

Gouvernement du Québec

**O.C. 244-97, 26 February 1997**

An Act respecting health services and social services  
(R.S.Q., c. S-4.2)

**Officers of regional boards and health  
and social services institutions**

**— Accessibility to positions, remuneration, group  
insurance plans and employment stability measures**

Regulation to amend the Regulation respecting accessibility to positions, remuneration, group insurance plans and employment stability measures applicable to officers of regional boards and health and social services institutions

WHEREAS under subparagraph 1 of the first paragraph of section 507 of the Act respecting health services and social services (R.S.Q., c. S-4.2), the Government may, by regulation, determine the standards and scales which must be used by regional boards, public institutions and private institutions under agreement for the selection, appointment and engagement of and the remuneration and other terms of employment applicable to executive directors and senior and middle management personnel;

WHEREAS the Government may also, under the same section, establish by regulation, for persons referred to in subparagraphs 1 and 2 of the first paragraph of that section who are not governed by a collective agreement, a procedure of appeal for cases of dismissal, termination of employment or non-renewal of employment, except when arising from forfeiture of office, and for cases of suspension without pay or of demotion. The regulation may also prescribe a procedure for the settlement of disagreements over the interpretation and application of the terms of employment established thereby. Lastly, it may prescribe a method for the designation of an arbitrator, to which sections 100.1 and 139 to 140 of the Labour Code (R.S.Q., c. C-27) apply, and the measures the arbitrator may take after having heard the parties;

WHEREAS under Order in Council 1218-96 dated 25 September 1996, the Government made the Regulation respecting accessibility to positions, remuneration, group insurance plans and employment stability measures applicable to officers of regional boards and health and social services institutions;

WHEREAS it is expedient to amend that Regulation;

IT IS ORDERED, therefore, on the recommendation of the Minister of Health and Social Services:

THAT the Regulation to amend the Regulation respecting accessibility to positions, remuneration, group insurance plans and employment stability measures applicable to officers of regional boards and health and social services institutions, attached to this Order in Council, be made.

MICHEL CARPENTIER,  
*Clerk of the Conseil exécutif*

**Regulation to amend the Regulation  
respecting accessibility to positions,  
remuneration, group insurance plans  
and employment stability measures  
applicable to officers of regional boards  
and health and social services  
institutions**

An Act respecting health services and social services  
(R.S.Q., c. S-4.2, s. 507, 1<sup>st</sup> par., subpars. 1 and 2)

**1.** The Regulation respecting accessibility to positions, remuneration, group insurance plans and employment stability measures applicable to officers of regional boards and health and social services institutions, made by Order in Council 1218-96 dated 25 September 1996, is amended by inserting the following after section 133:

“**133.1** On 1 April 1997, a salary increase shall be granted to an officer whose work performance during the period from 1 April 1996 to 31 March 1997 is deemed satisfactory. There shall be no appeal under this Regulation regarding the appraisal made by the employer to that effect. The rate of this increase shall represent 4 % of the salary of the officer at 31 March 1997, provided that this increase does not make the salary of the officer higher than the maximum of the salary class for his position.

Where an officer holds a part-time position on 1 April 1997 and the percentage of time worked is less than 50 % for the reference period, the salary increase for satisfactory performance shall be 2 % of his salary at 31 March 1997.

The second, third and fourth paragraphs of section 14 apply to the increase for 1997-1998, by substituting the date “1 April” for the date “1 July” wherever it is found and by making the consequential changes in Schedule II.

**133.2** No later than 1 May 1997, the remuneration of an officer shall be reduced by an amount equivalent to 1.5 days of work. A 1.5-day leave without pay shall be

granted to the officer by the employer. The officer has until 31 March 1998 to take that leave.

Where an officer holds a part-time position, the reduction in remuneration and the corresponding leave without pay shall be determined in proportion to the time worked at his position.

The officer's contribution to his retirement plan shall nonetheless be computed on the basis of the remuneration that he would have received were it not for the reduction in remuneration provided for in the first paragraph and in the second paragraph for a part-time officer."

**2.** This Regulation comes into force on the date of its publication in the *Gazette officielle du Québec*.

1263

Gouvernement du Québec

### **O.C. 245-97, 26 February 1997**

An Act respecting health services and social services for Cree Native persons  
(R.S.Q., c. S-5)

#### **Directors general and senior and intermediate officers of regional councils, public establishments and private establishment**

##### **— Remuneration — Amendments**

Regulation to amend the Regulation respecting remuneration of directors general and senior and intermediate officers of regional councils, public establishments and private establishments referred to in sections 176 and 177 of the Act respecting health services and social services for Cree Native persons

WHEREAS under section 154 of the Act respecting health services and social services for Cree Native persons (R.S.Q., c. S-5), the Government may, by regulation, determine the standards and scales to be followed by regional councils, public institutions and the private institutions contemplated in sections 176 and 177, for the selection, appointment, remuneration and other conditions of employment of executive directors and senior and intermediate officers;

WHEREAS by Order in Council 1572-90 dated 7 November 1990, the Government made the Regulation respecting remuneration of directors general and senior and intermediate officers of regional councils, public

establishments and private establishments referred to in sections 176 and 177 of the Act respecting health services and social services;

WHEREAS it is expedient to amend that Regulation;

IT IS ORDERED, therefore, on the recommendation of the Minister of Health and Social Services:

THAT the Regulation to amend the Regulation respecting remuneration of directors general and senior and intermediate officers of regional councils, public establishments and private establishments referred to in sections 176 and 177 of the Act respecting health services and social services for Cree Native persons, attached to this Order in Council, be made.

MICHEL CARPENTIER,  
*Clerk of the Conseil exécutif*

### **Regulation to amend the Regulation respecting remuneration of directors general and senior and intermediate officers of regional councils, public establishments and private establishments referred to in sections 176 and 177 of the Act respecting health services and social services for Cree Native persons**

An Act respecting health services and social services for Cree Native persons  
(R.S.Q., c. S-5, s. 154, 1<sup>st</sup> par., subpars. 1 and 2)

**1.** The Regulation respecting remuneration of directors general and senior and intermediate officers of regional councils, public establishments and private establishments referred to in sections 176 and 177 of the Act respecting health services and social services for Cree Native persons, made by Order in Council 1572-90 dated 7 November 1990 and amended by the Regulations made by Orders in Council 828-91 dated 12 June 1991, 573-93 dated 21 April 1993, 1155-93 dated 18 August 1993 and 1421-94 dated 7 September 1994, is further amended by inserting the following after the title "Adjustment of Individual Remuneration" under Division II of Chapter II of Title IV:

"**26.1** No later than 1 May 1997, the remuneration of an officer shall be reduced by an amount equivalent to 1.5 days of work. Unpaid leave of 1.5 days shall be granted to the officer by the employer. The officer has until 31 March 1998 to take that leave.