

**AGREEMENT REGARDING AMENDMENTS TO CERTAIN SALARY SCALES**

**Reached between**

**THE COMITÉ PATRONAL DE NÉGOCIATION DU SECTEUR DE LA SANTÉ ET DES SERVICES SOCIAUX**

**AND**

**THE FÉDÉRATION DE LA SANTÉ ET DES SERVICES SOCIAUX - CSN**

**MARCH 2008**

- 1- The parties hereto take cognizance of the agreement reached between the representatives of the Secretariat of the Conseil du trésor and the Fédération de la santé et des services sociaux (CSN) putting nurse clinicians in Rank 22 and nurse clinician assistant head nurse and nurse clinician assistant to the immediate superior in Rank 24.
- 2- The parties note that these new rankings require amendments to certain salary scales.
- 3- Consequently, the parties agree to amend the National Provisions of the collective agreement that came into force on May 14, 2006 and binding

on the hand,

THE COMITÉ PATRONAL DE NÉGOCIATION DU SECTEUR DE LA SANTÉ ET  
DES SERVICES SOCIAUX (Management bargaining committee for the health and  
social services sector)

and

on the other,

THE FÉDÉRATION DE LA SANTÉ ET DES SERVICES SOCIAUX (CSN)

as follows:

The following corresponding salary scales replace those provided in the list of job titles, job descriptions and salary rates and scales:

**1911 NURSE CLINICIAN  
(HOURLY RATES)  
Group: 125  
Hours: 35 – 36.5**

<b>Class</b>	<b>Echelon</b>	<b>Rate on 2007-04-01 (\$)</b>	<b>Rate on 2008-04-01 (\$)</b>	<b>Rate on 2009-04-01 (\$)</b>
0	1	20.78	21.20	21.62
0	2	21.26	21.69	22.12
0	3	21.75	22.19	22.63
0	4	22.25	22.70	23.15
0	5	23.03	23.49	23.96
0	6	23.82	24.30	24.79
0	7	24.65	25.14	25.65
0	8	25.96	26.48	27.01
0	9	26.89	27.42	27.97
0	10	27.86	28.42	28.99
0	11	28.86	29.43	30.02
0	12	29.91	30.51	31.12
0	13	31.01	31.63	32.27
0	14	32.15	32.80	33.45
0	15	33.33	34.00	34.68
0	16	34.15	34.84	35.53
0	17	34.99	35.69	36.41
0	18	37.03	37.77	38.53

**1912 NURSE CLINICIAN ASSISTANT HEAD NURSE  
 NURSE CLINICIAN ASSISTANT TO THE IMMEDIATE SUPERIOR  
 Group: 175  
 (HOURLY RATES)  
 Hours: 35 – 36.5**

<b>Class</b>	<b>Echelon</b>	<b>Rate on 2007-04-01 (\$)</b>	<b>Rate on 2008-04-01 (\$)</b>	<b>Rate on 2009-04-01 (\$)</b>
0	1	23.55	24.02	24.50
0	2	24.05	24.53	25.02
0	3	24.57	25.06	25.56
0	4	25.09	25.59	26.10
0	5	25.90	26.42	26.95
0	6	26.74	27.27	27.82
0	7	27.60	28.16	28.72
0	8	28.98	29.56	30.15
0	9	29.95	30.55	31.16
0	10	30.97	31.59	32.22
0	11	32.02	32.66	33.31
0	12	33.12	33.78	34.46
0	13	34.28	34.96	35.66
0	14	35.47	36.18	36.90
0	15	36.71	37.44	38.19
0	16	37.57	38.32	39.09
0	17	38.45	39.22	40.00
0	18	40.58	41.40	42.22

**1913 CARE COUNSELLOR NURSE  
(HOURLY RATES)  
Group: 133  
Hours: 35 – 36.5**

<b>Class</b>	<b>Echelon</b>	<b>Rate on 2007-04-01 (\$)</b>	<b>Rate on 2008-04-01 (\$)</b>	<b>Rate on 2009-04-01 (\$)</b>
0	1	20.75	21.16	21.59
0	2	21.28	21.71	22.14
0	3	21.82	22.26	22.70
0	4	22.37	22.81	23.27
0	5	23.22	23.68	24.16
0	6	24.11	24.60	25.09
0	7	25.05	25.56	26.07
0	8	26.74	27.27	27.82
0	9	27.80	28.35	28.92
0	10	28.89	29.47	30.06
0	11	30.05	30.66	31.27
0	12	31.25	31.87	32.51
0	13	32.52	33.17	33.83
0	14	33.84	34.51	35.20
0	15	35.22	35.92	36.64
0	16	36.09	36.81	37.55
0	17	36.98	37.72	38.47
0	18	37.89	38.65	39.43

**1914 SPECIALTY NURSE PRACTITIONER CANDIDATE  
(HOURLY RATES)  
Group: 134  
Hours: 35 – 36.5**

<b>Class</b>	<b>Echelon</b>	<b>Rate on 2007-04-01 (\$)</b>	<b>Rate on 2008-04-01 (\$)</b>	<b>Rate on 2009-04-01 (\$)</b>
0	1	22.65	23.10	23.56
0	2	23.20	23.66	24.13
0	3	23.81	24.28	24.77
0	4	24.41	24.90	25.39
0	5	25.35	25.85	26.37
0	6	26.32	26.85	27.39
0	7	27.35	27.89	28.45
0	8	29.18	29.77	30.36
0	9	30.34	30.94	31.56
0	10	31.54	32.18	32.82
0	11	32.81	33.46	34.13
0	12	34.11	34.79	35.49
0	13	35.50	36.21	36.94
0	14	36.93	37.67	38.42
0	15	38.45	39.22	40.01
0	16	39.40	40.19	40.89
0	17	40.37	41.17	42.00
0	18	41.38	42.21	43.05

**1915 SPECIALTY NURSE PRACTITIONER  
(HOURLY RATES)  
Group: 135  
Hours: 35 – 36.5**

<b>Class</b>	<b>Echelon</b>	<b>Rate on 2007-04-01 (\$)</b>	<b>Rate on 2008-04-01 (\$)</b>	<b>Rate on 2009-04-01 (\$)</b>
0	1	24.19	24.67	25.17
0	2	24.78	25.28	25.78
0	3	25.38	25.89	26.41
0	4	26.00	26.52	27.05
0	5	26.94	27.48	28.03
0	6	27.94	28.50	29.07
0	7	28.98	29.56	30.15
0	8	30.04	30.64	31.26
0	9	31.14	31.76	32.40
0	10	32.29	32.94	33.60
0	11	33.49	34.16	34.84
0	12	34.72	35.41	36.12
0	13	35.99	36.71	37.45
0	14	37.32	38.07	38.83
0	15	38.69	39.46	40.25
0	16	40.12	40.92	41.74
0	17	41.61	42.44	43.29
0	18	43.13	43.99	44.87

**1916 NURSE SURGICAL FIRST ASSISTANT  
(HOURLY RATES)  
Group: 136  
Hours: 35 – 36.5**

<b>Class</b>	<b>Echelon</b>	<b>Rate on 2007-04-01 (\$)</b>	<b>Rate on 2008-04-01 (\$)</b>	<b>Rate on 2009-04-01 (\$)</b>
0	1	20.75	21.16	21.59
0	2	21.28	21.71	22.14
0	3	21.82	22.26	22.70
0	4	23.37	22.81	23.27
0	5	23.22	23.68	24.16
0	6	24.11	24.60	25.09
0	7	25.05	25.56	26.07
0	8	26.74	27.27	27.82
0	9	27.80	28.35	28.92
0	10	28.89	29.47	30.06
0	11	30.05	30.66	31.27
0	12	31.25	31.87	32.51
0	13	32.52	33.17	33.83
0	14	33.84	34.51	35.20
0	15	35.22	35.92	36.64
0	16	36.09	36.81	37.55
0	17	36.98	37.72	38.47
0	18	37.89	38.65	39.43



- 4- The salary scales set out above came into force on April 1, 2007.
- 5- Pay will be adjusted and retroactive amounts owing paid no later than May 24, 2008.

**This agreement comes into force on the day it is signed.**

**IN WITNESS WHEREOF THE PARTIES HAVE SIGNED ON MARCH 18, 2008.**

**THE FÉDÉRATION DE LA SANTÉ ET DES  
SERVICES SOCIAUX (CSN)**

**THE COMITÉ PATRONAL DE NÉGOCIATION  
DU SECTEUR DE LA SANTÉ ET DES  
SERVICES SOCIAUX**

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