

Gouvernement du Québec

O.C. 1485-2024, 9 October 2024

Act respecting the governance of the health and social services system
(chapter G-1.021)

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

Use of personnel placement agencies' services and independent labour in the field of health and social services

WHEREAS, under the first paragraph of section 108 and the first paragraph of section 668 of the Act respecting the governance of the health and social services system (chapter G-1.021), as well as the first paragraph of section 338.2 of the Act respecting health services and social services (chapter S-4.2), Santé Québec, a provider of services in the field of health and social services and a health and social services body may not call on a personnel placement agency's services or on independent labour, except to the extent prescribed by regulation of the Government;

WHEREAS, under the second paragraph of section 668 of the Act respecting the governance of the health and social services system and the second paragraph of section 338.2 of the Act respecting health services and social services, the Government may, in particular,

—define what constitutes a personnel placement agency and independent labour;

—set the period during which Santé Québec, a provider of services in the field of health and social services, or a health and social services body may call on a personnel placement agency's services or on independent labour;

—establish a maximum hourly rate for any day of work performed by a member of a personnel placement agency's personnel or by independent labour for any position title or any job class the Government identifies and whose services correspond to the tasks of the personnel of Santé Québec, a provider or a body;

—determine the obligations incumbent on Santé Québec, a provider, a body, a personnel placement agency or independent labour;

—establish any other term or condition relating to the use of a personnel placement agency's services or independent labour;

—determine the administrative measures applicable if the provisions of a regulation made under those sections are not complied with; and

—identify, among the provisions of a regulation made under those sections, those whose violation constitutes an offence and renders the contravening person liable to the fine provided for in section 816 of the Act respecting the governance of the health and social services system or section 531.4 of the Act respecting health services and social services, as the case may be;

WHEREAS, under the third paragraph of section 668 of the Act respecting the governance of the health and social services system and the third paragraph of section 338.2 of the Act respecting health services and social services, the provisions of a government regulation may vary depending on the categories of providers or bodies, the sectors of activity of personnel placement agencies or of independent labour, the classes of personnel, the job titles, the health regions or the territories the Government determines;

WHEREAS, in accordance with sections 10, 12 and 13 of the Regulations Act (chapter R-18.1), a draft Regulation respecting the use of personnel placement agencies' services and independent labour in the field of health and social services was published in Part 2 of the *Gazette officielle du Québec* of 28 August 2024 with a notice that it could be made by the Government on the expiry of 30 days following that publication;

WHEREAS, under subparagraph 1 of the first paragraph of section 18 of the Act, a regulation may come into force on the date of its publication in the *Gazette officielle du Québec* where the authority that has made or approved it is of the opinion that the urgency of the situation requires it;

WHEREAS, under the second paragraph of section 18 of the Act, the reason justifying such coming into force must be published with the regulation;

WHEREAS, the Government is of the opinion that such coming into force is justified because of the urgency that would arise from the following circumstances if the temporary authorization to use personnel placement agencies and independent labour is not extended in certain situations:

(1) the potential closure of numerous bodies, such as private institutions under agreement, private seniors' residences, intermediate resources and family-type resources, due to a lack of personnel;

(2) the considerable amount of effort invested by all of the stakeholders, including the Ministère de la Santé et des Services sociaux, with regard to various elements that do not directly concern the provision of care and services to the public, such as administrative management and bureaucratic procedures;

WHEREAS it is expedient to make the Regulation with amendments;

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

THAT the Regulation respecting the use of personnel placement agencies' services and independent labour in the field of health and social services, attached to this Order in Council, be made.

DOMINIQUE SAVOIE
Clerk of the Conseil exécutif

Regulation respecting the use of personnel placement agencies' services and independent labour in the field of health and social services

Act respecting the governance of the health and social services system
(chapter G-1.021, s. 108, 1st par., and s. 668, 1st par., 2nd par. and 3rd par.).

Act respecting health services and social services
(chapter S-4.2, s. 338.2, 1st par., 2nd par. and 3rd par.).

DIVISION I OBJECT AND DEFINITIONS

1. The object of this Regulation is to determine the standards governing the use of a personnel placement agency's services or independent labour by Santé Québec, by a provider of services in the field of health and social services within the meaning of the fourth paragraph of section 668 of the Act respecting the governance of the health and social services system (chapter G-1.021) and by a health and social services body within the meaning of the fourth paragraph of section 338.2 of the Act respecting health services and social services (chapter S-4.2).

2. For the purposes of this Regulation,

“independent labour” means a natural person who, not being a member of the provider's personnel, provides services to the provider under the provider's direction or control; (main-d'œuvre indépendante)

“personnel placement agency” means a person or group required to hold a personnel placement agency licence under section 92.5 of the Act respecting labour standards (chapter N-1.1) that has at least one activity consisting in offering personnel leasing services by providing employees to a provider to meet the provider's labour needs; (agence de placement de personnel)

“provider” means Santé Québec, a provider of services in the field of health and social services within the meaning of the fourth paragraph of section 668 of the Act respecting the governance of the health and social services system (chapter G-1.021) or a health and social services body within the meaning of the fourth paragraph of section 338.2 of the Act respecting health services and social services (chapter S-4.2). (prestataire)

The Canadian Red Cross Society is not a personnel placement agency within the meaning of this Regulation.

3. Unless the context indicates a different meaning, the position titles and job descriptions to which this Regulation refers are those appearing in the document entitled “List of job titles, descriptions, and salary rates and scales in the health and social services network” referred to in section 15 of the Act respecting conditions of employment in the public sector (2005, chapter 43), hereafter “the List”.

DIVISION II PERSONNEL PLACEMENT AGENCIES

4. The following providers may call on a personnel placement agency's services:

(1) a family-type resource within the meaning of either of the enabling Acts;

(2) a palliative care hospice within the meaning of the Act respecting end-of-life care (chapter S-32.0001) and Maison Michel-Sarrazin;

(3) a religious institution that operates an infirmary or maintains a residential and long-term care facility to receive its members or followers;

(4) the Centre régional de santé et de services sociaux de la Baie-James;

(5) the Inuulitsivik Health Centre;

(6) the Ungava Tulattavik Health Centre;

(7) the Naskapi CLSC.

A private seniors' residence referred to in either of the enabling Acts may also call on a personnel placement agency's services, on the following conditions:

- (1) it is operated in the operator's principal place of residence;
- (2) it has 15 rental units or fewer.

Likewise, an intermediate resource within the meaning of either of the enabling Acts may call on a personnel placement agency's services provided the intermediate resource receives 15 users or fewer.

In this Regulation, "enabling Acts" means the Act respecting the governance of the health and social services system (chapter G-1.021) and the Act respecting health services and social services (chapter S-4.2).

5. A provider not referred to in section 4 may call on a personnel placement agency's services only in the following cases:

- (1) the personnel whose services are leased provides services exclusively in the territory where the Naskapi CLSC carries on its activities or in the Nord-du-Québec or Nunavik health regions;

- (2) the services provided consist exclusively in security guarding within the meaning of the Private Security Act (chapter S-3.5), and the agency and leased personnel hold the licences required for that purpose under that Act.

6. Before a personnel placement agency leases the services of one of its personnel members to a provider, the agency must

- (1) hold a civil liability insurance contract in the amount of \$2,000,000 that covers bodily injury and property damage caused by its personnel members whose services the personnel placement agency leases to a provider, and send a copy of the policy to the provider;

- (2) require every personnel member whose services the personnel placement agency intends to lease to a provider to make a disclosure of any judicial record and to have that disclosure verified by a police force in Québec;

- (3) disclose to the provider any judicial record of a personnel member whose services the personnel placement agency intends to lease to the provider; and

- (4) disclose to the provider to which the personnel placement agency intends to lease a personnel member, any refusal by another provider to receive the services of that personnel member, if the refusal is related to duties likely to be entrusted to the personnel member when the leasing takes place.

The judicial record disclosed pursuant to subparagraphs 2 and 3 of the first paragraph must include any finding of guilt for an indictable or other offence, unless a pardon has been obtained, as well as any proceeding still pending for such an offence.

7. During the term of a contract entered into with a provider, a personnel placement agency must

- (1) maintain the insurance contract required by subparagraph 1 of the first paragraph of section 6 in force;

- (2) require every personnel member whose services it leases to the provider to inform the agency of any change in connection with the information referred to in subparagraph 2 of the first paragraph of section 6 and, if applicable, inform the provider accordingly;

- (3) ensure that every personnel member whose services the agency leases to the provider wears a visible identification card bearing the person's name, a recent photograph, the title of the position held and, if applicable, the name of the professional order of which the person is a member and his or her permit number allowing the person to engage in the relevant professional activities;

- (4) see that none of the personnel members whose services the agency leases to the provider engages in soliciting the members of the provider's personnel to join the members of a personnel placement agency's personnel or to leave their employment;

- (5) if applicable, inform the relevant professional order of any doubt as to the competence of a member of its personnel whose services are leased to the provider and of any breach of ethics of which the agency becomes aware;

- (6) maintain a training, skills development and assessment program for the members of its personnel whose services are leased to the provider;

- (7) specify, in the invoice to the provider, the regular hourly wages paid to each member of the agency's personnel leased to the provider; and

- (8) enclose, with every invoice covering fees increased as provided in section 19, a statement identifying the personnel member concerned and detailing the hours worked.

8. A personnel placement agency must, within 60 days following the end of each quarter of the calendar year, provide information to the Minister relating to the services supplied to a provider during the quarter, expressed in number of hours worked, fees invoiced with specific indication of any fees increased pursuant to section 19, and allowances charged, by position title and by facility, if applicable.

The agency must also reply to any request made by the provider or the Minister, as applicable, concerning information and documents required by this Regulation that were sent to them.

9. A personnel placement agency is prohibited from offering or supplying the services of the following persons to a provider:

(1) a person who is not bound to the agency by a contract of employment;

(2) a person who is employed by a provider, a government department or a government agency referred to in Schedule C to the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors (chapter R-8.2);

(3) a person who receives a subsidy from Santé Québec, an institution referred to in either of the enabling Acts, the Minister or a body under the Minister's responsibility, or a person who has an employment relationship with the recipient of such a subsidy;

(4) a person who, less than one year before, was employed by a provider in the same health region or in a bordering health region or health region separated only by a watercourse or a body of water;

(5) a person who is not authorized to work in Canada, to use the title of the position held or to engage in the professional activities relevant to the duties likely to be entrusted to the person;

(6) a person who has not completed the training required in the List relating to a position title under which the person is performing duties.

10. A personnel placement agency is prohibited from asserting any non-competition covenant or other agreement having similar effects against any person wishing to be hired by a provider or against such a provider, in particular by claiming penalties, compensation or indemnities, or through any retaliatory measure against them.

11. A personnel placement agency is prohibited from soliciting the personnel of the provider receiving employees supplied by the agency to join the personnel of a personnel placement agency or to leave their employment.

DIVISION III **INDEPENDENT LABOUR**

12. A provider may call on independent labour only to the extent provided for in this Division.

13. Santé Québec or a public institution or private institution under agreement within the meaning of either of the enabling Acts may call on independent labour to fill a managerial position.

14. A provider may call on the services of a pharmacist as independent labour in the territories of the local services networks of Charlevoix, the Thetford region, Beauce, Les Etchemins, Montmagny-L'Islet, Granit, the Suroît region and Pierre-De Saurel, and in the Bas-Saint-Laurent, Outaouais, Abitibi-Témiscamingue, Côte-Nord, Nord-du-Québec, Gaspésie – Îles-de-la-Madeleine and Nunavik health regions.

The provider referred to in subparagraphs 1 to 3 of the first paragraph of section 4 may also call on such services in a territory not mentioned in the first paragraph. The same applies to the provider referred to in the second or third paragraph of section 4, on the conditions and to the extent provided in those paragraphs.

15. Before services may be provided as independent labour to a provider, a pharmacist must hold, in addition to professional liability insurance, a civil liability insurance contract in the amount of \$2,000,000 that covers bodily injury and property damage caused by the pharmacist, and send a copy of the policy to the provider.

16. During the term of a contract entered into with a provider, a pharmacist providing services as independent labour must

(1) maintain the insurance contract required by section 15 in force;

(2) wear a visible identification card bearing the pharmacist's name, a recent photograph, the title of pharmacist and the permit number issued by the Ordre des pharmaciens du Québec;

(3) provide services on the premises of the provider; and

(4) disclose to the provider any finding of guilt for an indictable or other offence, unless a pardon has been obtained, as well as any proceeding still pending for such an offence and inform the provider of any change in connection with that disclosure.

17. A pharmacist providing services as independent labour must reply to any request made by the provider or the Minister, as applicable, concerning information and documents required by this Regulation that were sent to them.

DIVISION IV REMUNERATION

18. The contract binding a provider to a personnel placement agency or to a pharmacist providing services as independent labour must be confirmed in writing and specify, in particular,

(1) the position title involved, conforming to the position titles and job descriptions in the List, as applicable;

(2) the hourly rate chargeable to the provider for any services provided by the personnel of the agency or by the pharmacist; and

(3) the terms of remuneration.

For services provided by the personnel of a personnel placement agency that consist in performing the duties of a position title listed in Schedule I, the hourly rate may not exceed the corresponding amount provided in the Schedule, unless the services are provided exclusively in the territory where the Naskapi CLSC carries on its activities or in the Nord-du-Québec or Nunavik health regions.

19. The contract binding a provider to a personnel placement agency may provide for the hourly rate referred to in section 18 to be increased when a leased personnel member provides services for more than 40 hours in the same workweek. The increase then applies from the 41st hour and may not exceed an amount equivalent to 67% of the regular hourly wages paid by the agency to its personnel member.

Despite the foregoing, the contract may not provide for such an increase related to services provided that consist in performing the duties of a position title listed in Schedule I, unless the services are provided exclusively in the territory where the Naskapi CLSC carries on its activities or in the Nord-du-Québec or Nunavik health regions.

Payment of an increase under this section may be claimed by a personnel placement agency only when submitting an invoice compliant with paragraphs 7 and 8 of section 7.

20. Travel and lodging allowances may be paid by a provider to a personnel placement agency or to a pharmacist providing services as independent labour in accordance with Schedule II, for services provided in the following places:

(1) the Bas-Saint-Laurent, Saguenay – Lac-Saint-Jean, Outaouais, Abitibi-Témiscamingue, Côte-Nord, Nord-du-Québec, Gaspésie – Îles-de-la-Madeleine and Nunavik health regions;

(2) the territories of the regional county municipalities of Matawinie, the Laurentides and Antoine-Labelle;

(3) the territory of the Haut-Saint-Maurice local services network;

(4) the Centre d'hébergement de Saint-Gabriel-de-Brandon.

Travel allowances may also be paid by a provider to a personnel placement agency or to a pharmacist providing services as independent labour in accordance with Schedule II, for services provided at the home of a user.

21. No remuneration other than remuneration provided for in sections 18 to 20 may be claimed from a provider or paid to a personnel placement agency or to a pharmacist providing services as independent labour for services provided by the personnel of such an agency or by such a pharmacist.

Likewise, no remuneration may be claimed from a provider or paid to a personnel placement agency or to a pharmacist providing services as independent labour during job orientation required by the provider to familiarize the leased personnel or the pharmacist with the work environment, including as regards physical locations, the work team and relevant policies and procedures.

Those prohibitions apply to expenses of any nature, including expenses for file processing, researching or obtaining judicial records, parking and meals.

DIVISION V

SPECIAL OBLIGATIONS FOR PROVIDERS

22. A provider must

(1) comply with the job descriptions in the List when calling on a personnel placement agency's services;

(2) refuse the services of any person whose services a personnel placement agency intends to lease to the provider, or of any pharmacist providing services as independent labour, if the judicial record disclosed to the provider is related to the aptitudes required and appropriate conduct to perform the duties likely to be entrusted by the provider;

(3) send to the Minister, within 60 days following the end of each quarter of the calendar year, a list, by facility if applicable, of the personnel placement agencies and any persons that provided services to the provider under section 13 during the quarter; and

(4) send to the Minister, within 60 days following the end of each quarter of the calendar year, an account of the services provided during the quarter by pharmacists providing services as independent labour, indicating the number of hours worked as well as the fees and allowances charged.

Before refusing services for the reason referred to in subparagraph 2, the provider must allow the person to present observations. A provider deciding to refuse services for that reason must notify the decision to the person in writing and, if applicable, to the personnel placement agency employing the person.

23. Santé Québec or a public institution or private institution under agreement within the meaning of either of the enabling Acts may enter into a contract directly with a personnel placement agency on the following conditions:

(1) the contract does not relate to a position title covered by a government procurement project carried out by the Centre d'acquisitions gouvernementales;

(2) the contract provides for

(a) the right of Santé Québec or the institution, as applicable, to refuse the services of a person whose services a personnel placement agency intends to lease if the person has not completed the orientation it requires to familiarize leased personnel with the work environment, including as regards physical locations, the work team and relevant policies and procedures;

(b) the possibility for Santé Québec or the institution, as applicable, to specify, at the time of the performance request, the particular requirements of the work environment where the services are to be provided; and

(c) penalties that apply if the personnel placement agency does not supply the personnel required by Santé Québec or the institution, as applicable, in compliance with the provisions of the contract;

(3) the term of the contact entered into with a personnel placement agency and any renewals to be limited to one year;

(4) the entering into of the contract to be first authorized by the most senior officer of the institution.

24. If a position title is covered by a government procurement project carried out by the Centre d'acquisitions gouvernementales, Santé Québec and the public institutions or private institutions under agreement within the meaning of either of the enabling Acts must, as regards that position title, call on the services only of the personnel placement agencies retained at the end of the procurement project.

25. Santé Québec and the public institutions or private institutions under agreement within the meaning of either of the enabling Acts must put mechanisms in place to ensure that the primary purpose of the use of the personnel placement agency's services is to fill work shifts beginning after 2:00 p.m. and ending before 8:00 a.m., and weekend work shifts.

DIVISION VI

ADMINISTRATIVE MEASURES

26. In the event a violation of any provision of this Regulation is observed, the Minister may impose the following administrative measures:

(1) in the case of a personnel placement agency, a temporary or permanent prohibition from offering services to a provider;

(2) in the case of a provider, an obligation to submit to the Minister, within the time indicated, a plan describing the measures put in place to ensure compliance by the provider with this Regulation.

Where it is found that an amount has been paid in contravention of this Regulation and that the personnel placement agency fails to reimburse it, the Minister may order the amount be reimbursed within the time indicated and state that, failing timely reimbursement,

a prohibition from offering services to a provider will take effect and will be lifted only after the amount owed or a lesser amount to the satisfaction of the Minister has been reimbursed.

27. Before taking a measure referred to in section 26, the Minister must notify the prior notice prescribed by section 5 of the Act respecting administrative justice (chapter J-3) in writing to the personnel placement agency or to the provider and give the agency or provider at least 10 days to present observations.

The Minister's decision must be in writing and give reasons. It takes effect on the date it is notified to the agency or provider, or on any later date indicated in the decision.

On receipt of a decision imposing a prohibition under in subparagraph 1 of the first paragraph of section 26 or under the second paragraph of that section, the personnel placement agency must inform every provider with which it does business or that is specifically affected by the decision, as well as all personnel whose services it leases to such a provider, of the decision and indicate to them the date from which the measure is to take effect and its duration, as applicable.

28. At the request of a personnel placement agency, the Minister may lift the administrative measure if the Minister believes that the situation has been remedied or that new facts warrant a different decision.

29. The amounts ordered to be reimbursed under the second paragraph of section 26 bear interest at the rate provided for in the first paragraph of section 28 of the Tax Administration Act (chapter A-6.002), as of the 31st day following the effective date of the Minister's decision.

30. The Minister maintains a list of the personnel placement agencies under a prohibition referred to in subparagraph 1 of the first paragraph of section 26 or under the second paragraph of that section and makes it public. On the list the Minister indicates the time period for which the imposed prohibition is in effect.

31. The Minister's functions under sections 26 to 28 may also be performed by Santé Québec as regards providers of services in the field of health and social services within the meaning of the fourth paragraph of section 668 of the Act respecting the governance of the health and social services system (chapter G-1.021), and as regards personnel placement agencies from which they lease the services of personnel. If applicable, the plan to be submitted pursuant to subparagraph 2 of the first paragraph of section 26 is in that case to be submitted to Santé Québec.

In the event Santé Québec imposes a prohibition under subparagraph 1 of the first paragraph of section 26 or under the second paragraph of that section, it must, without delay, inform the Minister of the prohibition, of the time period for which the imposed prohibition is in effect and, if applicable, of its lifting.

DIVISION VII

PENAL SANCTIONS

32. Violation of the following constitutes an offence and renders the contravening person liable to the fine provided for in section 816 of the Act respecting the governance of the health and social services system (chapter G-1.021) or section 531.4 of the Act respecting health services and social services (chapter S-4.2), as applicable:

(1) sections 4 to 17 and 21;

(2) a prohibition under subparagraph 1 of the first paragraph of section 26 or under the second paragraph of that section.

DIVISION VIII

TRANSITIONAL AND FINAL

33. Despite sections 4 and 5, a provider may call on the services of a personnel placement agency in the territories referred to in one of the following paragraphs, until the date indicated in the paragraph:

(1) until 1 April 2025, in the Capitale-Nationale, Montréal, Chaudière-Appalaches, Laval and Montérégie health regions;

(2) until 19 October 2025, in the Saguenay – Lac-Saint-Jean, Mauricie et du Centre-du-Québec, Estrie, Lanaudière and Laurentides health regions;

(3) until 18 October 2026, in the Bas-Saint-Laurent, Outaouais, Abitibi-Témiscamingue, Côte-Nord, Nord-du-Québec, Gaspésie – Îles-de-la-Madeleine and Nunavik health regions.

34. In addition to the regions and territories referred to in section 14 and despite section 12, a provider may call on the services of a pharmacist providing services as independent labour in the territories referred to in the following paragraphs, until the date indicated in the paragraph:

(1) until 1 April 2025,

(a) in the Capitale-Nationale health region, except the territory referred to in subparagraph f of paragraph 2;

- (b) in the Montréal health region;
- (c) in the Chaudière-Appalaches health region, except the territories referred to in subparagraph *f* of paragraph 2;
- (d) in the Laval health region;
- (e) in the Montérégie health region, except the territories referred to in subparagraph *g* of paragraph 2 and in paragraph 3;
- (2) until 19 October 2025,
 - (a) in the Saguenay – Lac-Saint-Jean health region;
 - (b) in the Mauricie et du Centre-du-Québec health region, except the territory referred to in paragraph 3;
 - (c) in the Estrie health region;
 - (d) in the Lanaudière health region;
 - (e) in the Laurentides health region;
 - (f) in the territories of the regional county municipalities of Bellechasse, Lotbinière, La Nouvelle-Beauce and Portneuf;
 - (g) in the territories of the local services networks of Haut-Richelieu-Rouville and Haut-Saint-Laurent;
- (3) until 18 October 2026, in the local services networks of Haut-Saint-Maurice and Vaudreuil-Soulanges.

35. Despite paragraph 1 of section 33 and paragraph 1 of section 34, the following providers may call on the services of a personnel placement agency or of a pharmacist providing services as independent labour in the territories referred to in those paragraphs until 19 October 2025:

- (1) a private institution, within the meaning of either of the enabling Acts;
- (2) an intermediate resource, within the meaning of either of the enabling Acts;
- (3) a private seniors' residence referred to in either of the enabling Acts.

36. In addition to the cases provided for in sections 33 and 35, a provider may, until 19 October 2025, call on the services of a personnel placement agency for the following purposes:

- (1) for the performance of the duties of position titles listed in Schedule III;

- (2) to provide services in a correctional facility.

37. This Regulation replaces the Regulation respecting the use of personnel placement agencies' services and independent labour in the health and social services sector (chapter S-4.2, r. 22.2).

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

- (1) the first paragraph of section 8 and subparagraphs 3 and 4 of the first paragraph of section 22, which come into force on 1 April 2025; and

- (2) paragraph 3 of section 16, which comes into force on 19 October 2026.

Despite the foregoing, as regards the providers of services in the field of health and social services within the meaning of the fourth paragraph of section 668 of the Act respecting the governance of the health and social services system (chapter G-1.021), the provisions of this Regulation other than those of subparagraphs 1 and 2 of the first paragraph come into force on 1 December 2024.

SCHEDULE I
(Sections 18 and 19)

MAXIMUM HOURLY RATES

Position titles	Maximum hourly rate
Assistant head nurse (AIC)	
Assistant to the immediate superior (ASI)	
Nurse team leader	
Outpost/northern clinic nurse	\$71.87
Nurse educator	
Nurse	
Nurse (Institut Pinel)	
Care counsellor nurse	
Nurse clinician assistant head nurse	
Nurse clinician assistant to the immediate superior	
Nurse clinician	\$74.36
Nurse clinician (Institut Pinel)	

Position titles	Maximum hourly rate
Clinical nurse specialist	
Specialty nurse practitioner	
Nurse surgical first assistant	
Assistant head respiratory therapist	
Clinical teacher (inhalation therapy)	
Technical coordinator (inhalation therapy)	\$80.00
Respiratory therapist	
Nursing assistant – team leader	\$47.65
Nursing assistant	
Beneficiary attendant (PAB)	\$41.96
Attendant in a northern institution	
Health and social services aide	\$41.41
Establishment guard	\$41.23
Graduate medical laboratory technician	
Medical technologist	
Medical imaging technician in nuclear medicine	
Medical imaging technologist in radiodiagnostics	
Physiotherapy technologist	\$50.83
Radiation oncology technologist	
Specialized ultrasound technician or specialized ultrasound technologist – independent practice	
Specialized medical imaging technician or specialized medical imaging technologist	
Specialized radiation oncology technologist	
Audiologist	\$71.40
Dietician - nutritionist	\$65.62
Occupational therapist	\$69.15
Speech therapist	\$67.57
Physiotherapist	\$70.84
Specialized education technician	
Social work technician	\$48.43
Educator	
Living unit or rehabilitation supervisor	\$51.07
Pastoral facilitator	\$65.71
Psycho-educator	\$64.61

Position titles	Maximum hourly rate
Psychologist	\$80.28
Human relations officer	
Social worker	\$64.43

The rates prescribed in this Schedule are increased for services performed in a place referred to in the first paragraph section 20 of this Regulation

(1) by 35% until 19 October 2025; and

(2) by 20% from 20 October 2025 to 18 October 2026.

SCHEDULE II (Section 20)

TRAVEL AND LODGING ALLOWANCES

Allowances payable for services performed in a health region referred to in the first paragraph of section 20

(1) Depending on the means of transportation authorized by the provider, either of the following travel allowances:

(a) for the use of a motor vehicle, an allowance equivalent to \$0.525 per kilometre travelled, calculated according to the most direct route between the home of the personnel member of the personnel placement agency or of the pharmacist providing services as independent labour and the place of lodging determined by the provider, if more than 50 km is travelled, for a total not exceeding 1,500 km per provision of services ; or

(b) an allowance representing the actual expenses incurred for travel by public transit, such as taxi, bus, train or airplane in economy class.

(2) An additional travel allowance, equivalent to the hourly rate agreed on, multiplied by the travel time, for a maximum of 8 hours per trip.

(3) An allowance for lodging expenses of \$157 per day worked; the allowance is reduced by 50% if the overnight stay is in a dwelling belonging to the personnel placement agency or the pharmacist providing services as independent labour or in a dwelling leased by them under a lease of at least 6 months. The same applies if the dwelling belongs to or is leased by a person or group that controls or is controlled by the agency or by the pharmacist.

The allowance is paid on receipt of a bill from a tourist accommodation establishment for the stay, of a lease or of proof of ownership of the dwelling, as applicable.

The dates and place of the overnight stay must be submitted to the provider for authorization. An authorization may be granted in the following cases:

(a) between two work sessions of the same person, if a work session is planned for the following day or the lodging allowance is less than the travel allowance;

(b) if the work session ends too late to allow the personnel member of the personnel placement agency or the pharmacist providing services as independent labour to return home.

If the personnel member of the personnel placement agency or the pharmacist providing services as independent labour decides to return home even though the personnel member or pharmacist has received the authorization of the provider as regards the overnight stay, the travel allowance payable for the travel cannot exceed the amount of the lodging allowance.

Allowances payable for services provided at the home of a user

(1) For the use of a motor vehicle, an allowance equivalent to \$0.525 per kilometre travelled, calculated according to the most direct route between the assigned workplace and the user's home or, if several users are visited, according to the most direct itinerary linking the assigned workplace with all of the users' homes.

SCHEDULE III

(Section 36)

POSITION TITLES FOR WHICH DUTIES MAY BE PERFORMED BY THE PERSONNEL LEASED BY A PERSONNEL PLACEMENT AGENCY UNTIL 19 OCTOBER 2025

- (1) "Assistant stationary engineer";
- (2) "Data processing analyst";
- (3) "Specialized data processing analyst";
- (4) "Pipe insulator";
- (5) "Building consultant";
- (6) "Cabinet maker";

- (7) "Electrician";
- (8) "Electrical mechanic";
- (9) "Tinsmith";
- (10) "Machinist (millwright)";
- (11) "Master electrician";
- (12) "Refrigeration machinery master mechanic";
- (13) "Master plumber";
- (14) "Millwright";
- (15) "Stationary engineer";
- (16) "Refrigeration machinery mechanic";
- (17) "Carpenter";
- (18) "Data processing operator, class I";
- (19) "Data processing operator, class II";
- (20) "General caretaker";
- (21) "Maintenance worker";
- (22) "Painter";
- (23) "Plasterer";
- (24) "Plumber or pipe-mechanic";
- (25) "Welder";
- (26) "Building service technician";
- (27) "Computer technician";
- (28) "Specialized computer technician";
- (29) "Instrumentation and control technician".

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