

March 4, 2024

Re: Classification Review

Dear PEINU Members,

Health PEI and the PEI Nurses' Union recognize the value of ongoing discussions and collaboration outside of the collective bargaining process. For this reason, a Joint Consultation Working Group was established as part of the last round of negotiations (Appendix "R") to cooperate with each other in open discussions and make joint recommendations on matters of significant importance to both the Union and Health PEI.

Appendix "S" outlined some of the key areas to be referred to the Joint Consultation Working Group, one of which was to establish a framework for the review of RN classifications. The current classification review procedure is outlined in Article 14 of the Collective Agreement and involves the review of classifications by the Public Service Commission (PSC).

Health PEI and PEINU welcome the review of classification for nursing positions and wish to collaborate on a coordinated review of all Registered Nurse and Nurse Practitioner positions. Thank you to those who have worked together to submit nursing position questionnaires for review. Changes in these nursing roles have been recently reflected in the reclassification of our Home Care Registered Nurses. This is good news for our staff and membership but this also results in some questions about our current classification process as it relates to nursing roles.

This recent reclassification of some nursing roles has led us to consider the implications on other nursing positions within the broader RN 1 classification group and to other RN classifications. Many nursing positions have not been reviewed since the implementation of the Willis Job Evaluation system where all Registered Nurse positions were reviewed at one time and four levels of RNs were identified. The Nurse Practitioner role was classified since that time and resulted in one classification for NPs.

Health PEI and PEINU are committed to a review of all our nursing positions within the next 3 months. Nursing positions will be reviewed to assess the impact of changes in job duties and responsibilities associated with increased patient complexity, advances in healthcare, and changes to models of care as well the working conditions and educational requirements of the roles that have taken place since the initial global review.

In addition, we will be looking for opportunities to ensure classification process is more efficient and results are fair and equitable to our Nurses. The result of this review will be effective **April 1, 2024**.

During this time period we will place a temporary hold on classification and reclassification requests for RN positions. If you are currently awaiting the results of a reclassification request any applicable retroactive payments will be made to

60- working days before the reclassification request was submitted to the Public Service Commission in accordance with current regulations.

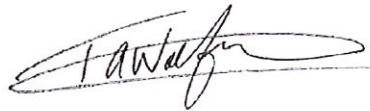
We appreciate the patience of our Registered Nurses as we work together to establish a framework for reviewing your classifications and will be seeking input from you as staff/members to this process.

In addition, Appendix "S" indicates our joint commitment to HPEI and PEINU jointly reviewing the existing terms of the collective agreement and providing recommendations for the negotiation of new terms that relate specifically to Nurse Practitioners as independent healthcare providers. This work is also underway and we will be seeking input from our Nurse Practitioners as part of this process.

Sincerely,



Barbara Brookins
President, PEINU



Tracy Wolbaum
CHRO, Health PEI