

M.O., 2018**Order number 2018 005 of the Minister of Health and Social Services dated 20 March 2018**

An Act respecting health services and social services (chapter S-4.2)

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

THE MINISTER OF HEALTH AND SOCIAL SERVICES,

CONSIDERING the first paragraph of section 487.2 of the Act respecting health services and social services (chapter S-4.2), which provides in particular that the Minister may, by regulation, determine the standards and scales which must be used by agencies and public institutions for the selection, appointment and engagement of and the remuneration and other terms of employment applicable to senior administrators;

CONSIDERING that the Minister made the Regulation respecting certain terms of employment applicable to senior administrators of agencies and of public health and social services institutions (chapter S-4.2, r. 5.2);

CONSIDERING the authorization obtained by the Conseil du trésor in accordance with the third paragraph of section 487.2 of the Act;

CONSIDERING that it is expedient to make the Regulation to amend the Regulation respecting certain terms of employment applicable to senior administrators of agencies and of public health and social services institutions;

ORDERS AS FOLLOWS:

The Regulation to amend the Regulation respecting certain terms of employment applicable to senior administrators of agencies and of public health and social services institutions, attached as a Schedule, is hereby made.

GAÉTAN BARRETTE,
*Minister of Health and
Social Services*

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

An Act respecting health services and social services (chapter S-4.2, s. 487.2)

1. The Regulation respecting certain terms of employment applicable to senior administrators of agencies and of public health and social services institutions (chapter S-4.2, r. 5.2) is amended by inserting the following after section 40.2:

“**40.3.** A senior administrator working in the Far North region determined by the Minister shall receive, for the period from 1 April 2015 to 30 March 2020, an attraction and retention allowance.

The allowance is paid to the senior administrator in the form of a lump sum in proportion to the time worked and according to the procedures of the employer’s pay system. A statutory holiday, a flexible leave, an annual leave and a personal leave are considered to be time worked.

The amounts and the terms of application of the allowance are established by the Minister.

40.4. As of 1 April 2018, a senior administrator required by his employer for the development or implementation of a major or national large-scale project receives an allowance of 5% or 10% of the senior administrator’s salary.

The allowance depends on the scope of participation in the project. The scope is measured, among other things, by the scale of the desired objectives and expected results, as well as the leeway and power of representation granted to the senior administrator.

The major or national large-scale project must have been authorized by the Minister. The Minister establishes the percentage of the allowance based on the scope of participation of the senior administrator in the project. The project is valid for a maximum period of 18 months. It may be extended by 9 months, subject to the authorization of the Minister.

The senior administrator may not hold his position during his designation to carry out the project. At the end of his designation, the senior administrator resumes his position with his employer, subject to the provisions respecting employment stability provided for in Chapter 5. The senior administrator's choice under section 94 is made at the end of his designation.

The allowance is paid to the senior administrator in the form of a lump sum in proportion to the time worked and according to the procedures of the employer's pay system. A statutory holiday, a flexible leave, an annual leave and a personal leave are considered to be time worked."

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

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M.O., 2018

Order number 2018 006 of the Minister of Health and Social Services dated 20 March 2018

An Act respecting health services and social services (chapter S-4.2)

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

THE MINISTER OF HEALTH AND SOCIAL SERVICES,

CONSIDERING the first paragraph of section 487.2 of the Act respecting health services and social services (chapter S-4.2), which provides in particular that the Minister may, by regulation, determine the standards and scales which must be used by agencies, public institutions and private institutions under agreement for the selection, appointment and engagement of and the remuneration and other terms of employment applicable to senior and middle management personnel;

CONSIDERING that the Minister made the Regulation respecting certain terms of employment applicable to officers of agencies and health and social services institutions (chapter S-4.2, r. 5.1);

CONSIDERING that it is expedient to amend the Regulation;

CONSIDERING the authorization obtained by the Conseil du trésor in accordance with the third paragraph of section 487.2 of the Act;

CONSIDERING that it is expedient to make the Regulation to amend the Regulation respecting certain terms of employment applicable to officers of agencies and health and social services institutions;

ORDERS AS FOLLOWS:

The Regulation to amend the Regulation respecting certain terms of employment applicable to officers of agencies and health and social services institutions, attached as a Schedule, is hereby made.

GAÉTAN BARRETTE,
*Minister of Health and
Social Services*

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

An Act respecting health services and social services (chapter S-4.2, s. 487.2)

1. The Regulation respecting certain terms of employment applicable to officers of agencies and health and social services institutions (chapter S-4.2, r. 5.1) is amended in section 14 by inserting the following after the second paragraph:

"Despite the second paragraph, as of 1 April 2019, the salary increase granted to an officer shall vary between 0% and 6%, provided such increase does not take the officer's salary above the maximum for the salary class of the position he holds.

The terms of increase are established as follows:

- (1) 0% where the officer does not meet the expectations;
- (2) 2% where the officer partially meets the expectations;
- (3) 4% where the officer meets the expectations;
- (4) 6% where the officer far exceeds the expectations (the employer grants 6% to a maximum of 25% of officers on the rise).

Where an employer does not carry out the officer's performance appraisal, a salary increase of 4% is granted to that officer."