

4. The following is inserted after section 3:

“**3.1.** A part-time coroner who, upon receipt of a notice given pursuant to section 43 of the Coroners Act (chapter C-68.01), issues an authorization under section 78 of the Act, is entitled to hourly remuneration calculated in accordance with section 1 for a duration of 0.75 hours.”

5. Section 4 is replaced by the following:

“**4.** A part-time coroner is entitled to hourly remuneration calculated in accordance with section 1 for a duration of 0.75 hours where upon receipt of a notice given pursuant to Chapter II of the Coroners Act (chapter C-68.01), the part-time coroner does not investigate because a summary examination of the facts establishes the elements set out in section 2 of the Act, the death does not appear to the part-time coroner to have occurred as a result of negligence or in obscure or violent circumstances, and the part-time coroner transmits the conclusions of the examination to the Chief Coroner.”

6. Section 13 is replaced by the following:

«**13.** A part-time coroner who attends the basic training program is entitled to hourly remuneration calculated in accordance with section 1 for a duration not to exceed 60 hours.

A part-time coroner who attends continuing education activities determined by the Chief Coroner pursuant to section 8 of the Regulation respecting the training of coroners, made by Order in Council 1474-2022 dated 3 August 2022, is entitled to hourly remuneration calculated in accordance with section 1 for a duration not to exceed 30 hours per reference period within the meaning of the Regulation.

A part-time coroner is also entitled to be reimbursed for travel and accommodation expenses.”

7. A part-time coroner is entitled to the hourly remuneration provided for in section 2 of the Regulation respecting the remuneration of part-time coroners, made by Order in Council 1687-87 dated 4 November 1987 and amended by Orders in Council 1050-95 dated 2 August 1995, 849-96 dated 3 July 1996, 841-2002 dated 26 June 2002, 41-2008 dated 31 January 2008, 686-2014 dated 9 July 2014 and 963-2015 dated 28 October 2015, for any investigation related to a death that has been the subject of a notice given in accordance with Chapter II of the Coroners Act (chapter C-68.01) before 13 April 2024.

8. A part-time coroner who, at the request of the Chief Coroner, attends continuing education activities between 13 April 2024 and 31 March 2025 is entitled to hourly remuneration calculated in accordance with section 1 of the Regulation respecting the remuneration of part-time coroners for a duration not to exceed 15 hours.

9. This Regulation comes into force on 13 April 2024, except the second paragraph of section 13 of the Regulation respecting the remuneration of part-time coroners, replaced by section 6 of this Regulation, which comes into force on 17 August 2024.

106770

M.O., 2024

Order 2024-007 of the Minister of Health dated 19 March 2024

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,

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

CONSIDERING that it is expedient to amend the Regulation;

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;

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 to this Order, is hereby made.

CHRISTIAN DUBÉ
Minister of Health

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

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 3 by inserting the following definition in alphabetical order:

““fiscal year”: 12-month period beginning on 1 April of each year and ending on 31 March of the following year;”.

2. Section 4 is amended by replacing “by regulation” by “in this Regulation, in particular those referred to in section 3.1 of this Chapter”.

3. The following is added after section 4:

“**4.1.** The management policies must undergo a modification analysis at a frequency to be determined by the employer, taking into account the requests of an association.”.

4. Section 5 is amended by replacing paragraph 2 by the following:

“(2) contribution assessment;”.

5. Section 5.1 is replaced by the following:

“**5.1.** The management policy concerning leave without pay must provide for measures concerning contributions to the pension plan that are similar to the measures provided for in the collective agreements applied by the employer

if the leave corresponds to the leave provided for in the collective agreements governing the health services and social services sector.”.

6. The following is added after section 6:

“DIVISION 3.1

ANNUAL VACATION, STATUTORY HOLIDAYS, PERSONAL LEAVE, PROFESSIONAL LEAVE, TRAINING AND DEVELOPMENT LEAVE, OVERTIME IN EXCEPTIONAL CIRCUMSTANCES AND OTHER PROVISIONS WITH MONETARY EFFECT

§1. Annual vacation

6.0.1. A full-time officer progressively acquires entitlement to an annual vacation during the period that extends from 1 April in a given year to 31 March of the following year.

An officer may not accumulate, during that period, more than 30 days of annual vacation.

6.0.2. According to the number of years of continuous service acquired in the health and social services network on 31 March in a given year, a full-time officer is entitled, during the period that extends from 1 April of that year to 31 March of the following year, to the following annual vacation:

(1) for less than 1 year of continuous service: 2.5 days for each month of continuous service, up to a maximum of 30 days;

(2) for 1 year or more of continuous service: 30 days.

For the purposes of this section, an officer is recognized as having 1 month of continuous service provided that the officer has worked at least 15 days in that month. Moreover, an officer accumulates continuous service, without it contributing to the accumulation of an annual vacation, in the following cases: leave without pay, absence without pay and leave without pay under a deferred salary leave plan.

6.0.3. A full-time officer may not defer, after 31 March in a given year, more than 30 days of annual vacation.

The portion exceeding the accumulated annual vacation days must be paid to the officer.

6.0.4. For the purposes of the annual vacation, a full-time officer receives a remuneration equivalent to that which the officer would have received had the officer been at work.

6.0.5. A full-time officer may divide the weeks of annual vacation into separate days, provided those days are taken before the end of the current fiscal year.

6.0.6. Upon agreement with the employer, a full-time officer may reschedule annual vacation days already agreed upon with the employer, provided those days are taken before the end of the current fiscal year.

6.0.7. A full-time officer on a disability leave that begins before the officer's planned annual vacation period may reschedule that vacation to a later time during the same fiscal year or postpone the vacation to the following fiscal year, subject to section 6.0.3. The dates of the rescheduled or postponed vacation days are determined upon agreement with the employer.

6.0.8. A full-time officer who is called on, during the officer's annual vacation period, to serve as a juror or appear as a witness in a case in which the officer is not an interested party may reschedule unused vacation days to a later time during the same fiscal year or postpone them to the following fiscal year, subject to section 6.0.3. The dates of the rescheduled or postponed vacation days are determined upon agreement with the employer.

6.0.9. For the purposes of the annual vacation, a part-time officer receives a compensatory indemnity in addition to the salary paid on each payday.

The indemnity corresponds to 13.76% of the amounts prescribed for a full-time officer.

§2. Statutory holidays

6.0.10. For the purposes of this subdivision, the following are statutory holidays:

- (1) 1 January;
- (2) 2 January;
- (3) Good Friday;
- (4) Easter Monday;
- (5) the Monday preceding 25 May;
- (6) 24 June;
- (7) 1 July;
- (8) the first Monday in September;
- (9) the second Monday in October;

(10) 25 December;

(11) 26 December.

The employer, upon agreement with its officers, determines 2 floating statutory holidays that are added to those provided for in the first paragraph. The employer may not refuse to grant the floating statutory holidays without valid reason.

6.0.11. Subject to the third paragraph of section 10 and for the purposes of the statutory holidays, a full-time officer receives a remuneration equivalent to that which the officer would have received had the officer been at work.

A part-time officer receives a compensatory indemnity in addition to the salary paid on each payday. The indemnity corresponds to 5.7% of the amounts prescribed for a full-time officer.

6.0.12. Where one of the statutory holidays to which the officer is entitled coincides with a weekly day of rest, a Saturday, a Sunday, or an annual vacation day, the officer may request the employer's authorization to reschedule the holiday.

6.0.13. An officer may accumulate statutory holidays if they could not be granted. Those statutory holidays must be taken in the current fiscal year and upon agreement with the employer. If they cannot be taken in the current fiscal year, they are paid to the officer.

The employer may not refuse to grant a statutory holiday without valid reason.

6.0.14. An employer may ask an officer to work on a statutory holiday. Such requests by the employer must be made equitably among the officers in the same department, in particular by trying to allow officers to benefit from the weekends that immediately precede or follow a statutory holiday.

The employer must also ensure that each officer benefits from 2 consecutive or nonconsecutive statutory holidays, as the officer chooses, among the following holidays: 25 and 26 December and 1 and 2 January.

Where an officer must, at the request of the employer, work on a statutory holiday, the officer may reschedule the date on which the statutory holiday will be taken, upon agreement with the employer and provided that the holiday is rescheduled to a later time in the current fiscal year. If the holiday cannot be rescheduled to a later time in the current fiscal year, it is paid to the officer.

6.0.15. An officer receiving short-term salary insurance benefits in the first year of a disability leave obtains, for the statutory holidays that occur during that one-year period, the difference between the salary that the officer would have received had the officer been at work and the salary insurance benefit being paid.

Statutory holidays cannot be taken at another time or paid to the officer at the end of the one-year period provided for in the first paragraph.

§3. *Personal leave*

6.0.16. According to the provisions provided for in this subdivision, an officer is entitled to one or more personal leaves in the following cases:

- (1) the marriage or civil union of the officer;
- (2) the death of a family member of the officer or a family member of the officer's spouse;
- (3) the officer is a juror or a witness in a case in which the officer is not an interested party;
- (4) the officer is moving;
- (5) any other reason deemed serious.

An officer who wishes to take a personal leave must submit a request to the employer.

Personal leaves are not cumulative or payable.

6.0.17. In the case of the marriage or civil union of a full-time officer, that officer is entitled, if the officer submits a request to that effect to the employer at least 4 weeks in advance, to 5 days of paid leave and 5 days of unpaid leave.

A part-time officer is entitled to a leave established in proportion to the time worked in the 12 weeks preceding the event.

6.0.18. In the case of the death of a family member of the officer or of the officer's spouse, the officer is entitled, as the case may be, to

- (1) 5 days of paid leave in the event of the death of the officer's spouse, child or the child of the officer's spouse;
- (2) 3 days of paid leave in the event of the death of the officer's father, mother, brother, sister, father-in-law or mother-in-law, the mother or father of the officer's spouse, or the daughter-in-law, son-in-law or grandchild of the officer;

(3) 1 day of paid leave in the event of the death of the officer's sister-in-law, brother-in-law or grandparent.

Upon agreement with the employer, the officer is entitled to a supplementary week of unpaid leave in addition to one of the leaves provided for in the first paragraph.

The officer is entitled to a supplementary day of paid leave for the purposes of travel if the location of the funeral is 240 kilometres or more from the officer's place of residence.

The days of leave must correspond to working days and may be taken as the officer chooses between the date of the death and the date of the funeral. The officer may, however, use one of the days of paid leave to attend the burial or cremation, even if one of those events does not take place between the date of the death and the date of the funeral.

An officer who wishes to take a leave provided for in the first paragraph must, when notifying the employer and at the employer's request, provide proof of the death of the family member in question.

In the event of any other death that affects the officer, the employer may not refuse, without valid reason, to grant the officer an appropriate leave without pay.

As concerns the days of paid leave, the officer receives a remuneration equivalent to that which the officer would have received had the officer been at work.

For the purposes of this section, the definition of "spouse" corresponds to the definition provided for in section 76.1.

6.0.19. An officer who is called on to serve as a juror or appear as a witness in a case in which the officer is not an interested party receives, during the period in question, the difference between the officer's regular salary and the indemnity to which the officer is entitled when serving as a juror or appearing as a witness.

6.0.20. Where an officer is being prosecuted for an act committed in the carrying out of the officer's duties and, for that reason, is prevented from carrying out those duties, the officer is remunerated as though at work.

6.0.21. An officer who is moving may, upon agreement with the employer, benefit from a paid leave corresponding to 1 working day per fiscal year.

6.0.22. An officer may benefit from a paid leave or an unpaid leave for any other reason deemed serious and upon agreement with the employer. A paid leave corresponds to 1 working day.

§4. Professional leave

6.0.23. Upon agreement with the employer and subject to the required needs of the division, an officer who occupies a position or an office at the local, regional or provincial chapter of the officer's professional association or professional order may take a leave from work to participate in the official activities of that association or order.

An officer who takes such a leave is remunerated as though at work.

§5. Training and development leave

6.0.24. An officer may submit a request for leave in writing to the employer in order to participate in a training or development activity. The employer must inform the officer of its decision as soon as possible.

An officer who takes such a leave is remunerated as though at work.

§6. Overtime in exceptional circumstances

6.0.25. An employer may require that an officer work overtime in the event of an exceptional circumstance.

An exceptional circumstance is a circumstance that meets the following conditions:

- (1) significantly affects services and the organization of work;
- (2) mobilizes a number of officers outside their regular working hours, in their own duties or other duties;
- (3) generates a work overload in a number of activity sectors of an institution; and
- (4) is likely to cause a break in service to the users of an institution.

6.0.26. In the event of an exceptional circumstance, the overtime hours worked by an officer in the same workweek are remunerated or compensated.

The payment of the hours worked, beyond the 40th hour of work in the same week, is increased by 50%.

Where those hours are compensated, the compensation may not exceed the equivalent of 2 weeks of work. Beyond 2 weeks, the excess hours are remunerated.

6.0.27. The choice of the remuneration or compensation of the overtime hours referred to in section 6.0.26 must be the subject of an agreement between the officer and the employer. Failing such an agreement, the officer is presumed to have chosen the remuneration of those hours.

§7. Other provisions with monetary effect

I. – Travelling and moving expenses

6.0.28. The travelling expenses and other travel-related expenses of an officer are the same as those provided for in the Directive sur les frais remboursables lors d'un déplacement et autres frais inhérents (C.T. 194603, 2000-03-30) and its amendments, with the necessary modifications.

6.0.29. The moving expenses and temporary moving-in expenses of an officer are the same as those provided for in the Directive concernant l'ensemble des conditions de travail des cadres (C.T. 208914, 2010-04-20) and its amendments for the public sector, with the necessary modifications.

II. – Conditions for recovery of overpaid salary

6.0.30. Where an employer finds that it has overpaid the salary of an officer, it must notify the officer of the error. The employer may recover only the salary that was overpaid in the 6 months prior to that notice.

The employer must come to an agreement with the officer to determine the conditions for the recovery of the overpaid salary.

Failing an agreement, the employer deducts the overpaid salary on each pay at the rate of 10% of the officer's salary until the overpayment is recovered in full.

The employer must provide the officer with an explanatory table of the overpaid salary prior to its recovery.”

7. Section 24 is amended

- (1) by replacing the second paragraph by the following:

“For the purposes of the first paragraph, the following conditions must be met simultaneously:

- (1) the officer has reached the maximum salary class on 1 April;
- (2) the profession and the benchmark job, identified and determined by the employer, are required for the position held; where a profession contains only one title of the unionized job or unionizable job, that title becomes the benchmark job used by the employer;
- (3) the maximum for the salary scale of the profession and the benchmark job, increased by 10%, exceeds the maximum for the salary class of the position held by the officer;

(4) the officer has the level of academic training required by the title of the unionized benchmark job or unionizable benchmark job corresponding to the required profession.

As of 7 November 2021, where an officer directly supervises more than 50% of a group of employees who have chosen an expanded regular work schedule in a given unit or department, authorized by the employer and provided for in the document entitled “Nomenclature des titres d’emploi, des libellés, des taux et des échelles de salaire du réseau de la santé et des services sociaux” tabled in the National Assembly on 15 December 2005 by the Minister of Health and Social Services as Paper No. 2575-20051215, the reference salary scale used for the purposes of the first paragraph is the salary scale of the profession and of the benchmark job related to that expanded regular work schedule.”;

(2) in the third paragraph:

(a) by inserting “on 1 April or” before “on the date of annual individual salary increases”;

(b) by inserting “and benchmark job” after “profession” wherever it appears;

(3) by adding the following at the end:

“Where the rule provided for in the first paragraph no longer applies, the salary rules provided for in the second paragraph of section 20 apply, with the necessary modifications.”.

8. Section 29.0.1 is amended by replacing the first, second and third paragraphs by the following:

“As of 7 November 2021, an officer receives an allowance for critical care of 14% of the officer’s salary where that officer directly supervises one of the following activity centres:

- (1) a coronary unit;
- (2) an emergency room;
- (3) an intensive care unit;
- (4) a neonatal unit;
- (5) a burn unit;
- (6) Évacuations aéromédicales du Québec services.

From this same date, an officer who holds an office of senior managerial advisor in nursing care whose mandate is to supervise the quality of the practice and whose usual powers of office are exercised at more than 50% in an activity centre referred to in the first paragraph receives an allowance for critical care of 14% of that officer’s salary. An officer who coordinates such an activity centre’s evening, night, weekend or statutory holiday activities receives 25% of that allowance.”.

9. Section 29.0.1.1 is amended

(1) by replacing the first paragraph by the following:

“As of 10 October 2021, an officer receives an allowance for critical care of 7% of that officer’s salary where the officer directly supervises one of the following activity centres:

- (1) an operating room, including the recovery room;
- (2) an obstetrical block, but only with respect to the activities performed in an operating room set up to perform Caesarian sections;
- (3) an obstetrics care unit (mother-child);
- (4) a haemodynamics department.”;

(2) by striking out “As of 1 April 2017,” in the second paragraph;

(3) by replacing “d’activité” in the second paragraph of the French text by “d’activités”.

10. Section 29.0.1.2 is amended by striking out “units or” in the first paragraph.

11. The heading of subdivision 5 of Division 8 of Chapter 3 is amended by replacing “for an officer nurse or respiratory therapist supervising a unit in which an increased schedule related to intershift overlap does not apply” by “relating to intershift overlap for certain officer nurses or respiratory therapists”.

12. Section 29.0.2 is amended

(1) by replacing the first and second paragraphs by the following:

“As of 24 October 2021, an officer of the nursing or respiratory therapist profession who, on a regular basis, directly supervises employees with the position title of nurse or nurse clinician at the Institut Philippe-Pinel de Montréal receives an allowance of 2% of that officer’s salary, unless the officer also supervises a unit or

department in which employees have an expanded regular work schedule as provided for in the first paragraph of section 24.”;

(2) by replacing “The allowances are paid” in the third paragraph by “The allowance is paid”.

13. The heading of subdivision 12 of Division 8 of Chapter 3 is amended by inserting “and increased availability” after “Availability”.

14. Section 29.0.9 is amended

(1) by replacing “2018” in the first paragraph by “2022”;

(2) by replacing “director’s salary and 3% of the assistant director’s salary” in the second paragraph by “senior officer’s salary”.

15. The following is added after section 29.0.9:

“**29.0.9.1.** As of 1 April 2022, a senior officer is entitled, subject to the fourth paragraph, to the increased availability allowance referred to in the fifth paragraph, where that office requires the senior officer to be available on an increased basis outside that officer’s regular working hours at a frequency exceeding a period of 28 days, consecutive or nonconsecutive, in the same fiscal year, in order to ensure continuity in the delivery of health services or social services and avoid any break in the continuity of those services.

For the purposes of the first paragraph, a senior officer may be deemed available on an increased basis where one of the following criteria is met:

(1) certain duties or responsibilities of the senior officer cannot be delegated, in particular pursuant to an Act;

(2) the number of staff members available in the division or sector to which the senior officer reports is limited or insufficient; or

(3) an event is likely to place a region or a health and social services institution in the region in a vulnerable position.

When a senior officer is deemed available on an increased basis, that officer must, at all times, be reachable by the employer and able to travel to the place of work rapidly, where applicable.

Where more than one senior officer works in the same division, the increased availability allowance may be granted to only one senior officer for a given period.

Moreover, entitlement to the allowance is conditional on the financing granted by the Minister to the employer for that purpose.

The increased availability allowance corresponds to 10% of the senior officer’s salary, for a period not exceeding 8 weeks in the same fiscal year, but that surpasses the 28-day period provided for in the first paragraph.

The increased availability allowance is paid to the senior officer 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 increased availability allowance may be combined with the availability allowance provided for in section 29.0.9.

This section does not apply to an officer physician referred to in section 8.1.”.

16. The following is added after section 29.0.10:

“**§14.** *Allocation for an officer working in a youth centre or a youth centre mission*

29.0.11. As of 7 November 2021, an officer receives an allowance corresponding to 4% of that officer’s salary where the officer directly supervises employees assigned to the supervision or rehabilitation of the clientele in a youth centre or where the officer directly supervises employees working in a youth centre mission.

An officer who holds an office of senior managerial advisor in a youth centre or youth centre mission whose mandate is to supervise the quality of the practice and whose usual powers of office are exercised at more than 50% in a youth centre or youth centre mission receives, as of the same date, the allowance referred to in the first paragraph. The same applies to an officer who coordinates the evening, night, weekend or statutory holiday activities in a youth centre or youth centre mission.

The allowance is paid to the officer 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.

29.0.12. As of 7 November 2021 and according to the same terms and conditions as those provided for in the collective agreements in effect in the health services and

social services sector, an officer receives an allowance corresponding to 3% of that officer's salary where the officer directly supervises one of the following sectors:

- (1) reception of youth;
- (2) assessment;
- (3) orientation;
- (4) assistance to and support of youth and families;
- (5) review of measures.

An officer who holds an office of senior managerial advisor whose mandate is to supervise the quality of the practice and whose usual powers of office are exercised at more than 50% in one of the sectors referred to in the first paragraph receives, as of the same date, the allowance referred to in that paragraph. The same applies to an officer who coordinates the evening, night, weekend or statutory holiday activities in one of those sectors.

The allowance is paid to the officer 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."

17. Section 29.1 is amended

- (1) in the first paragraph

(a) by replacing "a large group of employees" by "employees";

(b) by striking out "The terms and conditions of the collective agreements in the health and social services sector for such holidays and premiums shall apply, with the necessary modifications, to the officer.";

- (2) by adding the following after the first paragraph:

"As of 7 November 2021, an officer who, on a regular basis, directly supervises employees assigned to the rehabilitation, care and supervision of beneficiary persons and works in the following centres or sub-centres of activities receives the same bonuses as those employees:

- (1) support in the community for persons suffering from a severe mental disorder;
- (2) assertive community treatment (ACT);
- (3) intensive case management (ICM);
- (4) mental health day hospital;

- (5) child psychiatry day hospital;
- (6) adult mental health day hospital;
- (7) 2nd and 3rd line mental health evaluation and treatment services;
- (8) 2nd and 3rd line mental health evaluation and treatment services — youth;
- (9) 2nd and 3rd line mental health evaluation and treatment services — adults;
- (10) residential resources — continuous residential assistance (mental health).

The terms and conditions provided for in the collective agreements of the health and social services sector for such holidays and bonuses apply to the officer, with the necessary modifications.";

- (3) by striking out "As of 1 April 2017," in the second paragraph.

18. The following is added after section 29.1:

"**29.1.1.** As of 29 May 2021, an officer who, on a regular basis, directly supervises employees working in a residential and long-term care centre receives the same bonuses as those employees. The terms and conditions provided for in the collective agreements of the health and social services sector for such bonuses apply to the officer, with the necessary modifications.

An officer who holds an office of senior managerial advisor whose mandate is to supervise the quality of the practice and whose usual powers of office are exercised at more than 50% in a centre referred to in the first paragraph receives, as of the same date, the bonuses referred to in that paragraph. The same applies to an officer who coordinates the evening, night, weekend or statutory holiday activities in such a centre."

19. The following is added after section 29.2:

"DIVISION 11
LOCAL MANAGEMENT

29.3. As of 1 April 2022, an officer is entitled to an allowance of 5% of that officer's salary when entrusted by the employer with the role of improving and ensuring the fluidity of care and services as part of local management under the Plan pour mettre en œuvre les changements nécessaires en santé of the Gouvernement du Québec dated 29 March 2022, in particular through the coordination of

stays, the management of beds, the coordination of care and services in the territory and relations with territorial stakeholders or community services.

The Minister's authorization is required to grant the allowance.

The maximum duration of the allowance is 12 months and, with the Minister's authorization, may be renewed for successive periods of 12 months.

The allowance is paid to the officer 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.”.

20. Section 30 is amended by inserting “total” before “disability period corresponds to the definition” in the definition of “disability period”.

21. Section 33 is amended

(1) by replacing “less than 30 days” in the first paragraph by “30 days or under”;

(2) by replacing “30 days or more” in the second and third paragraphs by “more than 30 days”.

22. Schedule 1 to the Regulation is amended by replacing the first paragraph by the following:

“The salary classes for officers are the following:

Class	Salary scales					
	2020-04-01		2021-04-01		2022-04-01	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
30	\$52,305	\$67,996	\$53,351	\$69,356	\$54,418	\$70,743
31	\$55,114	\$71,648	\$56,216	\$73,081	\$57,340	\$74,543
32	\$58,074	\$75,496	\$59,235	\$77,006	\$60,420	\$78,546
33	\$61,193	\$79,551	\$62,417	\$81,142	\$63,665	\$82,765
34	\$64,479	\$83,823	\$65,769	\$85,499	\$67,084	\$87,209
35	\$67,940	\$88,323	\$69,299	\$90,089	\$70,685	\$91,891
36	\$71,589	\$93,066	\$73,021	\$94,927	\$74,481	\$96,826
37	\$75,434	\$98,064	\$76,943	\$100,025	\$80,052	\$104,067
38	\$79,485	\$103,330	\$81,075	\$105,397	\$84,351	\$109,655
39	\$83,753	\$108,879	\$85,428	\$111,057	\$88,880	\$115,544
40	\$88,250	\$114,726	\$90,015	\$117,021	\$91,815	\$119,361
41	\$93,353	\$121,360	\$95,220	\$123,787	\$97,124	\$126,263
42	\$ 98,752	\$128,378	\$100,727	\$130,946	\$102,742	\$133,565
43	\$104,463	\$135,803	\$106,552	\$138,519	\$108,683	\$141,289
44	\$110,505	\$143,656	\$112,715	\$146,529	\$114,969	\$149,460
45	\$116,894	\$151,963	\$119,232	\$155,002	\$121,617	\$158,102
46	\$123,655	\$160,751	\$126,128	\$163,966	\$128,651	\$167,245
47	\$130,805	\$170,046	\$133,421	\$173,447	\$136,089	\$176,916
48	\$138,369	\$179,880	\$141,136	\$183,478	\$143,959	\$187,148

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