

SOURCE	N.S. Govt.	
EFF.	07 04	84
TERM.	29 03	86
No. OF EMPLOYEES		
NOM. DE D'EMPLOYES	1,100	

MEMORANDUM OF AGREEMENT

between the

HER MAJESTY THE QUEEN IN THE RIGHT OF THE PROVINCE OF NOVA SCOTIA REPRESENTED IN THIS BEHALF BY THE CIVIL SERVICE COMMISSION

(hereinafter referred to as the "Employer")

Deputy Secy

and the

NOVA SCOTIA GOVERNMENT EMPLOYEES UNION

(hereinafter referred to as the "Union")

this memo together with 80-83 contract added 83-84 memo coded for 84-86. JH

RE: Health Services Classification and Pay Plan - Nursing Services Personnel - HSN

The signatories to this Memorandum hereby agree on the following:

- (a) the Union representatives by virtue of affixing their signatures hereto agree to recommend to their members, the acceptance of the following items which shall constitute a "Package Proposal".
- (b) the Employer representatives by virtue of affixing their signatures hereto, agree to recommend to their supervisory officials the acceptance of the following items which shall constitute a "Package Proposal".
- (c) it is understood by both committees that the following "Package Proposal" will be presented to their respective parties with all possible dispatch.

It is agreed that the following terms and conditions represent the terms of settlement which constitute the "Package Proposal" and that, upon ratification by the parties, the existing Collective Agreement between the parties shall be amended accordingly:

ARTICLE 38 - PAY

50A-1

38.01 The rates of pay contained in Schedule I, effective April 1, 1984, and Schedule II, effective March 31, 1985, form part of this Agreement.

SCHEDULE I - SALARIES

The rates of pay in effect March 31, 1984 shall be increased as follows:

Effective April 1, 1984, all rates shall be increased by five percent (5%).

Effective March 31, 1985, the foregoing rates shall be increased by a further four percent (4%).

TERM OF AGREEMENT

The Agreement shall be in effect for a term beginning from April 1, 1984 to March 29, 1986.

821 2 028 01

HOURS OF WORK

14.01 A Institutional

(4) Should an employee be recalled to duty during the designated one-half (½) hour meal period as provided for in Article 14.01A(3) and the entire one-half (½) hour meal period cannot be rescheduled during the shift, the one-half (½) hour meal period shall be deemed to be time worked and compensated for at the applicable overtime rates set out in Article 15. Should an employee be recalled to duty during the time provided in 14.01A(3), other than during the designated one-half (½) hour meal period, and time off equal to the difference between the break time taken and the total break allowance cannot be granted during the shift, the break time not taken because of recall to duty shall be considered as overtime and compensated for in accordance with the provisions of Article 15.

(14) Amend "four (4) days' leave" to read "five (5) days' leave".

(15) No shifts shall be split for a period longer than the regularly scheduled meal and rest periods as provided for in Article 14.01A(3).

14.01 B Non-Institutional

(4) No shifts shall be split for a period longer than the regularly scheduled meal period, except as otherwise requested by the employee.

OVERTIME EXCLUSIONS

15.01 Except for Nursing Instructors, all positions in the bargaining unit shall be eligible for overtime compensation.

STANDBY COMPENSATION

49-9100

16.01 Employees who are required by the Employer to standby shall receive standby pay of eight dollars (\$8.00) for each standby period of eight (8) hours or less.

16.07 The Employer shall provide at least six (6) hours between the time an employee of the Operating Room, the Renal Dialysis Unit, the Cardiac Catheterization Unit, the Vascular Unit, or Recovery Room, completes a period of callback and the commencement of the employee's next regular shift. If mutually agreeable between the employee and the Employer, arrangements in variance to the foregoing will be acceptable and will not constitute a violation of this Article.

ADOPTION LEAVE

61A-004
61B-022

19.10 The Employer shall, upon request of a female employee and receipt of a certificate from the Administrator of Family and Child Welfare stating that the said employee has filed a notice of proposed adoption under the Adoption Act of a child five (5) years of age or younger grant the employee a leave of absence without pay for the week in which the adoptive child comes into full care of the employee and such additional weeks, up to four (4), as the employee requests. The employee shall be entitled to a further extension of her leave of absence without pay where it is necessary to effect the adoption, providing that the total period of leave granted under Article 19.10 does not exceed six (6) months. The provisions of this section apply to female employees only.

GRIEVANCE PROCEDURE

14-1

26.10 Cases of sexual harassment shall be considered as discrimination and a matter for grievance and adjudication. Such grievances may be filed by the aggrieved employee and/or the Union at Step Three of the grievance procedure and shall be treated in strict confidence by both the Union and the Employer.

SAFETY AND HEALTH

21.04 Video Display Terminals

67B-1

(a) An employee who is required to work at a Video Display Terminal (VDT) for fifty percent (50%) or more of the normal work week shall be entitled to have his/her eyes examined by an Ophthalmologist prior to operating such equipment and once per year thereafter. The Department shall, where required, pay the costs of such examinations or tests where not covered by a medical plan provided by the Employer.

(b) A pregnant VDT operator may request a job reassignment for the period of pregnancy by forwarding a written request to the employee's immediate supervisor along with a certificate from a duly qualified medical practitioner certifying she is pregnant. Upon receipt of the request, the Department, where possible, will assign the VDT operator to an alternate position and/or classification or to alternate duties within the Department.

67C-1

NEW ARTICLE - TECHNOLOGICAL CHANGE

.01 Joint Committee

22E-1

(a) Within sixty (60) days of the signing of this Agreement, the parties are to establish a joint committee of equal representation of the Union and the Civil Service Commission, as represented by the Staff Relations Division, for the purpose of maintaining continuing cooperation and consultation on technological change and circumstances identified in Article 35.01. The committee shall appoint additional representatives as required.

(b) The joint committee shall meet as required to discuss matters of concern between the parties related to technological change and circumstances identified in Article 35.01.

(c) The joint committee shall be responsible for:

- (1) defining problems;
- (2) developing viable solutions to such problems;
- (3) recommending the proposed solution to the Employer.

(d) The Employer will provide the joint committee with as much notice as reasonably possible of expected redundancies, relocations, reorganizational plans and technological change.

22A-1

(e) It is understood that the joint committee provided for herein shall be a single committee to cover all Civil Service bargaining units represented by the Union.

.02 Definition

For the purposes of this Article, "technological change" means the introduction of equipment or material by the Employer into its operations, which is likely to affect the job security of employees.

.03 Introduction

The Employer agrees that it will endeavour to introduce technological change in a manner which, as much as is practicable, will minimize the disruptive effects on employees and services to the public.

.04 Notice to Union

The Employer will give the Union written notice of technological change at least three (3) months prior to the date the change is to be effected. During this period the parties will meet to discuss the steps to be taken to assist employees who could be affected.

.05 Retraining

22D-1

Where retraining of employees is necessary, it shall be provided, during normal working hours where possible.

113-2

ARTICLE 35 - LAYOFF AND RECALL

35.01 Layoff

31 A, B M-1

- (a) An employee(s) may be laid off because of technological change, shortage of ~~work or funds~~, or because of the discontinuance of a function or the reorganization of a function.
- (b) Where an employee's position is relocated, he/she shall be offered the position in the new location. The employee may decline an offer pursuant to this section, in which case the provisions of Article 35.10 shall apply.
- (c) Where an employee's position becomes redundant the provisions of Article 35.10 shall apply.

35.02 Application

For the purposes of this Article "employee" means a permanent employee or a term employee with five (5) or more years of service.

35.03 Union Consultation

Where employees are to be laid off, the Employer will advise and consult with the Union as soon as reasonably possible after the change appears probable, with a view to minimizing the adverse effects of the decision to lay off an employee(s).

35.04 Layoff Procedure

Current language of existing Article 35.04.

15/19

35.05 Seniority Defined

~~For~~ the purposes of this Article, seniority shall be defined as the length of continuous service dating from the last date of appointment to the Civil Service.

35.06 Loss of Seniority

An employee shall lose seniority in the event that:

- (a) Current language;
- (b) Current language;
- (c) Delete current language;
- (d) the employee refuses recall, except as otherwise provided for in Article 35.14(a);
- (e) the employee is laid off for more than twelve (12) consecutive months without recall;
- (f) Delete current language.

29-12

02/21

35.07 Notice of Layoff

~~Forty (40) days notice~~ of layoff shall be sent by the Employer to the Union and the employee(s) who is/are to be laid off, except where a greater period of notice is provided for under Article 35.08.

35.08 Where the Employer lays off ten (10) or more persons in a Department, Board, Commission or Agency, within any period of four (4) weeks or less, notice of layoff shall be sent by the Employer to the Union and employees who are to be laid off, in accordance with the following:

- (a) eight (8) weeks' if ten (10) or more persons and fewer than one hundred (100) persons are to be laid off;
- (b) twelve (12) weeks' if one hundred (100) or more persons and fewer than three hundred (300) are to be laid off;
- (c) sixteen (16) weeks' if three hundred (300) or more persons are to be laid off.

28-08.0

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- (d) Notices pursuant to this section shall include the effective date of layoff and the reasons therefor.
- (e) An employee in receipt of layoff notice shall be entitled to exercise any of the following options:
 - (1) to exercise placement/displacement rights in accordance with the procedures set out in Article 35.10.
 - (2) to accept layoff and be entitled to recall in accordance with Article 35.13;
 - (3) to resign with severance pay in accordance with Article 35.18;

An employee who intends to exercise placement/displacement rights pursuant to (e)(1) above will indicate such intent to the Employer within two (2) full days following receipt of the layoff notice. If the employee does not indicate such intent within this period, he/she will be deemed to have opted to accept layoff in accordance with (e)(2) above.

35.09 Pay in Lieu of Notice

Where the notice required by 35.07 and 35.08 is not given, the employee shall receive pay in lieu thereof for the amount of notice to which the employee is entitled.

35.10 Placement/Displacement Procedures

- (a) Subject to consideration of ability, experience, qualifications, or where the Employer establishes that special skills or qualifications are required, according to objective tests and standards reflecting the functions of the job concerned, an employee in receipt of layoff notice, who has not been placed in accordance with Article 35.01(b), or whose position has become redundant, shall have the right to be placed in a vacancy in the following manner and sequence:
 - (1) a position in the employee's same position classification title, or position classification title series, within the employee's same geographic location and the same Department, Board, Commission or Agency;
 - (2) if a vacancy is not available under (1) above, then a position in the employee's same position classification title, or position classification title series, within the employee's same geographic location, in any other Department, Board, Commission or Agency;
 - (3) if a vacancy is not available under (2) above, then any position for which the employee is qualified within the employee's same geographic location and same Department, Board, Commission or Agency;
 - (4) if a vacancy is not available under (3) above, **or** the employee has declined a vacancy in accordance with the provisions of 35.10(b), then any position for which the employee is qualified within the employee's same geographic location in any other Department, Board, Commission or Agency.

At each of the foregoing steps, all applicable vacancies shall be identified and the employee shall be assigned to the position of his/her choice, subject to consideration of the provisions herein. If there is more than one employee affected, their order of preference shall be determined by their order of seniority. Vacancies pursuant to (3) and (4) above shall include all vacancies in the other Civil Service bargaining units represented by the Union.

- (b) An employee is not required to accept a vacant position which has a lower maximum salary than that of the employee's classification. An employee who declines such vacancy at any step in the placement/displacement procedures under Article 35.10 shall be entitled to exercise his/her rights at the next subsequent step in the procedures outlined herein.

27E-1

- (c) If a vacancy is not available under any of the foregoing steps or has been declined in accordance with 35.10(b), the employee shall have the right to ~~displace another employee with~~ lesser seniority who is in the same position classification title, or position classification title series, within the same geographic location and the same Department, Board, Commission or Agency. Such displacement is subject to consideration of Article 35.04 and the employee to be displaced shall be one who has the least seniority among those whom the employee in receipt of layoff notice is entitled to displace.
- (d) An employee who has elected to exercise displacement rights in accordance with (c) above and has been unable to do so, shall be entitled to exercise placement rights to vacant position(s) in respect to other locations in his/her Region, as outlined in Appendix _____. Such placement rights shall be exercised in respect to any location on a Region-wide basis, in accordance with the provisions and sequence set out in 35.10(a) and 35.10(b) and, wherein the employee is entitled to a choice of position, such entitlement shall also apply to choice of location.
- (e) If a vacancy is not available under (d) above or has been declined in accordance with 35.10(b), the employee shall have the right to displace another employee with lesser seniority who is in the same position classification title, or position classification title series, within the same Region and the same Department, Board, Commission or Agency. Such displacement is subject to consideration of Article 35.04 and the employee to be displaced shall be one who has the least seniority among those whom the employee in receipt of layoff notice is entitled to displace.
- (f) An employee who has elected to exercise displacement rights in accordance with (e) above and has been unable to do so, shall be entitled to exercise placement rights to vacant positions in respect to locations in other Regions. Such placement rights shall be exercised in respect to any location on a province-wide basis, in accordance with the provisions and sequence set out in 35.10(a) and 35.10(b) and, wherein the employee is entitled to a choice of position, such entitlement shall also apply to choice of location.
- (g) If a vacancy is not available under (f) above or has been declined in accordance with 35.10(b), the employee shall have the right to displace another employee with lesser seniority who is in the same position classification title, or position classification title series, and the same Department, Board, Commission or Agency, in any Region. Such displacement is subject to consideration of Article 35.04 and the employee to be displaced shall be one who has the least seniority, among those whom the employee in receipt of layoff notice is entitled to displace.
- (h) An employee who chooses to exercise rights in accordance with 35.10 may elect at any step, beginning with Article 35.10(a)(1), to accept layoff and be placed on the recall list or to resign with severance pay in accordance with Article 35.18.
- (i) A permanent employee who is placed in a term position shall retain his/her status as a permanent employee.
- (j) An employee who is displaced pursuant to Article 35.10 shall be entitled to the full rights contained in Article 35 and shall be considered to be in receipt of a layoff notice from the Employer. A displaced employee shall not be considered to be laid off for purposes of the period of notice required under 35.07 and 35.08, but shall be entitled only to the full number of days' notice remaining thereunder from the time the employee initially in receipt of notice exercised his/her displacement rights under this Article.
- (k) An employee will have a maximum of two (2) full days to exercise his/her rights at any of the foregoing steps of the placement/displacement procedures provided for herein.
- (l) For the purposes of exercising displacement rights under the provisions of Article 35, the Department of Health, the Victoria General Hospital, the Nova Scotia Hospital and the N.S. Commission on Drug Dependency shall be deemed to be the same department.

35.11 Transfer Expenses

ZZF-1

An employee transferred pursuant to the provisions of Article 35 outside his/her geographic location, as defined in this Article, shall be eligible for moving expenses in accordance with the provisions of Article 30.

35.12 Recall Procedure

Employees who are laid off shall be placed on a recall list.

35.13 (a) Subject to consideration of ability, experience, qualifications, or where the Employer establishes that special **skills** or qualifications are required, according to objective tests and standards reflecting the functions of the job concerned, employees placed on the recall list shall be recalled by order of seniority to any position in any Department, Board, Commission or Agency for which the employee is deemed to be qualified. Positions pursuant to this section shall include all positions in the Civil Service bargaining units represented by the Union.

(b) The Employer shall give notice of recall by registered mail to the employee's last recorded address. Employees are responsible for keeping the Employer informed of their current address.

35.14 (a) An employee entitled to recall shall return to the services of the Employer within two (2) weeks of notice of recall, unless on reasonable grounds he/she is unable to do so. An employee who has been given notice of recall may refuse to exercise such right without prejudicing the right to any future recall, except in the case of recall to the employee's same position classification title, or position classification title series, and the same geographic location at the time of layoff, in which event he/she will be struck from the recall list. However, an employee's refusal to accept recall to his/her same position classification title, or position classification title series, within the same geographic location at the time of layoff will not result in loss of recall rights in the case of recall for occasional work or for employment of short duration of time during which he/she is employed elsewhere.

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(b) Employees on the recall list shall be given first option of filling vacancies normally filled by casual workers, providing they possess the necessary qualifications, skills and abilities, as determined by the Employer, reflecting the functions of the **job** concerned. The acceptance of such casual work shall not in any way alter or affect the employee's employment status, and, during such periods of casual **work**, the employee **shall** remain on the recall list.

35.15 Delete current language.

35.16 Delete current language.

35.17 Termination of Recall Rights

The layoff shall be a **termination of employment and recall rights shall lapse if the layoff lasts for more than twelve (12) consecutive months without recall.**

35.18 Severance Pay

30-1 32, 33-99 see art 31

At the end of the twelve (12) month period referred to in 35.17, or at any earlier time an employee in receipt of a notice of layoff wishes to terminate employment and waive recall rights, the employee shall be granted termination allowance as follows:

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(a) one-half (1/2) month's pay, if he/she has been employed (3) for three years but less than ten (10) years;

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(b) one (1) month's pay, if he/she has been employed for ten (10) years but less than fifteen (15) years;

(c) two (2) months' pay, if he/she has been employed for fifteen (15) years but less than twenty (20) years;

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14

- (d) three (3) months' pay, if he/she has been employed for twenty (20) years but less than twenty-five (25) years;
- (e) four (4) months' pay, if he/she has been employed for twenty-five (25) years but less than thirty (30) years;
- (f) five months' pay, if he/she has been employed for thirty (30) or more years.

The amount of termination allowance provided herein shall be calculated by the formula:

$$\text{bi-weekly rate} \times \frac{26}{12} = \text{one month}$$

35.19 No New Employees

No new employee shall be hired unless ~~all employees~~ on the recall list who are able to perform the work required have had ~~an opportunity to be~~ recalled, subject to consideration of ability, experience, ~~qualifications~~, or where the Employer establishes that special skills or ~~qualifications are required~~, as determined by the Employer, according to objective tests and standards reflecting the functions of the job concerned.

35.20 Geographic Location

For the purposes of this Article, "geographic location" means that area within a radius of thirty-two (32) kilometers (20 miles) of the actual building or other regular place of employment of the employee, except that within the Halifax-Dartmouth Metro area, "geographic location" is that area within a radius of sixteen (16) kilometers (10 miles) of the actual building or other regular place of employment of the employee.

JOB POSTING

36.03 Grievance/Adjudication

Notwithstanding any other provision of this Agreement, for the purposes of this Article, the grievance and adjudication rights of an employee covered by this Agreement shall be extended to apply to all positions included in all Civil Service bargaining units covered by all collective agreements between the Union and the Employer made pursuant to the Civil Service Collective Bargaining Act.

SHIFT PREMIUM

*503
6/21
44-200255
45-200255*

41.01 An employee shall receive a shift premium of \$2.55 per shift, for all complete shifts worked, including overtime shifts worked, on shifts, half or more of the hours of which are regularly scheduled between 6:00 p.m. and 6:00 a.m.

Letter of Understanding

Notwithstanding the provisions of Article 41, an employee working a twelve (12) hour shift shall receive a shift premium of \$3.83 for all complete twelve (12) hour shifts worked, including overtime shifts worked, on shifts, half or more of the hours of which are regularly scheduled between 6:00 p.m. and 6:00 a.m.

ARTICLE 31 - PUBLIC SERVICE AWARDS

31F, D-1

31.01 (a) An employee who is retired because of age, or mental or physical incapacity shall be granted a Public Service Award equal to one week's pay for each year of full time service to a maximum of 26 years.

32-10 33-26

(b) The amount of Public Service Award provided under Article 31.01(A) shall be calculated by the formula:

$$\frac{\text{Annual Salary}}{52} = 1 \text{ week}$$

EDUCATION LEAVE

- 19.14 (a) The Employer agrees to ~~be~~ consistent in its application and administration of the Education Leave Policy pursuant to Section 5, Chapter 6 of Manual 510 Personnel Administration.
- (b) Subject to operational requirements, leave of absence with pay shall be granted to allow an employee to write examinations for courses approved by the Employer prior thereto.
- (c) Leaves of absence for education purposes **shall not** be unreasonably denied.

UNIT PREMIUM

1107/89

42.05 An employee assigned to the Forensic Unit, presently W-5 of the Nova Scotia Hospital, shall receive a premium of \$1.85 per completed eight (8) hour shift and \$2.78 per completed twelve (12) hour shift.

It is expressly understood that the foregoing constitutes an understanding and an agreement reached between the Employer Negotiating Committee and the Union Negotiating Committee and should not otherwise be interpreted as representing an agreement binding either the Employer **or** the Union.

Signed **on** behalf of the Union:

Signed on behalf of the Employer:

Kathy Fricker

Chris L. Jennings

Lorraine Singler

[Signature]

George B. Fox

Dated at Halifax, Nova Scotia this 19th day of June 1984.

MEMORANDUM OF AGREEMENT

between the

HER MAJESTY THE QUEEN IN THE RIGHT OF THE PROVINCE
OF NOVA SCOTIA REPRESENTED IN THIS BEHALF
BY THE CIVIL SERVICE COMMISSION

(hereinafter referred to as the "Employer")

and the

NOVA SCOTIA GOVERNMENT EMPLOYEES UNION

(hereinafter referred to as the "Union")

Re: Confidentiality of Health Information

The signatories to this Memorandum hereby agree that the Employer **will** store employee health information separately and that access thereto shall be given only to those persons directly involved, in administering that information.

It is further agreed that the foregoing provisions shall be implemented during the term of the Collective Agreement.

Signed on behalf of the Union:

Signed on behalf of the Employer:

Kathy Fricker

[Signature]

Cliff L. Jerning

Seamus R. Fox

Karaine Dingle

Dated at Halifax, Nova Scotia this 19th day of June 1984.

SCHEDULE "T"

HEALTH SERVICES CLASSIFICATION AND PAY PLAN - HSN
BI-WEEKLY AND APPROXIMATE ANNUAL RATES
EFFECTIVE FROM APRIL 1, 1984 - MARCH 30, 1985

	I	II	III	IV	V	VI
HSN 20						
Graduate Nurse (Non-Registered)						
	885.36	908.58	935.63	966.61	1,001.43	1,040.09
	23,019.36	23,623.08	24,326.38	25,131.86	26,037.18	27,042.34
HSN 21						
Staff Nurse (Registered)						
	897.48	920.69	947.75	978.73	1,013.54	1,052.21
	23,334.48	23,937.94	24,641.50	25,446.98	26,352.04	27,357.46
HSN 22						
Assistant Head Nurse, O.R. Nurse, Supervisor Nursing Homes						
	935.78	962.85	993.83	1,028.62	1,067.31	
	24,330.28	25,034.10	25,839.58	26,744.12	27,750.06	
HSN 23						
Nurse (NSTC), Student Health Nurse (Education)						
	967.12	990.33	1,017.42	1,048.37	1,083.18	
	25,145.12	25,748.58	26,452.92	27,257.62	28,162.68	
HSN 24						
Head Nurse, Nursing Instructor I & II, Staff Health Nurse, Student Health Nurse, Staff Health/Infection Control Officer						
	967.12	990.33	1,017.42	1,048.37	1,083.18	1,121.88
	25,145.12	25,748.58	26,452.92	27,257.62	28,162.68	29,168.88
HSN 25						
Community Health Nurse, Field Coordinator (Homes for Special Care) Nursing Instructor III, Nursing Officer - Nursing Homes						
	990.33	1,017.42	1,048.37	1,083.18	1,121.88	1,161.93
	25,748.58	26,452.92	27,257.62	28,162.68	29,168.88	30,210.18
HSN 26						
Nursing Planning Officer, Community Mental Health Nurse						
	1,017.42	1,048.37	1,083.18	1,121.88	1,161.93	1,202.18
	26,452.92	27,257.62	28,162.68	29,168.88	30,210.18	31,256.68
HSN 27						
Classification Assessments Officer (social Services) Nursing Instructor IV						
	1,083.18	1,121.88	1,161.93	1,202.18	1,242.40	
	28,162.68	29,168.88	30,210.18	31,256.68	32,302.40	

I II III IV V VI

HSN 28
Group Leader/Critical Care Program

1,121.88	1,161.93	1,202.18	1,242.40	1,282.64	
29,168.88	30,210.18	31,256.68	32,302.40	33,348.64	

HSN 29
Infection Control Officer

1,161.93	1,202.18	1,242.40	1,282.64	1,322.90	
30,210.18	31,256.68	32,302.40	33,348.64	34,395.40	

SCHEDULE "II"

HEALTH SERVICES CLASSIFICATION AND PAY PLAN - HSN
 BI-WEEKLY AND APPROXIMATE ANNUAL RATES
 EFFECTIVE FROM MARCH 31, 1985 - MARCH 29, 1986

	I	II	III	IV	V	VI
HSN 20						
Graduate Nurse (Non -Registered)						
	920.77	944.92	973.06	1,005.27	1,041.49	1,081.69
	23,940.02	24,567.92	25,299.56	26,137.02	27,078.74	28,123.94
HSN 21						
Staff Nurse (Registered)						
	933.38	957.52	985.66	1,017.88	1,054.08	1,094.30
	24,267.88	24,895.52	25,627.16	26,464.88	27,406.08	28,451.80
HSN 22						
Assistant Head Nurse, O.R. Nurse, Supervisor Nursing Homes						
	973.21	1,001.36	1,033.58	1,069.76	1,110.00	
	25,303.46	26,035.36	26,873.08	27,813.76	28,860.00	
HSN 23						
Nurse (NSTC), Student Health Nurse (Education)						
	1,005.80	1,029.94	1,058.12	1,090.30	1,126.51	
	26,150.80	26,778.44	27,511.12	28,347.80	29,289.26	
HSN 24						
Head Nurse, Nursing Instructor I & II, Staff Health Nurse, Student Health Nurse, Staff Health/Infection Control Officer						
	1,005.80	1,029.94	1,058.12	1,090.30	1,126.51	1,166.76
	26,150.80	26,778.44	27,511.12	28,347.80	29,289.26	30,335.76
HSN 25						
Community Health Nurse, Field Coordinator (Homes for Special Care) Nursing Instructor III, Nursing Officer - Nursing Homes						
	1,029.94	1,058.12	1,090.30	1,126.51	1,166.76	1,208.41
	26,778.44	27,511.12	28,347.80	29,289.26	30,335.76	31,418.66
HSN 26						
Nursing Planning Officer, Community Mental Health Nurse						
	1,058.12	1,090.30	1,126.51	1,166.76	1,208.41	1,250.27
	27,511.12	28,347.80	29,289.26	30,335.76	31,418.66	32,507.02
HSN 27						
Classification Assessments Officer (Social Services) Nursing Instructor IV						
	1,126.51	1,166.76	1,208.41	1,250.27	1,292.10	
	29,289.26	30,335.76	31,418.66	32,507.02	33,594.60	

80 hrs.

	I	II	III	IV	V	VI
HSN 28						
Group Leader/Critical Care Program						
	1,166.76	1,208.41	1,250.27	1,292.10	1,333.95	
	30,335.76	31,418.66	32,507.02	33,594.60	34,682.70	
HSN 29						
Infection Control Officer						
	1,208.41	1,250.27	1,292.10	1,333.95	1,375.82	
	31,418.66	32,507.02	33,594.60	34,682.70	35,771.32	

APPENDIX

REGIONS PURSUANT TO ARTICLE 34

<u>REGION</u>	<u>COUNTIES INCLUDED</u>
Cape Breton	Cape Breton Inverness Richmond Victoria
Central	Halifax Hants
Eastern	Antigonish Guysborough Pictou
Northern	Colchester Cumberland
Southern	Lunenburg Queens Shelburne Yarmouth
Valley	Annapolis Digby Kings