



NEGOTIATED BY US, **FOR US.**

Salary scales and list of job titles

2

Collective Agreement
July 2016 • March 2020

**100%
HEALTHCARE
PROFESSIONALS**



Nurse

Licensed practical nurse

Respiratory therapist

Clinical perfusionist

Note: The salary scales and the list of job titles that appear in this document apply as of July 1, 2016. However, the salary scales are retroactive to April 1, 2016.

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I- NURSES

2471 NURSE

Hours per week: 35 – 36.25 – 37.50

Ranking: 18

19 as of April 2, 2018

Person who assumes the responsibility for a full range of nursing care according to the bio-psycho-social needs of users or groups of people under her care. Assesses the health status of users, determines and ensures the implementation of nursing treatment and care plans. Provides nursing and medical care and treatments with a view to maintaining or restoring health and preventing disease.

Plans, delivers and assesses teaching for users, their loved ones, and groups of people. In addition, participates in research aimed at promoting health and preventing disease.

Must have a licence to practice from the *Ordre des Infirmières et Infirmiers du Québec* (OIIQ).

Echelon	Rate until 2016-03-31 (\$)	Rate from 2016-04-01 to 2017-03-31 (\$)	Rate from 2017-04-01 to 2018-03-31 (\$)	Rate from 2018-04-01 to 2018-04-01 (\$)	Rate from 2018-04-02 to 2019-04-01 (\$)	Rate as of 2019-04-02 (\$)
1	23.09	23.44	23.85	24.33	23.49	24.08
2	23.92	24.28	24.70	25.19	24.19	24.79
3	24.81	25.18	25.62	26.13	24.94	25.56
4	25.71	26.10	26.56	27.09	25.68	26.32
5	26.69	27.09	27.56	28.11	26.47	27.13
6	27.64	28.05	28.54	29.11	27.26	27.94
7	28.67	29.10	29.61	30.20	28.08	28.78
8	29.74	30.19	30.72	31.33	28.94	29.66
9	30.83	31.29	31.84	32.48	29.80	30.55
10	31.97	32.45	33.02	33.68	30.72	31.49
11	33.15	33.65	34.24	34.92	31.64	32.43
12	34.37	34.89	35.50	36.21	32.60	33.42
13					33.59	34.43
14					34.44	35.30
15					35.30	36.18
16					36.20	37.11
17					37.12	38.05
18					38.05	39.00

2459 NURSE TEAM LEADER

Hours per week: 35 – 36.25 – 37.50

Ranking: 19

20 as of April 2, 2018

Person who, in addition to her duties as a nurse, directs, supervises and coordinates the activities of a diversified group composed of nurses, licensed practical nurses, auxiliary staff and trainees.

A diversified group does not necessarily include persons from all the above-mentioned job categories.

Echelon	Rate until 2016-03-31 (\$)	Rate from 2016-04-01 to 2017-03-31 (\$)	Rate from 2017-04-01 to 2018-03-31 (\$)	Rate from 2018-04-01 to 2018-04-01 (\$)	Rate from 2018-04-02 to 2019-04-01 (\$)	Rate as of 2019-04-02 (\$)
1	24.68	25.05	25.49	26.00	23.86	24.46
2	25.54	25.92	26.37	26.90	24.63	25.25
3	26.42	26.82	27.29	27.84	25.43	26.07
4	27.38	27.79	28.28	28.85	26.24	26.90
5	28.31	28.73	29.23	29.81	27.10	27.78
6	29.32	29.76	30.28	30.89	27.97	28.67
7	30.36	30.82	31.36	31.99	28.88	29.60
8	31.41	31.88	32.44	33.09	29.80	30.55
9	32.54	33.03	33.61	34.28	30.77	31.54
10	33.69	34.20	34.80	35.50	31.76	32.55
11	34.89	35.41	36.03	36.75	32.79	33.61
12	36.12	36.66	37.30	38.05	33.84	34.69
13					34.95	35.82
14					35.90	36.80
15					36.88	37.80
16					37.89	38.84
17					38.92	39.89
18					39.98	40.98

2489 ASSISTANT-HEAD-NURSE / ASSISTANT TO THE IMMEDIATE SUPERIOR**Hours per week: 35 – 36.25 – 37.50****Ranking: 21**

Nurse who assists the head nurse or the immediate superior in the performance of her duties. Plans, supervises and coordinates the activities of a centre of activities for the entire duration of her shift. Acts as a resource person for her colleagues for the planning, provision and evaluation of nursing care.

Participates in the design, implementation, evaluation and review of the programming of the centre of activities and the clinical tools as well as tools for evaluating the quality of care. Collaborates in orientation activities, in identifying training needs and in evaluating staff performance.

When necessary, performs the regular duties of a nurse. In addition, the assistant-head-nurse or assistant to the immediate superior on the day shift replaces the head nurse or immediate superior during her regular absences from the centre of activities. These absences include:

- a) weekly days off;
- b) statutory holidays;
- c) annual vacation;
- d) any other absence that does not exceed one (1) continuous month.

Echelon	Rate until 2016-03-31 (\$)	Rate from 2016-04-01 to 2017-03-31 (\$)	Rate from 2017-04-01 to 2018-03-31 (\$)	Rate from 2018-04-01 to 2019-04-01 (\$)	Rate as of 2019-04-02 (\$)
1	27.46	27.87	28.36	28.93	24.87
2	28.39	28.82	29.32	29.91	25.71
3	29.41	29.85	30.37	30.98	26.60
4	30.34	30.80	31.34	31.97	27.50
5	31.41	31.88	32.44	33.09	28.45
6	32.51	33.00	33.58	34.25	29.42
7	33.63	34.13	34.73	35.42	30.43
8	34.77	35.29	35.91	36.63	31.48
9	35.98	36.52	37.16	37.90	32.55
10	37.19	37.75	38.41	39.18	33.67
11	38.53	39.11	39.79	40.59	34.83
12	39.87	40.47	41.18	42.00	36.02
13					37.26
14					38.35
15					39.48
16					40.64
17					41.83
18					43.06

2462 NURSE INSTRUCTOR

Hours per week: 35 – 36.25 – 37.50

Ranking: 19

Person who participates in in-service training and the orientation of employees and trainees. Her work consists of giving demonstrations or theory courses.

No one currently working for the Employer, or subsequently hired, may ask to be classified in this job title after the date on which this list of job titles and job descriptions comes into effect.

Echelon	Rate until 2016-03-31 (\$)	Rate from 2016-04-01 to 2017-03-31 (\$)	Rate from 2017-04-01 to 2018-03-31 (\$)	Rate from 2018-04-01 to 2019-04-01 (\$)	Rate as of 2019-04-02 (\$)
1	24.90	25.27	25.71	26.22	24.08
2	25.73	26.12	26.58	27.11	24.79
3	26.61	27.01	27.48	28.03	25.56
4	27.51	27.92	28.41	28.98	26.32
5	28.47	28.90	29.41	30.00	27.13
6	29.42	29.86	30.38	30.99	27.94
7	30.45	30.91	31.45	32.08	28.78
8	31.49	31.96	32.52	33.17	29.66
9	32.59	33.08	33.66	34.33	30.55
10	33.74	34.25	34.85	35.55	31.49
11	34.90	35.42	36.04	36.76	32.43
12	36.12	36.66	37.30	38.05	33.42
13					34.43
14					35.30
15					36.18
16					37.11
17					38.05
18					39.00

2491 NURSE IN A NORTHERN CLINIC**Hours per week: 35 – 36.25****Ranking: 22**

Person who, in an outpost or a northern clinic in a locality covered by the provisions regarding regional disparities, in addition to her nursing duties, assesses the users allowing the physician to make a diagnosis and determine the appropriate interventions from afar. She is also called upon to carry out activities and interventions that are generally reserved for physicians in other work settings.

Echelon	Rate until 2016-03-31 (\$)	Rate from 2016-04-01 to 2017-03-31 (\$)	Rate from 2017-04-01 to 2018-03-31 (\$)	Rate from 2018-04-01 to 2019-04-01 (\$)	Rate as of 2019-04-02 (\$)
1	25.20	25.56	26.01	26.52	25.25
2	26.07	26.44	26.91	27.44	26.16
3	27.03	27.42	27.90	28.45	27.12
4	28.01	28.41	28.91	29.48	28.10
5	28.97	29.39	29.91	30.50	29.12
6	30.04	30.47	31.01	31.62	30.19
7	31.13	31.58	32.14	32.77	31.27
8	32.23	32.69	33.27	33.92	32.41
9	33.39	33.87	34.47	35.15	33.59
10	34.60	35.10	35.72	36.42	34.81
11	35.85	36.37	37.01	37.74	36.07
12	37.13	37.67	38.33	39.08	37.40
13					38.75
14					39.96
15					41.22
16					42.51
17					43.85
18					45.22

2490 CANDIDATE FOR ADMISSION TO THE PRACTICE OF THE NURSING PROFESSION

Hours per week: 35 – 36.25 – 37.50

Ranking: tow-clause job

Person who holds a diploma qualifying her for the OIIQ license to practice, or whom the OIIQ recognizes as having succeeded in a programme of studies in nursing, or whose diploma or training is recognized as equivalent by the OIIQ for the purpose of issuing a licence to practice.

She may, while awaiting her license, practise all the professional activities that a nurse may practise, under the supervision of a nurse, subject to the exceptions stipulated by regulation, in accordance with the standards set out by the regulations.

Echelon	Rate until 2016-03-31 (\$)	Rate from 2016-04-01 to 2017-03-31 (\$)	Rate from 2017-04-01 to 2018-03-31 (\$)	Rate from 2018-04-01 to 2019-04-01 (\$)	Rate as of 2019-04-02 (\$)
1	20.95	21.26	21.63	22.06	21.91

2485 NURSE ON A REFRESHER PERIOD

Hours per week: 35 – 36.25 – 37.50

Ranking: tow-clause job

A nurse in good standing with the OIIQ who has not practised the profession for more than four (4) years.

Echelon	Rate until 2016-03-31 (\$)	Rate from 2016-04-01 to 2017-03-31 (\$)	Rate from 2017-04-01 to 2018-03-31 (\$)	Rate from 2018-04-01 to 2019-04-01 (\$)	Rate as of 2019-04-02 (\$)
1	20.95	21.26	21.63	22.06	21.67

4001 NURSING EXTERN

Hours per week: 35 – 36.25 – 37.50

Ranking: low-clause job

Person who, outside of her nursing programme of study, is eligible for a nursing externship in accordance with the prevailing regulations.

Performs the activities listed in the regulations, within the prescribed limits and under the supervision of a nurse, in accordance with the standards established by the regulations. Provides comfort care to the user.

Must have a certificate of registration issued by the OIIQ qualifying her for a nursing externship.

Echelon	Rate until 2016-03-31 (\$)	Rate from 2016-04-01 to 2017-03-31 (\$)	Rate from 2017-04-01 to 2018-03-31 (\$)	Rate from 2018-04-01 to 2019-04-01 (\$)	Rate as of 2019-04-02 (\$)
1	17.27	17.53	17.84	18.20	19.26

1911 NURSE CLINICIAN

Hours per week: 35 – 36.25 – 37.50

Ranking: 22

Person who is responsible for a full range of nursing care based on the bio-psycho-social needs of users or groups of persons placed under her care. Assesses the health status, draws up and ensures the implementation of the nursing care and treatment plans for users with complex health problems and/or a variety of bio-psycho-social dimensions. Provides nursing and medical care and treatment aimed at maintaining and restoring health and preventing disease.

Designs, implements and evaluates care programmes requiring advanced knowledge, addressing complex health problems and/or involving a variety of bio-psycho-social dimensions. This person helps develop or adapt clinical tools and tools for assessing the quality of care, coordinates team work and plays an advisory role with her colleagues and the interdisciplinary team.

Identifies the needs and interventions that require coordination of services within the institution and among different institutions or local organizations or agencies for users. Ensures the coordination of such services, as needed.

Provides orientation for new staff and helps train trainees. Supervises teaching of users, their loved ones, and groups of people in specific programmes, and collaborates on research projects.

Must have a Bachelor of Science in Nursing or a Bachelor's degree including three (3) eligible certificates, at least two (2) of which are recognized nursing certificates, and a licence to practice from the OIIQ.

Echelon	Rate until 2016-03-31 (\$)	Rate from 2016-04-01 to 2017-03-31 (\$)	Rate from 2017-04-01 to 2018-03-31 (\$)	Rate from 2018-04-01 to 2019-04-01 (\$)	Rate as of 2019-04-02 (\$)
1	23.50	23.85	24.27	24.76	25.25
2	24.04	24.40	24.83	25.33	26.16
3	24.60	24.97	25.40	25.91	27.12
4	25.16	25.54	25.99	26.51	28.10
5	26.05	26.44	26.90	27.44	29.12
6	26.94	27.34	27.82	28.38	30.19
7	27.88	28.30	28.79	29.37	31.27
8	29.36	29.80	30.32	30.93	32.41
9	30.41	30.87	31.41	32.03	33.59
10	31.51	31.98	32.54	33.19	34.81
11	32.64	33.13	33.71	34.38	36.07
12	33.83	34.33	34.93	35.63	37.40
13	35.07	35.60	36.22	36.94	38.75
14	36.36	36.90	37.55	38.30	39.96
15	37.69	38.26	38.93	39.71	41.22
16	38.62	39.20	39.89	40.68	42.51
17	39.57	40.16	40.87	41.68	43.85
18	41.88	42.51	43.25	44.12	45.22

**1912 NURSE CLINICIAN ASSISTANT-HEAD-NURSE
NURSE CLINICIAN ASSISTANT TO THE IMMEDIATE SUPERIOR**

Hours per week: 35 – 36.25 – 37.50

Ranking: 24

Nurse clinician who, in addition to her duties as assistant-head-nurse or assistant to the immediate superior, is responsible for the development, implementation, assessment and revision of clinical tools and tools for the evaluation of the quality of care.

Must have a Bachelor's of Science in Nursing or a Bachelor's degree including three (3) eligible certificates, at least two (2) of which are recognized nursing certificates, and a licence to practice from the OIIQ.

Echelon	Rate until 2016-03-31 (\$)	Rate from 2016-04-01 to 2017-03-31 (\$)	Rate from 2017-04-01 to 2018-03-31 (\$)	Rate from 2018-04-01 to 2019-04-01 (\$)	Rate as of 2019-04-02 (\$)
1	26.79	27.19	27.66	28.22	26.43
2	27.35	27.76	28.25	28.82	27.48
3	27.95	28.37	28.86	29.44	28.57
4	28.54	28.97	29.47	30.06	29.68
5	29.46	29.90	30.42	31.03	30.86
6	30.41	30.87	31.41	32.04	32.07
7	31.39	31.86	32.42	33.07	33.34
8	32.96	33.46	34.04	34.72	34.65
9	34.07	34.58	35.18	35.89	36.02
10	35.23	35.75	36.38	37.11	37.45
11	36.42	36.97	37.61	38.37	38.91
12	37.67	38.24	38.90	39.68	40.46
13	38.99	39.57	40.27	41.07	42.04
14	40.34	40.95	41.67	42.50	43.50
15	41.76	42.38	43.12	43.99	45.01
16	42.73	43.37	44.13	45.02	46.56
17	43.73	44.39	45.17	46.07	48.15
18	46.16	46.85	47.67	48.63	49.82

1913 CARE COUNSELLOR NURSE

Hours per week: 35 – 36.25

Ranking: 23

Person who is called upon to advise an institution on issues pertaining to nursing and infection prevention programmes and who may be required to carry out such responsibilities as:

- designing, delivering, evaluating and revising orientation, training and updating programmes for staff and trainees;
- designing, implementing, assessing and revising programmes aimed at improving the quality of care and professional activities.

Must have a Bachelor of Science in Nursing and a licence to practice from the OIIQ.

Echelon	Rate until 2016-03-31 (\$)	Rate from 2016-04-01 to 2017-03-31 (\$)	Rate from 2017-04-01 to 2018-03-31 (\$)	Rate from 2018-04-01 to 2019-04-01 (\$)	Rate as of 2019-04-02 (\$)
1	24.08	24.44	24.87	25.37	25.63
2	24.70	25.07	25.51	26.02	26.61
3	25.32	25.70	26.15	26.68	27.62
4	25.96	26.35	26.81	27.35	28.69
5	26.95	27.35	27.83	28.39	29.79
6	27.98	28.40	28.90	29.48	30.93
7	29.07	29.51	30.03	30.63	32.12
8	31.03	31.50	32.05	32.69	33.35
9	32.27	32.75	33.32	33.99	34.63
10	33.53	34.03	34.63	35.32	35.97
11	34.88	35.40	36.02	36.74	37.34
12	36.27	36.81	37.46	38.21	38.79
13	37.74	38.31	38.98	39.76	40.27
14	39.28	39.86	40.56	41.37	41.63
15	40.88	41.49	42.22	43.06	43.02
16	41.89	42.51	43.26	44.12	44.45
17	42.92	43.56	44.33	45.21	45.95
18	43.98	44.64	45.42	46.33	47.48

1915 SPECIALTY NURSE PRACTITIONER

Hours per week: 35 – 36.25

Ranking: 26

Person who is responsible for nursing care and medical professional activities for users in a specialty dealing with complex health problems, in accordance with prevailing legislation. Collaborates with the attending physician to identify health problems and set care and treatment priorities. Participates in the follow-up care of users who have been previously diagnosed, in close collaboration with the attending physician. Provides clinical support to nurses and other professionals.

Contributes to the design, implementation and assessment of programmes pertaining to her specialty. Helps develop and implement teaching programmes for users, their loved ones and groups of people.

Helps draw up and assess rules for medical and nursing care, and collaborates in the development of training programmes for nursing staff.

Conducts or collaborates in nursing research and collaborates in clinical medical research.

Must have a graduate degree qualifying her for the OIIQ specialty certificate, the proof of training prescribed by regulations and the OIIQ specialty certificate.

Echelon	Rate until 2016-03-31 (\$)	Rate from 2016-04-01 to 2017-03-31 (\$)	Rate from 2017-04-01 to 2018-03-31 (\$)	Rate from 2018-04-01 to 2019-04-01 (\$)	Rate as of 2019-04-02 (\$)
1	28.48	28.91	29.41	30.00	27.40
2	29.17	29.61	30.13	30.73	28.59
3	29.88	30.33	30.86	31.48	29.81
4	30.61	31.07	31.62	32.25	31.09
5	31.72	32.19	32.76	33.41	32.43
6	32.90	33.39	33.97	34.65	33.84
7	34.12	34.63	35.24	35.94	35.29
8	35.37	35.90	36.53	37.26	36.81
9	36.66	37.21	37.86	38.62	38.39
10	38.02	38.59	39.26	40.05	40.06
11	39.43	40.02	40.72	41.54	41.77
12	40.88	41.49	42.22	43.06	43.57
13	42.37	43.01	43.76	44.64	45.44
14	43.94	44.60	45.38	46.29	47.18
15	45.55	46.24	47.04	47.99	48.97
16	47.24	47.94	48.78	49.76	50.84
17	48.99	49.72	50.59	51.61	52.77
18	50.78	51.54	52.44	53.49	54.78

1914 SPECIALTY NURSE PRACTITIONER CANDIDATE

Hours per week: 35 – 36.25

Ranking: tow-clause job

Person who holds a Master's degree qualifying her to apply for an OIIQ specialty certificate and the certificates of training prescribed by regulation.

May, while awaiting her certificate, perform the duties of a specialty nurse practitioner under the supervision of a medical specialist, in accordance with existing regulations.

Echelon	Rate until 2016-03-31 (\$)	Rate from 2016-04-01 to 2017-03-31 (\$)	Rate from 2017-04-01 to 2018-03-31 (\$)	Rate from 2018-04-01 to 2019-04-01 (\$)	Rate as of 2019-04-02 (\$)
1	26.67	27.07	27.54	28.09	26.72
2	27.31	27.72	28.21	28.77	27.88
3	28.03	28.45	28.95	29.53	29.06
4	28.74	29.17	29.68	30.27	30.31
5	29.85	30.29	30.82	31.44	31.62
6	30.99	31.45	32.00	32.65	32.99
7	32.20	32.68	33.26	33.92	34.41
8	34.36	34.87	35.48	36.19	35.89
9	35.72	36.26	36.89	37.63	37.43
10	37.13	37.69	38.35	39.12	39.06
11	38.63	39.21	39.90	40.69	40.73
12	40.16	40.76	41.48	42.30	42.48
13	41.80	42.42	43.17	44.03	44.30
14	43.48	44.13	44.90	45.80	46.00
15	45.27	45.95	46.75	47.69	47.75
16	46.39	47.08	47.91	48.87	49.57
17	47.53	48.24	49.09	50.07	51.45
18	48.72	49.45	50.31	51.32	53.41

1916 NURSE FIRST SURGICAL ASSISTANT

Hours per week: 35 – 36.25

Ranking: 24

Person who, in addition to her duties as nurse clinician, performs professional activities in pre, peri and postoperative care in accordance with the prevailing regulations.

Provides the surgeon with immediate and continuous collaboration by performing complementary clinical and surgical technical acts during surgery. At no time does she work simultaneously as a scrub nurse.

Must have a Bachelor of Science in Nursing, or have completed at least sixty (60) credits in nursing sciences in a university programme other than the programme leading to the certificate mentioned in the following paragraph, or must, on December 28, 2000, have met the requirements stipulated in the regulations.

Must hold a certificate in Perioperative Nursing which enables her, in accordance with the regulations, to perform these duties.

Echelon	Rate until 2016-03-31 (\$)	Rate from 2016-04-01 to 2017-03-31 (\$)	Rate from 2017-04-01 to 2018-03-31 (\$)	Rate from 2018-04-01 to 2019-04-01 (\$)	Rate as of 2019-04-02 (\$)
1	25.27	25.65	26.10	26.62	26.43
2	25.92	26.31	26.77	27.30	27.48
3	26.58	26.98	27.45	28.00	28.57
4	27.25	27.65	28.14	28.70	29.68
5	28.28	28.71	29.21	29.79	30.86
6	29.37	29.81	30.33	30.93	32.07
7	30.51	30.97	31.51	32.14	33.34
8	32.57	33.06	33.64	34.31	34.65
9	33.86	34.37	34.97	35.67	36.02
10	35.19	35.72	36.34	37.07	37.45
11	36.60	37.15	37.80	38.56	38.91
12	38.06	38.63	39.31	40.10	40.46
13	39.61	40.20	40.91	41.73	42.04
14	41.22	41.84	42.57	43.42	43.50
15	42.90	43.54	44.30	45.19	45.01
16	43.96	44.62	45.40	46.31	46.56
17	45.04	45.72	46.52	47.45	48.15
18	46.16	46.85	47.67	48.63	49.82

1917 NURSE CLINICIAN SPECIALIST

Hours per week: 35 – 36.25

Ranking: job pending evaluation, no ranking assigned

Person who has developed a specific expertise in a specialized field, enabling her to deliver specialized care to a clientele presenting with complex health problems.

This expertise enables her to make clinical decisions, resolve complex clinical problems, deliver specialized care, coordinate the care and ensure the clinical and therapeutic follow-up of the client or a specific population. The nurse clinician specialist participates in the development of care tools adapted to the clientele to optimize the quality and the effectiveness of the nursing care in the speciality. Evaluates the coping strategies and highlights the strengths and skills of the clients and the families.

Acts as an expert and consultant with the staff, the care or interdisciplinary teams, the patients and their families, the community and the organizations in the network. Conducts and participates in research studies or projects in nursing care related to her clinical area or field.

Must have a licence from the *Ordre des Infirmières et Infirmiers du Québec* (OIIQ);

Must have a Master's degree qualifying her for the specialist certificate from the OIIQ;

Must have the specialist certificate from the OIIQ.

Echelon	Rate until 2016-03-31 (\$)	Rate from 2016-04-01 to 2017-03-31 (\$)	Rate from 2017-04-01 to 2018-03-31 (\$)	Rate from 2018-04-01 to 2019-04-01 (\$)	Rate as of 2019-04-02 (\$)
1	24.96	25.34	25.78	26.30	26.43
2	25.89	26.27	26.73	27.27	27.48
3	26.83	27.23	27.71	28.26	28.57
4	27.82	28.24	28.73	29.31	29.68
5	28.85	29.28	29.80	30.39	30.86
6	29.91	30.36	30.89	31.51	32.07
7	31.01	31.47	32.03	32.67	33.34
8	32.15	32.64	33.21	33.87	34.65
9	33.33	33.83	34.42	35.11	36.02
10	34.57	35.09	35.70	36.42	37.45
11	35.84	36.38	37.02	37.76	38.91
12	37.16	37.72	38.38	39.15	40.46
13	38.52	39.10	39.79	40.58	42.04

Echelon	Rate until 2016-03-31 (\$)	Rate from 2016-04-01 to 2017-03-31 (\$)	Rate from 2017-04-01 to 2018-03-31 (\$)	Rate from 2018-04-01 to 2019-04-01 (\$)	Rate as of 2019-04-02 (\$)
14	39.94	40.54	41.25	42.07	43.50
15	41.41	42.03	42.76	43.62	45.01
16	42.94	43.58	44.34	45.23	46.56
17	44.52	45.19	45.98	46.90	48.15
18	46.16	46.85	47.67	48.63	49.82

Note: job not evaluated.

II- LICENSED PRACTICAL NURSES

3455 LICENSED PRACTICAL NURSE

Hours per week: 35 – 36.25 – 37.50

Ranking: 13

14 as of April 2, 2018

Person who contributes to providing a full range of nursing care in collaboration with the healthcare team. Takes part in assessing the health status of the user and carrying out the care plans, providing nursing and comfort care, as well as nursing and medical treatment, with the aim of maintaining or restoring health and preventing disease. Participates in the teaching of users and their loved ones.

Must be a member of the *Ordre des infirmières et infirmiers auxiliaires du Québec* (OIIAQ).

Echelon	Rate until 2016-03-31 (\$)	Rate from 2016-04-01 to 2017-03-31 (\$)	Rate from 2017-04-01 to 2018-03-31 (\$)	Rate from 2018-04-01 to 2018-04-01 (\$)	Rate from 2018-04-02 to 2019-04-01 (\$)	Rate as of 2019-04-02 (\$)
1	20.48	20.79	21.15	21.57	22.04	22.59
2	21.17	21.49	21.87	22.31	22.70	23.27
3	21.82	22.15	22.54	22.99	23.38	23.96
4	22.49	22.83	23.23	23.69	24.08	24.68
5	23.16	23.51	23.92	24.40	24.80	25.42
6	23.89	24.25	24.67	25.16	25.53	26.17
7	24.57	24.94	25.38	25.89	26.30	26.96
8	25.32	25.70	26.15	26.67	27.09	27.77
9	26.14	26.53	26.99	27.53	27.72	28.41
10	26.90	27.30	27.78	28.34	28.38	29.09
11					29.04	29.77
12					29.72	30.46

3445 LICENSED PRACTICAL NURSE TEAM LEADER**Hours per week: 35 – 36.25 – 37.50****Ranking: 14****15 as of April 2, 2018**

Person who, while working as a licensed practical nurse herself, is responsible for coordinating the activities of a group of employees. May also look after the training of these employees.

Echelon	Rate until 2016-03-31 (\$)	Rate from 2016-04-01 to 2017-03-31 (\$)	Rate from 2017-04-01 to 2018-03-31 (\$)	Rate from 2018-04-01 to 2018-04-01 (\$)	Rate from 2018-04-02 to 2019-04-01 (\$)	Rate as of 2019-04-02 (\$)
1	21.72	22.05	22.44	22.89	22.19	22.74
2	22.41	22.75	23.15	23.61	22.94	23.51
3	23.04	23.39	23.80	24.28	23.72	24.31
4	23.74	24.10	24.52	25.01	24.51	25.12
5	24.42	24.79	25.22	25.72	25.35	25.98
6	25.13	25.51	25.96	26.48	26.19	26.84
7	25.85	26.24	26.70	27.23	27.09	27.77
8	26.61	27.01	27.48	28.03	28.00	28.70
9	27.42	27.83	28.32	28.89	28.77	29.49
10	28.22	28.64	29.14	29.72	29.56	30.30
11					30.38	31.14
12					31.21	31.99

3446 LICENSED PRACTICAL NURSE ASSISTANT TEAM LEADER**Hours per week: 35 – 36.25 – 37.50****Ranking: job not evaluated, no ranking assigned**

Person who shares the responsibility of the team leader and replaces her in her absence.

Note: given that the 2014-2015 data indicates that there are no incumbents in this job title, the parties acknowledge that it can no longer be the subject of an evaluation for determining the ranking.

3456 CANDIDATE FOR ADMISSION TO THE PRACTICE OF THE LICENSED PRACTICAL NURSE PROFESSION

Hours per week: 35 – 36.25 – 37.50

Ranking: tow-clause job

Person who holds a diploma qualifying her for the *Ordre des infirmières et infirmiers auxiliaires du Québec* (OIIAQ) licence, who has successfully completed a programme of studies leading to a diploma qualifying her for the OIIAQ licence, or whose diploma or training is recognized as equivalent by the OIIAQ for the purpose of issuing a licence.

May, while waiting for her licence, practise all the professional activities that a licensed practical nurse may practise, in accordance with the conditions established by the applicable regulations.

Echelon	Rate until 2016-03-31 (\$)	Rate from 2016-04-01 to 2017-03-31 (\$)	Rate from 2017-04-01 to 2018-03-31 (\$)	Rate from 2018-04-01 to 2018-04-01 (\$)	Rate from 2018-04-02 to 2019-04-01 (\$)	Rate as of 2019-04-02 (\$)
1	18.64	18.92	19.25	19.63	20.06	20.56

3529 LICENSED PRACTICAL NURSE ON A REFRESHER PERIOD

Hours per week: 35 – 36.25 – 37.50

Ranking: tow-clause job

Licensed practical nurse in good standing with the *Ordre des infirmières et infirmiers auxiliaires du Québec* (OIIAQ) who has not practised her profession for more than four (4) years.

Echelon	Rate until 2016-03-31 (\$)	Rate from 2016-04-01 to 2017-03-31 (\$)	Rate from 2017-04-01 to 2018-03-31 (\$)	Rate from 2018-04-01 to 2019-04-01 (\$)	Rate as of 2019-04-02 (\$)
1	19.23	19.52	19.86	20.26	20.33

III- CHILD NURSE/BABY NURSE

3461 CHILD NURSE/BABY NURSE

Hours per week: 35 – 36.25

Ranking: 12

Person who helps administer a full range of diagnostic, therapeutic and preventive procedures, primarily with newborn babies and children. Provides the nursing and comfort care required by the users. Carries out certain examinations and prescriptions. Collaborates with other professionals during examinations and treatments.

Must have a diploma from a school recognized by the *commission des écoles de garde-bébés de la province de Québec*, or the *Fédération des écoles de puériculture*, or the *ministère de l'Éducation, du Loisir et du Sport*.

Echelon	Rate until 2016-03-31 (\$)	Rate from 2016-04-01 to 2017-03-31 (\$)	Rate from 2017-04-01 to 2018-03-31 (\$)	Rate from 2018-04-01 to 2019-04-01 (\$)	Rate as of 2019-04-02 (\$)
1	19.67	19.97	20.32	20.73	21.90
2	20.32	20.62	20.98	21.40	22.55
3	20.97	21.28	21.65	22.08	23.22
4	21.57	21.89	22.27	22.72	23.91
5	22.23	22.56	22.95	23.41	24.61
6	22.93	23.27	23.68	24.15	25.36
7	23.59	23.94	24.36	24.85	25.92
8	24.31	24.67	25.10	25.60	26.51
9	25.10	25.48	25.93	26.45	27.10
10	25.82	26.21	26.67	27.20	27.70

IV- RESPIRATORY THERAPISTS

2244 RESPIRATORY THERAPIST

Hours per week: 35 – 36.25

Ranking: 17

18 as of April 2, 2018

Person who is responsible for a full range of respiratory therapy techniques. Helps to assess a user's cardio-respiratory function for diagnostic or therapeutic purposes, assists in anesthesia and treats problems affecting the cardio-respiratory system.

Is responsible for operating the equipment used for these purposes. Ensures their distribution, maintenance and that they are in proper working order. May participate in teaching techniques specific to respiratory therapy.

Must be a member of the *Ordre professionnel des inhalothérapeutes du Québec* (OPIQ).

Echelon	Rate until 2016-03-31 (\$)	Rate from 2016-04-01 to 2017-03-31 (\$)	Rate from 2017-04-01 to 2018-03-31 (\$)	Rate from 2018-04-01 to 2018-04-01 (\$)	Rate from 2018-04-02 to 2019-04-01 (\$)	Rate as of 2019-04-02 (\$)
1	22.39	22.73	23.13	23.59	23.12	23.70
2	23.20	23.55	23.96	24.44	24.13	24.73
3	24.00	24.36	24.79	25.29	25.19	25.82
4	24.87	25.24	25.68	26.19	26.30	26.96
5	25.71	26.10	26.56	27.09	27.46	28.15
6	26.63	27.03	27.50	28.05	28.66	29.38
7	27.57	27.98	28.47	29.04	29.93	30.68
8	28.53	28.96	29.47	30.06	31.24	32.02
9	29.55	29.99	30.51	31.12	32.42	33.23
10	30.56	31.02	31.56	32.19	33.64	34.48
11	31.63	32.10	32.66	33.31	34.90	35.77
12	32.75	33.24	33.82	34.50	36.22	37.13

2248 ASSISTANT-HEAD RESPIRATORY THERAPIST

Hours per week: 35 – 36.25

Ranking: 19

20 as of April 2, 2018

Person who, while working as a respiratory therapist herself, shares with the head respiratory therapist the responsibility for the centre of activities and replaces her during her regular absences:

- a) weekly days off;
- b) statutory holidays;
- c) annual vacation;
- d) any other absence that does not exceed one (1) continuous month.

Echelon	Rate until 2016-03-31 (\$)	Rate from 2016-04-01 to 2017-03-31 (\$)	Rate from 2017-04-01 to 2018-03-31 (\$)	Rate from 2018-04-01 to 2018-04-01 (\$)	Rate from 2018-04-02 to 2019-04-01 (\$)	Rate as of 2019-04-02 (\$)
1	25.34	25.72	26.17	26.69	23.86	24.46
2	26.19	26.58	27.05	27.59	24.63	25.25
3	26.99	27.39	27.87	28.43	25.43	26.07
4	27.92	28.34	28.84	29.42	26.24	26.90
5	28.77	29.20	29.71	30.30	27.10	27.78
6	29.75	30.20	30.73	31.34	27.97	28.67
7	30.74	31.20	31.75	32.39	28.88	29.60
8	31.70	32.18	32.74	33.39	29.80	30.55
9	32.74	33.23	33.81	34.49	30.77	31.54
10	33.86	34.37	34.97	35.67	31.76	32.55
11	34.96	35.48	36.10	36.82	32.79	33.61
12	36.12	36.66	37.30	38.05	33.84	34.69
13					34.95	35.82
14					35.90	36.80
15					36.88	37.80
16					37.89	38.84
17					38.92	39.89
18					39.98	40.98

2246 RESPIRATORY THERAPY TECHNICAL COORDINATOR

Hours per week: 35 – 36.25

Ranking: 18

19 as of April 2, 2018

Person who, while working as a respiratory therapist herself, is regularly responsible for supervising, training and coordinating the activities of other people. May see to the quality of the techniques used and the compilation of the data needed for the proper operation of the centre of activities.

Echelon	Rate until 2016-03-31 (\$)	Rate from 2016-04-01 to 2017-03-31 (\$)	Rate from 2017-04-01 to 2018-03-31 (\$)	Rate from 2018-04-01 to 2018-04-01 (\$)	Rate from 2018-04-02 to 2019-04-01 (\$)	Rate as of 2019-04-02 (\$)
1	24.03	24.39	24.82	25.32	23.49	24.08
2	24.81	25.18	25.62	26.13	24.19	24.79
3	25.63	26.01	26.47	27.00	24.94	25.56
4	26.46	26.86	27.33	27.88	25.68	26.32
5	27.36	27.77	28.26	28.83	26.47	27.13
6	28.23	28.65	29.15	29.73	27.26	27.94
7	29.21	29.65	30.17	30.77	28.08	28.78
8	30.18	30.63	31.17	31.79	28.94	29.66
9	31.15	31.62	32.17	32.81	29.80	30.55
10	32.20	32.68	33.25	33.92	30.72	31.49
11	33.24	33.74	34.33	35.02	31.64	32.43
12	34.37	34.89	35.50	36.21	32.60	33.42
13					33.59	34.43
14					34.44	35.30
15					35.30	36.18
16					36.20	37.11
17					37.12	38.05
18					38.05	39.00

2247 RESPIRATORY THERAPY CLINICAL INSTRUCTOR**Hours per week: 35****Ranking: 18****19 as of April 2, 2018**

Respiratory therapist who, under the authority of the head respiratory therapist and in collaboration with the medical supervisor, is responsible for the implementation of the clinical internship programme.

Among other responsibilities, this person is responsible for planning the work to be performed by student trainees and dispatching them to the various centres of activities in the institution. Must provide and/or organize the clinical teaching itself and provide guidance to students in carrying out their practical assignments.

Must also assess the quality of the training received by the students.

Echelon	Rate until 2016-03-31 (\$)	Rate from 2016-04-01 to 2017-03-31 (\$)	Rate from 2017-04-01 to 2018-03-31 (\$)	Rate from 2018-04-01 to 2018-04-01 (\$)	Rate from 2018-04-02 to 2019-04-01 (\$)	Rate as of 2019-04-02 (\$)
1	24.05	24.41	24.84	25.34	23.49	24.08
2	24.83	25.20	25.64	26.15	24.19	24.79
3	25.65	26.03	26.49	27.02	24.94	25.56
4	26.47	26.87	27.34	27.89	25.68	26.32
5	27.38	27.79	28.28	28.85	26.47	27.13
6	28.24	28.66	29.16	29.74	27.26	27.94
7	29.21	29.65	30.17	30.77	28.08	28.78
8	30.19	30.64	31.18	31.80	28.94	29.66
9	31.15	31.62	32.17	32.81	29.80	30.55
10	32.21	32.69	33.26	33.93	30.72	31.49
11	33.27	33.77	34.36	35.05	31.64	32.43
12	34.37	34.89	35.50	36.21	32.60	33.42
13					33.59	34.43
14					34.44	35.30
15					35.30	36.18
16					36.20	37.11
17					37.12	38.05
18					38.05	39.00

4002 RESPIRATORY THERAPY EXTERN

Hours per week: 35 – 36.25

Ranking: low-clause job

Person who, outside of her respiratory therapy programme of study, is eligible for a respiratory therapy externship in accordance with prevailing regulations.

Carries out the activities listed in the regulations, within the prescribed limits and under the supervision of a respiratory therapist, in accordance with the standards established by the regulations.

Must have a certificate of registration issued by the *Ordre professionnel des inhalothérapeutes du Québec* (OPIQ).

Echelon	Rate until 2016-03-31 (\$)	Rate from 2016-04-01 to 2017-03-31 (\$)	Rate from 2017-04-01 to 2018-03-31 (\$)	Rate from 2018-04-01 to 2019-04-01 (\$)	Rate as of 2019-04-02 (\$)
1	16.69	16.94	17.24	17.58	18.96

V- CLINICAL PERFUSIONIST

2287 CLINICAL PERFUSIONIST

Hours per week: 35 – 36.25

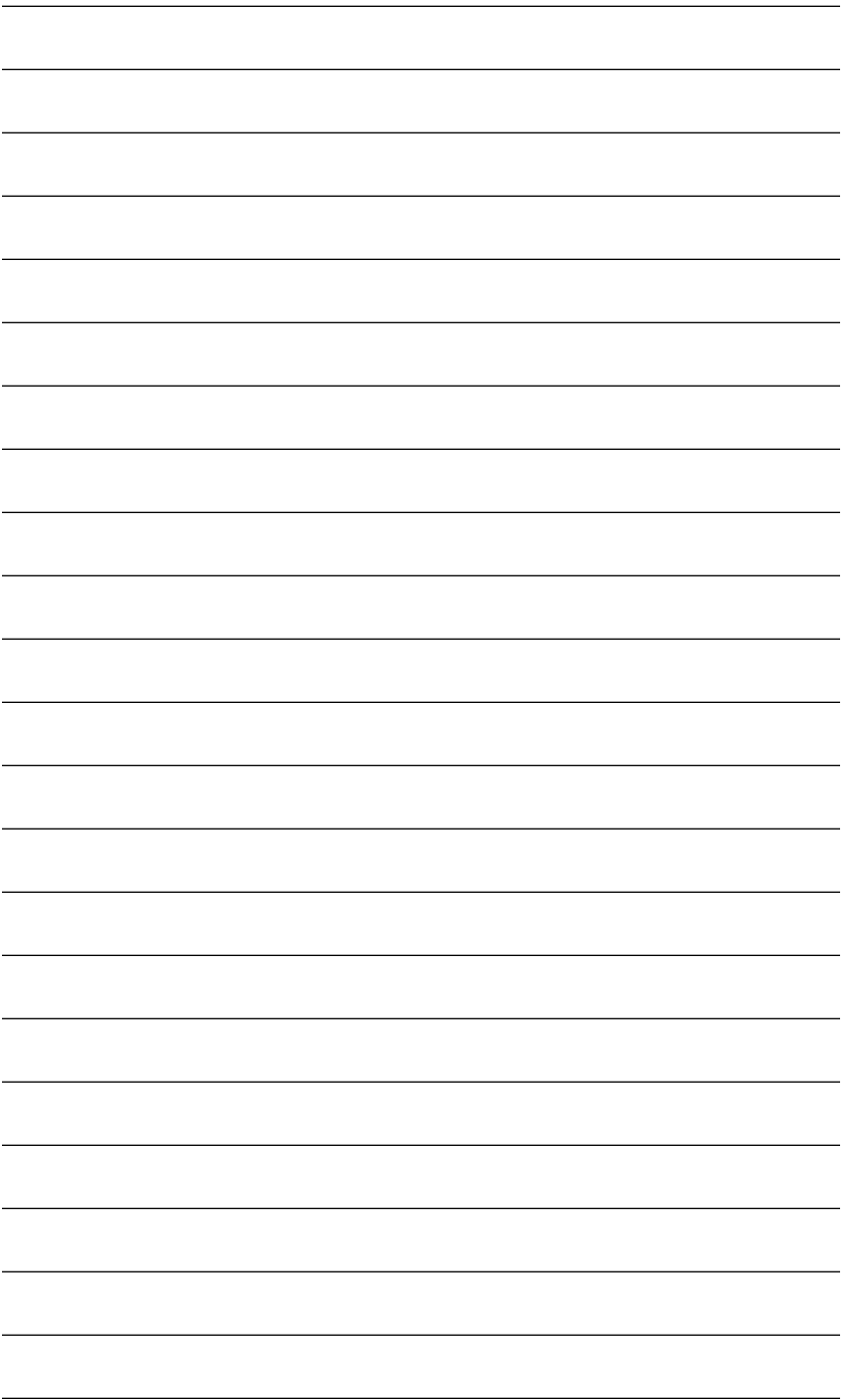
Ranking: 23

Person who assumes responsibility for the circulatory and cardiopulmonary functions of the patient using extracorporeal circulation units during surgery or cardiac support to ensure the maintenance of physiological functions. Starts, monitors, maintains, transports, weans and stops circulatory support units. Assembles and organizes the extracorporeal circuit. Performs all tasks related to the proper operation of her sector of activity.

Must hold a certificate or a specialized graduate diploma in extracorporeal perfusion.

This job also includes any person who meets the requirements of the Regulation respecting the professional activities that may be engaged in by a clinical perfusionist.

Echelon	Rate until 2016-03-31 (\$)	Rate from 2016-04-01 to 2017-03-31 (\$)	Rate from 2017-04-01 to 2018-03-31 (\$)	Rate from 2018-04-01 to 2019-04-01 (\$)	Rate as of 2019-04-02 (\$)
1	23.19	23.54	23.95	24.43	25.63
2	24.08	24.44	24.86	25.36	26.61
3	24.99	25.37	25.81	26.33	27.62
4	25.95	26.33	26.80	27.33	28.69
5	26.93	27.34	27.82	28.37	29.79
6	27.97	28.39	28.89	29.46	30.93
7	29.07	29.50	30.02	30.62	32.12
8	31.02	31.49	32.04	32.68	33.35
9	32.25	32.73	33.30	33.97	34.63
10	33.52	34.03	34.62	35.31	35.97
11	34.86	35.38	36.00	36.72	37.34
12	36.25	36.80	37.44	38.19	38.79
13	37.33	38.30	38.97	39.75	40.27
14	39.25	39.84	40.54	41.35	41.63
15	40.86	41.48	42.20	43.05	43.02
16	41.87	42.50	43.24	44.11	44.45
17	42.90	43.54	44.30	45.19	45.95
18	43.97	44.63	45.41	46.32	47.48



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