



NEWSLETTER - HOW TO CALCULATE YOUR NEW SALARY

Dear members,

You should have received from your employer an explanatory document concerning the new salary classes as well as the new wages, in addition to two annexes:

Annex 1: Families of employment

Annex 2: Identification table

Here is the procedure to follow to determine your new salary:

You will need the following to be able to know your new class and your new salary:

1. Your current annual salary
2. Your salary class (ask your employer to have your current salary class precisely)
3. Your job code (ask your employer)
4. Schedule 1 of Job Families
5. Annex 2 to the Tracking Table
6. The table of new salary scales in force (annexed to the end of this press release)

When you have all these information and all the documents, make yourself comfortable, take a deep breath and follow each of the following steps:

1. You must determine your new function code or more precisely your new family code with Annex 1. This annex presents the new classification plan for management positions in our network. It is important to note that this is not a new job evaluation. **Your new family code will have 3 digits:**

• **For the 1st digit**, you must select the governance section (**1st column of the “Job Family Table” Annex 1**):

- Organizational and corporate = 1
- Administrative = 2

- Clinic = 3
- Scientific = 4

Examples: you are an executive in care or professional services to patients or clients of the DYP, **your 1st digit is 3**. You are an executive in human, technical, material, informational or financial resources, **your 1st digit is 2**.

- **For the 2nd digit**, you take the “**Fields of activity**” table in **Appendix 1 on pages 4, 5 and 6**. In the right column, you find your current field of activities, you find your 2nd digit by taking the number in the left column opposite your field of activity. For example, you are a executive advisor (conseiller cadre) in labor relations, you end up under **Governance 200/1 - DRHCAJ, you must take the number 1**. Another example, you are a head of physiotherapy unit, you end up under **Governance 300 / 3- Multidisciplinary services, you must take the number 3**.

- **For the 3rd digit**, you return to **page 3 of Annex 1, Family of Employment** and take the digit corresponding to your level of management in the right column. For example, you are an executive advisor in labor relations, **your 3rd digit is 7**. You have **2 for the governance component** (administrative governance), **1 for the Management fields component (HRDCAJ)** and **7 for the level of management**, because you are an executive advisor (administrative governance). **Your new family code is therefore 217**.

- Another example, you are head of physiotherapy unit, **your 3rd digit is 5**. You have **3 for the governance component** (clinical governance), **3 for the management fields component (Multidisciplinary services)** and **5 for the component management level**, because you are head of unit (clinical governance). **Your new family code is therefore 335**.

2. Now that you have your new family code, you should take **Annex 2 "Tracking table"**. You should find in this table your new family code in the 2nd column with your old salary class in the right column.

- You are an executive advisor in labor relations with a new family code 217 and you have a salary class 15 currently, you now have a salary class 39 which varies between 82 111\$ and 106 744\$. If you are already at the maximum of the 'scale of class 15, you will be entitled to the maximum of class 39 and this, retroactive to December 20, 2016. If you are not currently at the maximum, we will explain to you how to calculate your new salary in point 3.

- You are head of physiotherapy unit with a new family code 335 and you currently have a class 16, you now have salary class 39 which varies between 82 111\$ and 106 744\$. If you are already at the top of the scale from class 15, you will be entitled to the maximum of class 39 and this, retroactive to December 20, 2016. If you are not currently at the maximum, we will explain to you how to calculate your new salary in point 3.

3. Calculation of your new salary if you are not at the maximum of your salary class currently:

- Executive advisor in labor relations, current salary class 15 varying between \$ 70,257 and \$ 91,334. Your current annual salary is \$ 80,000:

- You take the maximum of the new class divided by the maximum of your old class:
 - 106,744 divided by 91,334: 1,169
 - 1.169 you subtract 1: .169
 - .169 you multiply by 100: 16.89%
 - You take your current salary of \$ 80,000 X by 16.89%: \$ 13,512
 - You take your current salary of \$ 80,000 + \$ 13,512: your new salary is 93,512\$

ÉCHELLES DE TRAITEMENT EN VIGUEUR

Secteur : Santé et services sociaux
Catégorie : Cadres

CADRES

(Taux annuels)

Class e	Taux du 2016-12-20 au 2017-03-31 (\$)		Taux du 2017-04-01 au 2018-03-31 (\$)		Taux du 2018-04-01 au 2019-03-31 (\$)		Taux à compter du 2019-04-01 (\$)	
	Minimu m	Maximu m	Minimu m	Maximu m	Minimu m	Maximu m	Minimu m	Maximu m
30	48 789	63 426	49 643	64 536	50 636	65 827	51 279	66 663
31	51 082	66 407	51 976	67 569	53 015	68 920	54 033	70 243
32	53 483	69 528	54 419	70 745	55 508	72 160	56 935	74 016
33	55 997	72 796	56 977	74 070	58 116	75 551	59 993	77 991
34	58 628	76 217	59 655	77 551	60 848	79 102	63 215	82 179
35	61 853	80 409	62 935	81 816	64 194	83 452	66 608	86 591
36	65 255	84 831	66 397	86 316	67 725	88 042	70 185	91 241
37	68 844	89 497	70 048	91 063	71 449	92 884	73 955	96 141
38	72 630	94 419	73 901	96 071	75 378	97 992	77 926	101 304

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CADRES
(Taux annuels)

39	76 625	99 612	77 965	101 355	79 525	103 382	82 111	106 744
40	80 839	105 091	82 254	106 930	83 899	109 069	86 520	112 476
41	85 536	111 197	87 033	113 143	88 774	115 406	91 523	118 980
42	90 506	117 658	92 090	119 717	93 932	122 111	96 816	125 861
43	95 765	124 494	97 441	126 673	99 389	129 206	102 415	133 140
44	101 329	131 728	103 102	134 033	105 165	136 714	108 338	140 839
45	107 216	139 381	109 092	141 820	111 274	144 656	114 602	148 983
46	113 445	147 479	115 431	150 060	117 739	153 061	121 230	157 599
47	120 036	156 047	122 137	158 778	124 580	161 954	128 240	166 712
48	127 011	165 114	129 233	168 003	131 818	171 363	135 656	176 353

If you do not succeed, you can contact us at 514-933-4118, and Nathalie will give you an appointment with the professional services. We will have to send us by email, the elements mentioned in the box on page 1 by email to the following address: association@aper.qc.ca indicating in the subject line: Salary assessment.

If you have not received a document from your employer (appendix 1 and appendix 2), please send us an email at: association@aper.qc.ca with the subject line: No document from my employer. We will forward the missing documents to you.

The professional and legal services team