



News Release

New Nurse Compensation and Benefit Package

IQALUIT, Nunavut (July 8, 2008) – In support of the Nunavut Nurse Recruitment and Retention Strategy, Minister of Health and Social Services Leona Aglukkaq is pleased to announce the new compensation and benefits package for front-line nurses and certified nursing assistants, effective June 17, 2008.

“We are committed to our nurses and recognize that they are essential to a strong health system. This new package aims to add to their compensation for their efforts which we highly value and which contribute to the well-being of Nunavummiut,” said Minister Aglukkaq. “We believe that this is a real contribution to improving the stability of the nursing workforce while reducing our reliance on agency nurses.”

All Nunavut nurses working in Nunavut receive an increase in base salary and Nunavut Northern Allowance, as negotiated in the Government of Nunavut Collective Agreement.

Under the retention portion of the strategy, front-line nurses and nursing assistants are eligible to receive one-time longevity bonuses of up to \$20,000 based on years of service. “We also recognize the contribution of our many long-term nurses who are and always will be the key to a sustainable health system in all our communities” said Aglukkaq. “Currently, we have over fifty nurses who have worked in Nunavut for over three years, and some for more than twenty years.”

There is an increase of \$9,000 to the annual special allowance allotted to front-line nurses, which previously ranged from \$0 to \$10,500.

An ongoing retention allowance has also been allotted for front-line nurses ranging from \$375 to \$550 dollars per month, based on years of service.

To support continuous learning and development, a professional development initiative has been put in place. Each front-line nurse and nursing assistant is eligible to receive \$3,000 to \$6,330 per year, depending on their home community, for professional training and education.

Additionally, a nurse mentor program has been developed to support Nunavut Arctic College nursing graduates. Experienced nurses who mentor young professionals are eligible to receive a \$500 per month compensation.

As part of the recruitment package, front-line nurses and nursing assistants who begin working in Nunavut are eligible to receive a signing bonus of up to \$20,000 that is phased in over a 30-month service period.

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