

Backgrounder – SAHO Proposal Package – May 25, 2008

SAHO’s May 25, 2008 proposal package stabilizes the nursing workforce, positions Saskatchewan to attract and retain nurses, and is fully supportive of the spirit of the Partnership Agreement.:

- SAHO has offered wage increases that would see Saskatchewan nurses achieve parity with Alberta less a cost of living adjustment on April 1, 2009 --- less than one year from now.
- SAHO (and RHAs) have honoured the SUN/Government of Saskatchewan Partnership Agreement and continue to offer to participate fully in the Partnership Table.
- SAHO has addressed key Recruitment and Retention initiatives raised by SUN.
- SAHO has removed almost all of its initial management proposals. The proposals that remain are directly related to the Employer’s ability to provide quality patient care and to allow us to respond to the health needs of Saskatchewan residents.

A general duty nurse at top step currently makes \$64,232 in base salary.

Annual Base Salary	April 1/2008	April 1/2009	April 1/2010	April 1/2011	Simple/Compound Increase
Nurse A (top)	\$70,663 (10%)	\$78,556 (11.2%)	\$82,493 (5%)	\$86,624 (5%)	31.2% / 34.9%
20 yr Nurse A (top)	\$72,086 (12%)	\$80,135 (11.2%)	\$84,149 (5%)	\$88,359 (5%)	31.2% / 37.6%

Responding to recruitment and retention initiatives raised by SUN:

- Immediate Relief from Excessive Overtime
 - SAHO proposed and SUN agreed to all overtime being paid at double time.
- Meeting Professional Standards to Achieve Patient/Client Safety
 - Saskatchewan already has the strongest language in the country regarding professional standards.
 - Employers are already required to provide a working environment consistent with nursing standards, practices and procedures.
 - Saskatchewan is the only province with a binding process for disputes relating to workload.
 - The employer has also offered an expedited dispute resolution process at point of care. If there is a disagreement or it is not possible to address the issue immediately, the employee will put in writing the standards they believe are not being met, and the Employer will respond in writing within 24 hours.
- Maintaining Minimum Staffing to Improve Patient/Client Safety
 - SAHO has offered to maintain a total of approximately 5900 RN/RPN full-time equivalent positions provincially. The minimum shall be maintained on a regional basis.
 - SAHO has offered to suspend any abolishment of nursing positions until March 30, 2012 except in specific circumstances such as reduction of service, facility or unit closures, mergers or transfers. This is an enhancement to the Partnership Agreement which identified that no positions could be abolished until hiring targets had been met.
- Retention Initiatives for New, Mid and Late Career Nurses
 - SAHO has offered a 2% long service step for nurses with over 20 years of service.
 - SAHO has offered one paid day of professional development for each nursing FTE.
- Expanded Health Promotion and Prevention Initiatives
 - SAHO has offered a letter of understanding that refers this item to the Partnership Table and commits the Employer to endeavour to create health promotion positions that provide support for nurse led initiatives.

- Creation of new Registered Nurse (Nurse Practitioner) positions
 - SAHO has offered a letter of understanding that refers this item to the Partnership Table and commits the Employer to endeavour to create new Nurse Practitioner positions to provide health services to communities without sufficient physician services and reduce pressure on acute and long term care.

- Supernumerary Positions for New Graduates/Mentorship/Preceptorship
 - SAHO has committed to establishment of a Mentorship Program and a mentorship roster on a region level. SAHO has also agreed to advise employees of the Mentorship program for new hires, those who return to their position after an extended period, and those who acquire a new position.
 - SAHO has committed to providing 16 hours of paid education leave to mentors and to those being mentored.
 - SAHO has agreed to provide up to six (6) weeks of orientation for new hires based on an employer assessment of need, in consultation with the employee.

- Enhanced Salaries and Benefits

Wages:

 - SAHO has offered 5%-5%-5%-5% for economic adjustments
 - In exchange for the workplace stability achieved through a four year agreement:
 - a 5% market adjustment on April 1, 2008 for all nurses.
 - SAHO has also offered to create an additional step on April 1, 2009 which will allow nurses at the top step to achieve a rate of pay equal to Alberta less 5.3%. If our proposal is accepted Saskatchewan nurses at the top step will achieve wage rates equivalent to Alberta less 5.3% by April 1, 2009. This would also mean that Nurse A employees would receive more than a 9.5% increase as a result of the movement through the steps and the economic adjustment provided. Nurse B and C employees are already closer to parity with Alberta.
 - SAHO has offered a 2% long service step for nurses with over 20 years of service.
 - All overtime to be paid at double time.
 - SAHO will agree to refer the Nurse Practitioner classification to the joint position evaluation process to determine if additional adjustments are required.

Benefits:

 - SAHO has offered improved premiums for nurses:
 - In charge premium has increased to \$1.90 per hour from \$1.15
 - Regular standby has increased to \$3.15 per hour from \$2.19
 - Special standby has increased to \$4.25 per hours from \$4.12
 - Shift differential will increase to \$3.75 by April 1, 2009 from \$1.50
 - Weekend premium will increase to \$3.10 by April 1, 2009 from \$1.25
 - SAHO has agreed to maintain the current premium for Extended Health and Dental through the life of the agreement and guarantee current benefits until March 31, 2012.

- Items referred to Partnership Agreement Process
 - Improved Nurse Patient Ratios
 - Retention and Recruitment Joint Funds
 - Retention and Recruitment Targets

April 1, 2008 - 5% General Wage Increase + 5% Market Adjustment, Implementation of Long Service Step

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Long Service
Nurse A	\$ 29.59	\$ 30.98	\$ 32.42	\$ 33.95	\$ 36.26	\$ 36.99
Nurse B	\$ 32.25	\$ 33.76	\$ 35.34	\$ 37.00	\$ 39.51	\$ 40.30
Nurse C	\$ 35.15	\$ 36.81	\$ 38.51	\$ 40.33	\$ 43.07	\$ 43.93
Grad. Nurse	\$ 25.54					

April 1, 2009, 5% General Wage Increase, Add Step 6

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Long Service
Nurse A	\$ 31.07	\$ 32.53	\$ 34.04	\$ 35.65	\$ 38.07	\$ 40.31	\$ 41.12
Nurse B	\$ 33.86	\$ 35.45	\$ 37.11	\$ 38.85	\$ 41.49	\$ 42.23	\$ 43.07
Nurse C	\$ 36.91	\$ 38.65	\$ 40.44	\$ 42.35	\$ 45.22		\$ 46.13
Grad. Nurse	\$ 26.82						

April 1, 2010 - 5% General Wage Increase

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Long Service
Nurse A	\$ 32.62	\$ 34.16	\$ 35.74	\$ 37.43	\$ 39.97	\$ 42.33	\$ 43.18
Nurse B	\$ 35.55	\$ 37.22	\$ 38.97	\$ 40.79	\$ 43.56	\$ 44.34	\$ 45.22
Nurse C	\$ 38.76	\$ 40.58	\$ 42.46	\$ 44.47	\$ 47.48		\$ 48.44
Grad. Nurse	\$ 28.16						

April 1, 2011 - 5% General Wage Increase

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Long Service
Nurse A	\$ 34.25	\$ 35.87	\$ 37.53	\$ 39.30	\$ 41.97	\$ 44.45	\$ 45.34
Nurse B	\$ 37.33	\$ 39.08	\$ 40.92	\$ 42.83	\$ 45.74	\$ 46.56	\$ 47.48
Nurse C	\$ 40.70	\$ 42.61	\$ 44.58	\$ 46.69	\$ 49.85		\$ 50.86
Grad. Nurse	\$ 29.57						

Cumulative Increase

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Long Service
Nurse A	27.3%	27.4%	27.3%	27.3%	27.3%	34.9%	37.6%
Nurse B	27.3%	27.3%	27.4%	27.3%	27.3%	29.6%	32.2%
Nurse C	27.4%	27.3%	27.3%	27.4%	27.3%		29.9%