

M.O., 2003**Order number 2003-005 of the Minister of State for Health and Social Services and Minister of Health and Social Services dated 11 April 2003**

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

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

CONSIDERING 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;

CONSIDERING 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) to the effect that 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);

CONSIDERING the replacement of the title of the Regulation 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;

CONSIDERING the necessity to amend the Regulation;

CONSIDERING the first paragraph of section 487.2 of the Act respecting health services and social services;

CONSIDERING the authorization obtained from the Conseil du trésor in accordance with the third paragraph of section 487.2 of the Act respecting health services and social services;

THEREFORE, the Minister of State for Health and Social Services and Minister of Health and Social Services makes the Regulation to amend the Regulation respecting certain terms of employment applicable to officers of regional boards and health and social services institutions.

FRANÇOIS LEGAULT,
*Minister of State for Health and Social Services
and Minister of Health and Social Services*

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

Act respecting health services and social services (R.S.Q., c. S-4.2, s. 487.2, 1st par., subpar. 1)

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

“**12.** The salary classes determined in accordance with subdivision 1 of division 2 of this chapter correspond to the salary classes adjusted by 2% on 1 April 2003. The adjusted salary classes are listed in Schedule 1.

For part-time officers, the salary determined in the first paragraph is reduced proportionally to the hours of the position.”.

2. The following is substituted for section 12.1:

“**12.1** For officers contemplated in section 8.1, a salary rate corresponding to the evaluation classes established in accordance with section 11.5 shall be adjusted by 2% on 1 April 2003. The resulting salary rates are listed in Schedule 2.

The salary rate of an officer contemplated in section 8.1 is reduced, when the officer holds a part-time position, proportionally to the time for which his services are engaged by the employer, without such services being less than 20% of full time.”.

3. The following is inserted after section 134.1:

“**134.2** Notwithstanding section 14, the salary increase granted to an officer on 1 April 2003 shall be established on the basis of the officer’s salary as adjusted on 1 April 2003 rather than on the basis of the officer’s salary on 31 March 2003. The other conditions of eligibility for the salary increase remain unchanged.

* The last amendment to the Regulation respecting certain terms of employment applicable to officers of regional boards and health and social services institutions, enacted by Order in Council 1218-96 dated 25 September 1996 (1996, G.O. 2, 4202), was made by the regulation approved by T.B. 196627 dated 19 June 2001 (2001, G.O. 2, 3655). For previous amendments, see *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 2002, updated to 1 September 2002).

134.3 A lump sum shall be paid to an officer for the hours worked from 1 April 2003 to 30 June 2003, on each pay date. The lump sum shall be equal to 2% of the salary and the premiums paid pursuant to sections 29 and 29.1, in force on 31 March 2003.

Only the part of the lump sum referred to in the first paragraph that pertains to the officer's salary is considered to be eligible salary for the purposes of the pension plan for management personnel.

134.4 An officer whose employment relationship is severed between 1 January 2003 and 31 March 2003 shall receive, within thirty days following the severance of the employment relationship, or within thirty days following 30 April 2003 if the employment relationship was severed before that date, in a single payment, a lump sum shall be equal to 2% of the salary and the premium paid pursuant to sections 29 and 29.1 for the hours worked from 1 January 2003 to 31 March 2003.

The lump sum referred to in the first paragraph shall not be paid to an officer whose employment relationship has been severed if, within seven days following the date of severance or within thirty days following 30 April 2003 the officer has informed the employer that he will waive the lump sum payment.

134.5 An officer contemplated in section 134.4 who, before 1 July 2003, is appointed to another position as an officer or senior administrator for an employer in the public or parapublic sector or who works as an officer or senior manager, shall receive the lump sum provided for in section 134.3 provided that the officer waives the payment of the lump sum payment provided for in section 134.4 within the time prescribed.”

4. The following schedules are substituted for Schedules 1, 1.A, A and A.1 :

“SCHEDULE 1
(s. 12)

SALARY CLASSES FOR OFFICERS

Classes	2002 04 01		2003 04 01	
	Minimum	Maximum	Minimum	Maximum
02	27 406	35 631	27 954	36 344
03	28 951	37 636	29 530	38 389
04	30 498	39 645	31 108	40 438
05	32 050	41 665	32 691	42 498

Classes	2002 04 01		2003 04 01	
	Minimum	Maximum	Minimum	Maximum
06	33 597	43 678	34 269	44 552
07	35 566	46 236	36 277	47 161
08	37 650	48 944	38 403	49 923
09	39 856	51 810	40 653	52 846
10	42 189	54 844	43 033	55 941
11	44 660	58 056	45 553	59 217
12	47 275	61 455	48 221	62 684
13	50 042	65 054	51 043	66 355
14	52 973	68 864	54 032	70 241
15	56 073	72 896	57 194	74 354
16	59 359	77 165	60 546	78 708
17	62 837	81 684	64 094	83 318
18	66 514	86 468	67 844	88 197
19	70 409	91 531	71 817	93 362
20	74 530	96 891	76 021	98 829
21	78 896	102 565	80 474	104 616
22	83 514	108 571	85 184	110 742
23	88 408	114 929	90 176	117 228
24	93 584	121 660	95 456	124 093
25	99 065	128 784	101 046	131 360
26	104 868	136 326	106 965	139 053
27	111 005	144 309	113 225	147 195
28	117 506	152 760	119 856	155 815
29	124 389	161 705	126 877	164 939
30	131 672	171 175	134 305	174 599

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

SCHEDULE 2

(s. 12.1)

SALARY RATE FOR OFFICERS WHO ARE PHYSICIANS

Classes	2002 04 01		2003 04 01	
	Minimum	Maximum	Minimum	Maximum
A	104 885	104 885	106 983	106 983
B	111 027	111 027	113 248	113 248
C	117 527	117 527	119 878	119 878
D	124 408	124 408	126 896	126 896
E	131 693	131 693	134 327	134 327
F	139 406	139 406	142 194	142 194
G	147 569	147 569	150 520	150 520
H	156 211	156 211	159 335	159 335

”.

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

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M.O., 2003**Order number 2003-006 of the Minister of State for Health and Social Services and Minister of Health and Social Services dated 11 April 2003**

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

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

CONSIDERING the Regulation respecting the selection, remuneration, group insurance plans, employment stability measures, end of engagement measures, and procedure of appeal applicable to the executive directors of regional boards and of public health and social services institutions made by Order in Council 1217-96 dated 25 September 1996;

CONSIDERING 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) to the effect that 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);

CONSIDERING the replacement of the title of the Regulation by “Regulation respecting certain terms of employment applicable to senior administrators of regional boards and health and social services institutions”, approved by T.B. 193820 dated 21 September 1999;

CONSIDERING the necessity to amend the Regulation;

CONSIDERING the first paragraph of section 487.2 of the Act respecting health services and social services;

CONSIDERING the authorization obtained from the Conseil du trésor in accordance with the third paragraph of section 487.2 of the Act respecting health services and social services;

THEREFORE, the Minister of State for Health and Social Services and Minister of Health and Social Services makes the Regulation to amend the Regulation respecting certain terms of employment applicable to senior administrators of regional boards and health and social services institutions.

FRANÇOIS LEGAULT,
*Minister of State for Health and Social Services
and Minister of Health and Social Services*

Regulation to amend the Regulation respecting certain terms of employment applicable to senior administrators of regional boards and of public 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., subpar. 1 and 2)

1. The following is substituted for section 28 of the Regulation respecting certain terms of employment applicable to senior administrators of regional boards and of public health and social services institutions:

* The last amendment to the Regulation respecting certain terms of employment applicable to senior administrators of regional boards and of public health and social services institutions, enacted by Order in Council 1217-96 dated 25 September 1996 (1996, *G.O.* 2, 4173), was made by the regulation approved by T.B. 196626 dated 19 June 2001 (2001, *G.O.* 2, 3653). For previous amendments, see *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 2002, updated to 1 September 2002).