

# NEWSLETTER

## JANUARY 27, 2022

### EXPANSION OF TERMS OF APPLICATION OF ATTRACTION AND RETENTION PREMIUMS (14%)

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Dear Members,

During our last exchanges with the team at the MSSS regarding the latest incentives granted to unionized staff in the network, we had the opportunity to come back to the incongruities related to the application of the 14% lump sum allowance for the managers working with nursing and cardio-respiratory care personnel.

Since the beginning of the fall, we have made numerous representations so that the allowance is granted to the greatest number of managers because we sincerely believe that you deserve it.

Among the managers directly affected by this measure, i.e. those supervising Category 1 personnel, many could not access it because, although the job family code appears on the list issued by the MSSS, their job title did not match not.

It has been confirmed to us by the MSSS's labor relations team that a manager whose position is associated with one of the family codes referred to in the following table, when supervising category 1 staff, can benefit of the 14% flat-rate allowance, retroactive to October 16, 2021.

Code famille	Titre des familles d'emplois du personnel d'encadrement
315	Chef d'unité dans un groupe de médecine de famille, dans un groupe de médecine de famille universitaire.
319	Coordonnateur ou chef d'activités à la direction des services professionnels (gestion des lits, continuum de soins, gestion des séjours)
323	Adjoint hiérarchique à la direction des soins infirmiers
324	Coordonnateur à la direction des soins infirmiers
325	Chef de service, de programme, d'unité, d'activités à la direction des soins infirmiers Chef dans une unité en périnatalité, en néonatalogie ou en pédiatrie dans un centre hospitalier de soins généraux et spécialisés Chef d'unité dans un centre hospitalier psychiatrique
326	Chef de secteur à la direction des soins infirmiers
327	Conseiller cadre à la direction des soins infirmiers
329	Coordonnateur ou chef d'activités à la direction des soins infirmiers (soir, nuit, fds et fériés/hébergement)



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334	Coordonnateur des services d'inhalothérapie
335	Chef de service en inhalothérapie
344	Gestionnaire responsable d'un centre d'hébergement de soins de longue durée
345	Chef d'unité en hébergement dans un centre d'hébergement de soins de longue durée Chef de programme Info-Santé
349	Coordonnateur d'activités d'établissement

Thus, through this new orientation, the MSSS confirms that it prioritizes the family code rather than the job title. This will therefore allow many managers, including our colleagues from the DSP and the DP-SAPA, to benefit from the 14% allowance if they supervise nursing and cardio-respiratory care staff.

If this new orientation from the MSSS concerns you and you have not yet received payment of the allowance or confirmation from your institution indicating that you are entitled to it, we encourage you to send an email to your employer to make a request. If your establishment refuses the application, please let us know by email ([association@aper.qc.ca](mailto:association@aper.qc.ca)) and we can take the necessary steps to resolve the problem.

We are happy with this small opening for our members supervising category 1 employees. We are continuing our efforts to ensure respect for ALL managers who fully deserve respectful working conditions.

TEAM APER  
[association@aper.qc.ca](mailto:association@aper.qc.ca)  
 514-933-4118



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