



## NEWSLETTER / DIFFERENT INFORMATION DECEMBER 7, 2022

Dear Members,

Here is a bunch of news for you:

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- **Maintaining pay equity... follow-up page 1**
- **For nursing managers: a committee project with the OIIQ page 2**
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### **1. Salary changes and lump sums**

As you know, APER is the only association to verify the salary increases and lump sums that you have received or will receive. To be able to do so, you must prepare your file as follows, before sending it to us:

- A pay statement before any changes
- A pay statement with your new hourly rate
- The pay statement(s) with the payment of the 1% and the retroactivity

Once you have these documents, send them to [association@aper.qc.ca](mailto:association@aper.qc.ca) indicating “salary verification”. We will open a file and contact you in the coming weeks.

### **2. Maintenance of pay equity 2021**

The committee of which APER is a member received a notice of decision from the Pay Equity Commission following a complaint filed by the *Regroupement des sages- femmes* and, if there are no new elements or Arguments to the contrary, the Commission will render its decision on December 21, requiring that the Members of the Pay Equity Maintenance Committee review the assessment of the maintenance of pay equity dated December 20, 2016...

We also just learned that the Treasury Board, who represents the employers, has asked for a postponement until February 21<sup>st</sup>, 2023, that was accepted by the Commission, so as to prepare their arguments.

We have attached the Board's Notice of Decision.

### **3. Committee with the OIIQ for executives performing nursing acts**

It has now been a few weeks since APER met with its MSSS counterparts on several occasions to request that a special committee be set up between the MSSS and the OIIQ to work on a specific protocol for the evaluation of professional acts performed by nursing managers when they have to go to the departments as nurses and they have not practiced for many years.

The MSSS informs us that it will set up a working committee considering the current and future situation of hospitals in order to ensure a minimum of protection for nursing managers who would like to help their employer in difficult cases of service disruption.

#### **At the present moment, here is still the position of the OIIQ:**

*“Regarding the issue raised, we have indeed had some questions from our members in this regard. Our response is based on the ethical duties and obligations that all our members are required to respect. Briefly, here are the main points that are communicated to our members:*

*The reassignment of nurses to certain care environments is a stewardship right that the employer has to ensure the safe delivery of care to clients.*

*However, this prerogative of the employer requires certain clarifications:*

- Section 17 of the Code of Ethics for Nurses states: “Nurses must act competently in fulfilling their professional obligations. To this end, the nurse must in particular take into account the limits of his or her skills and knowledge.*
- When requesting reassignment, expectations must be clearly communicated. If the nurse judges that he or she does not have the skills and knowledge required, he or she must inform his or her immediate superior and act within the limits of his or her knowledge and skills.*
- It is the professional responsibility of the nurse to ensure that they have the required skills and knowledge at all times. When he or she finds that he or she is faced with his or her limits, he or she must, in collaboration with his or her manager, assess the needs for training, assistance, assistance or supervision in order to be able to contribute according to his or her skills.*

*In closing, we remind you that the manager who carries out nursing activities (in emergency or not) MUST be a member in good standing of the OIIQ and ensure that he respects his ethical obligations (like all other members). »*

**So, in summary, for the moment, the OIIQ maintains its usual position of responsibility with regard to nursing managers who help out their employer by acting as a nurse. Caution is therefore required and if you have any hesitations, contact us.**

#### 4. WEB training and training capsules in 2023

Didn't have time to take part in the various training sessions this fall? Never mind, you can register for it in 2023, in addition to a range of other training courses:

- RRPE
- RRSP or TFSA: which one to choose?
- Planning for financial security in retirement
- 10 strategies for a successful financial life
- Protect your mortgage loan: pitfalls to avoid!
- 10 ways to build the financial future of your children or grandchildren
- The ABCs of life and health insurance
- Will and protection mandate: the legal aspects

All these trainings are online and last one hour. We will send you the links for registration.

APER also provides you with training capsules on its WEB site, including one on new issues concerning complaints of psychological harassment (or other) of which you may be a victim.

In 2023, APER will deploy various twenty-minute training capsules on the various working conditions, remuneration, insurance and retirement so that you can use them when necessary for you.

Finally, we will hold various "Midi-Formation" conferences on certain specific points of your working conditions and your conditions of practice as a manager in the health and social services network which will be held online and will have a maximum duration of one hour. You will be invited to subscribe via our weekly newsletter.

#### 5. Difficulties in the network

The biggest problem we are witnessing right now is that managers and employees seem to have reached or exceeded their physical or psychological limits after almost 3 years of continuous crises... remember that in December 2019 we were at 130% occupancy in our emergencies, and we are not even talking about waiting lists for the DPJ. The adrenaline generated by the pandemic is gone but the waves keep breaking... do you feel like you can no longer move forward? this is quite common nowadays when we talk to your colleagues. Are your employees sluggish or at a standstill? Is it even more cumbersome to advance requests?

You should know that this is the lot of everyone at the moment, that the structure of the network is directly involved in the labor shortage, and that essentially it is not up to you. You do not have the responsibility of the network on your shoulders. You do what you can for the patients and children of the DYP, but as we repeat to your colleagues: Never to the detriment of your health! This is the line that should not be crossed. **Sound like you? Call us.**

**Last point:** attention, attention, it's raining complaints in HP (and others) at the moment. Everyone is on edge, let's be careful... especially now that the unions can tell employees to go through the media and Minister Dubé to settle their disciplinary problem!

TEAM APER  
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