	Thanksgiving Day	

Stat Holiday Pay Entitlement

To be eligible for stat holiday pay, employee must:

- Work for the same employer at least 30 days in the 12 months before the holiday
- Work on the statutory holiday if called to work
- Work the last scheduled shift before the holiday and the next scheduled shift after the holiday

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Stat Holiday Pay Amount

If worked: Overtime for the hours worked on the holiday **plus** an average day's pay or another day off with pay

If not worked: Average day's pay

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