



Backgrounder: Compensation and Benefits Package, front-line nurses, and front-line certified nursing assistants.

Comparison of Previous and New Compensation Arrangements

PREVIOUS ARRANGEMENTS	NEW ARRANGEMENTS
Base Salary: \$65,228 - \$97,266	Base Salary: \$68,710 - \$102,458
Nunavut Northern Allowance: \$12,109 - \$28,346	Nunavut Northern Allowance: \$13,563 - \$31,251
Annual Special Allowance: \$0 - \$10,500	Annual Special Allowance for Registered Nurses: \$9,000 - \$19,500
Signing Bonus ((New Recruits): \$0	Signing Bonus (New Recruits – Registered Nurses and Certified Nursing Assistants): \$5,000 on signing, \$5,000 at 18 months \$10,000 at 30 months
Longevity Bonus I: \$0	Longevity Bonus I: For Registered Nurses and Certified Nursing Assistants, who commenced employment with the GN between January 1 st , 2006 and June 17 th , 2008 and did not receive any signing bonus or Temporary Labour Market Supplement payments: \$5,000 on signing \$5,000 at 18 months \$10,000 at 30 months

<p>Longevity Bonus II: \$0</p>	<p>Longevity Bonus II: For Registered Nurses and Certified Nursing Assistants, who commenced employment with the GN before January 1st, 2006, they receive: \$10,000 at 30 months \$10,000 at 36 months</p> <p>For Registered Nurses and Certified Nursing Assistants, who received the Temporary Labour Market Supplement, will receive bonuses of:</p> <ul style="list-style-type: none"> • \$5,000 on signing • \$5,000 in December 2008 • \$10,000 in May 2009
<p>Monthly Retention Bonus: \$0</p>	<p>Monthly Retention Bonus for Registered Nurses: 0-5 years of service: \$375 per month 5-10 years of service: \$400 per month 10-15 years of service: \$450 per month 15-20 years of service: \$500 per month 20+ years of service: \$550 per month</p>
<p>Mentorship Allowance: \$200 per month</p>	<p>Mentorship Allowance: \$500 per month to provide mentoring to recent graduates.</p>
<p>Professional Development Initiative: \$0</p>	<p>Professional Development Initiative: \$3,000 to \$6,330 annually per Registered Nurse and Certified Nursing Assistant depending on the home community, to attend conferences, take courses, etc.</p>