

FAQ – RN Summer Staffing Shortage (Acute Care)

1. Who is eligible for these incentives?

RN staff employed within the 24/7 bed-based care operations or other areas identified below are eligible for these incentives. These areas include:

- i. **Acute Care and Hospital Services.** Applies to all inpatient and bed-based care areas including the ED for the following facilities CHO, WH, PCH, QEH, KCMH and SH. (This would NOT apply to Ambulatory Care areas.)
- ii. **Mental Health & Addictions (MH&A).** Applies to all MH&A bed-based care facilities, including the Transitions unit at PATF.
- iii. **Long-Term Care (LTC).** Applies to all LTC 24/7 bed-based care facilities and operations.

2. When are these incentives available?

These incentives will be available for the period commencing on June 1, 2022 and ending on September 15, 2022 unless otherwise agreed to by Health PEI and PEINU.

Recognizing the memorandum has been sent after the intended effective date of June 1, 2022 Health PEI will exercise reasonable judgment to ensure these incentives are applied in a consistent and fair manner.

3. These incentives were effective on June 1, 2022 but the letter is dated June 13, 2022, are they retroactively applied?

Eligible RN staff who picked up shifts from June 1, 2022 to September 15, 2022 would have the applicable incentive applied. Vacation deferral cannot occur for time already worked; therefore, this would be applicable from June 13, 2022 through to the end of the incentive period. Replacement lines for Casual staff would begin June 19, 2022 and carry through to the end of the incentive period.

For example: It is June 13, 2022 and I am a PT staff member who picked up a shift on June 2, 2022, at one of the sites noted above in paragraph 1, which was above my regular hours. I would therefore be paid 1.5x my regular rate for this shift on June 2, 2022.

4. How will these incentives be applied to those who expressed interest?

Staff who expressed interest prior to the applicable deadline will be treated based on suitability and order of seniority.

The application of all incentives will be based on operational requirements.

5. Who do I contact to express my interest?

Contact your immediate supervisor/manager if you wish to participate in these incentives. Your supervisor/manager will work with you to find the best fit based on

operational requirements. Depending on the incentive you are interested in, please provide the following information:

- **FT Vacation Deferral.** The vacation dates during incentive period beginning June 13, 2022 you wish to defer.
- **FT and PT Vacancies.** The number of vacancies per week you are willing to pick up during the incentive period.
- **Casual.** The FTE commitment you can make, including the number of vacancies you are willing to pick up during the period incentive period beginning June 19, 2022.

6. Does my vacation deferral have to be taken as a full week?

No, it can be taken as a full week or individual days. Either way total time deferred cannot exceed one week.