

Gouvernement du Québec

**T.B. 194784, 8 May 2000**

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

**Regional boards and health and social services institutions**

— **Terms of employment of officers**

— **Amendments**

Regulation to amend the Regulation respecting certain terms of employment applicable to officers of regional boards and health and social services institutions

WHEREAS by 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 under sections 159 and 205 of the Act to amend the Act respecting health services and social services and amending various legislative provisions (1998, c. 39), the Regulation is deemed to have been made by the Minister of Health and Social Services under section 487.2 of the Act respecting health services and social services (R.S.Q., c. S-4.2);

WHEREAS the title of the Regulation was replaced by “Regulation respecting certain terms of employment applicable to officers of regional boards and health and social services institutions”, approved by T.B. 193821, dated 21 September 1999;

WHEREAS it is necessary to amend the Regulation in order to replace provisions concerning the adjustment of salary classes and to introduce provisions concerning premiums and mobile leaves in psychiatry and secure custody;

WHEREAS by Minister’s Order dated 5 May 2000, the Minister of State for Health and Social Services and Minister of Health and Social Services made the Regulation to amend the Regulation respecting certain terms of employment applicable to officers of regional boards and health and social services institutions;

WHEREAS under section 487.2 of the Act respecting health services and health services (R.S.Q., c. S-4.2), such a regulation must be submitted for approval to the Conseil du trésor;

THE CONSEIL DU TRÉSOR DECIDES:

1. To approve the Regulation to amend the Regulation respecting certain terms of employment applicable to officers of regional boards and health and social services institutions, attached hereto;

2. To require the publication of that Regulation in the *Gazette officielle du Québec*.

ALAIN PARENTEAU,  
*Clerk of the Conseil du trésor*

**Regulation to amend the Regulation respecting certain terms of employment 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. 487.2, 1st par., subpars. 1 and 2)

1. The Regulation respecting certain terms of employment applicable to officers of regional boards and health and social services institutions is amended by substituting the following for section 12:

“12. Salary classes are adjusted by the Minister on the date and in accordance with the parameters set by the Government. Salary classes shall be adjusted by 1.5 % on 1 January 1999, by 2.5 % on 1 January 2000, 1 January 2001 and 1 January 2002. The adjusted salary classes are listed in Schedule 1.

12.1 The salary rate of the officers referred to in sections 2 and 10 of the Regulation respecting the appointment and remuneration of directors of professional services and directors of public health, made by Order in Council 1094-94 dated 13 July 1994 shall be adjusted by 1 % on 1 January 1998 and on 1 April 1998. The adjustment of salary classes provided for in section 12 also applies to that salary rate. These adjusted salary rates are listed in Schedule A.”

2. The following Division is added at the end of Chapter 3:

\* The Regulation respecting certain terms of employment applicable to officers of regional boards and health and social services institutions, made by Order in Council 1218-96 dated 25 September 1996 (1996, *G.O.* 2, 4202) was last amended by the Regulation approved by T.B. 193821 dated 21 September 1999 (1999, *G.O.* 2, 3661). For previous amendments, refer to the *Tableau des modifications et Index Sommaire*, Éditeur officiel du Québec, 2000, updated to 1 February 2000.

**“DIVISION 9  
MOBILE LEAVES AND PREMIUMS IN  
PSYCHIATRY AND SECURE CUSTODY**

**29.1** A full-time or part-time officer who directly supervises on a regular basis a considerable group of employees working in psychiatry, secure custody, intensive supervision and the assessment of information shall receive the same holidays and premiums as those full-

time or part-time employees. The terms and conditions of the collective agreements in the health and social services sector for those holidays and premiums apply to officers, adapted as required. Section 26 applies to those premiums.”.

**3.** The following is substituted for the Appendixes to the Regulation:

**“SCHEDULE 1  
(s. 12)**

**SALARY CLASSES FOR OFFICERS**

Class	1998-04-01		1999-01-01		2000-01-01		2001-01-01		2002-01-01	
	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
02	25 074	32 598	25 450	33 087	26 086	33 914	26 738	34 762	27 406	35 631
03	26 487	34 432	26 884	34 948	27 556	35 822	28 245	36 718	28 951	37 636
04	27 901	36 271	28 320	36 815	29 028	37 735	29 754	38 678	30 498	39 645
05	29 321	38 119	29 761	38 691	30 505	39 658	31 268	40 649	32 050	41 665
06	30 737	39 961	31 198	40 560	31 978	41 574	32 777	42 613	33 596	43 678
07	32 093	41 719	32 574	42 345	33 388	43 404	34 223	44 489	35 079	45 601
08	33 671	43 771	34 176	44 428	35 030	45 539	35 906	46 677	36 804	47 844
09	35 300	45 888	35 830	46 576	36 726	47 740	37 644	48 934	38 585	50 157
10	37 315	48 509	37 875	49 237	38 822	50 468	39 793	51 730	40 788	53 023
11	39 655	51 550	40 250	52 323	41 256	53 631	42 287	54 972	43 344	56 346
12	42 114	54 747	42 746	55 568	43 815	56 957	44 910	58 381	46 033	59 841
13	44 594	57 971	45 263	58 841	46 395	60 312	47 555	61 820	48 744	63 366
14	47 510	61 763	48 223	62 689	49 429	64 256	50 665	65 862	51 932	67 509
15	49 981	64 976	50 731	65 951	51 999	67 600	53 299	69 290	54 631	71 022
16	53 127	69 064	53 924	70 100	55 272	71 853	56 654	73 649	58 070	75 490
17	56 127	72 963	56 969	74 057	58 393	75 908	59 853	77 806	61 349	79 751
18	59 134	76 874	60 021	78 027	61 522	79 978	63 060	81 977	64 637	84 026
19	62 242	80 913	63 176	82 127	64 755	84 180	66 374	86 285	68 033	88 442
20	65 800	85 541	66 787	86 824	68 457	88 995	70 168	91 220	71 922	93 501
21	69 431	90 260	70 472	91 614	72 234	93 904	74 040	96 252	75 891	98 658
22	73 022	94 930	74 117	96 354	75 970	98 763	77 869	101 232	79 816	103 763
23	76 574	99 546	77 723	101 039	79 666	103 565	81 658	106 154	83 699	108 808
24	80 597	104 777	81 806	106 349	83 851	109 008	85 947	111 733	88 096	114 526
25	82 894	107 762	84 137	109 378	86 240	112 112	88 396	114 915	90 606	117 788
26	87 277	113 459	88 586	115 161	90 801	118 040	93 071	120 991	95 398	124 016
27	91 750	119 275	93 126	121 064	95 454	124 091	97 840	127 193	100 286	130 373
28	96 286	125 173	97 730	127 051	100 173	130 227	102 677	133 483	105 244	136 820
29	101 100	131 431	102 617	133 402	105 182	136 737	107 812	140 155	110 507	143 659
30	106 155	138 003	107 747	140 073	110 441	143 575	113 202	147 164	116 032	150 843

These salary rates shall determine, for each of these salary classes, the minimum and maximum salary limits for the annual salary of a full-time officer.

The conversion of the annual salary into weekly salary is obtained by dividing the annual salary by 52.18. The conversion of the annual salary into daily salary is obtained by dividing the annual salary by 260.9.”.

**“SCHEDULE A**

(s. 12.1)

**SALARY RATE FOR OFFICERS WHO ARE PHYSICIANS**

<b>Evaluation classes</b>	<b>1-09-1993</b>	<b>1-01-1998</b>	<b>1-04-1998</b>	<b>1-01-1999</b>	<b>1-01-2000</b>	<b>1-01-2001</b>	<b>1-01-2002</b>
<b>A</b>	92 025	92 945	93 874	95 282	97 664	100 106	102 609
<b>B</b>	97 218	98 190	99 172	100 660	103 177	105 756	108 400
<b>C</b>	102 428	103 452	104 487	106 054	108 705	111 423	114 209
<b>D</b>	107 810	108 888	109 977	111 627	114 418	117 278	120 210
<b>E</b>	113 976	115 116	116 267	118 011	120 961	123 985	127 085
<b>F</b>	120 263	121 466	122 681	124 521	127 634	130 825	134 096
<b>G</b>	126 486	127 751	129 029	130 964	134 238	137 594	141 034
<b>H</b>	132 636	133 962	135 302	137 332	140 765	144 284	147 891

These salary rates shall determine, for each of these salary classes, the minimum and maximum salary limits for the annual salary of a full-time officer who is a physician.

The conversion of the annual salary into weekly salary is obtained by dividing the annual salary by 52.18. The conversion of the annual salary into daily salary is obtained by dividing the annual salary by 260.9”

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