

MEMORANDUM

TO: Health PEI Leaders Community; Registered Nurses and Nurse Practitioners
FROM: Ali Christie, Director of Human Resources and Labour Relations
DATE: April 3, 2025
SUBJECT: Shift Premium Renewals and Continuation of Key Supports

Health PEI and the Prince Edward Island Nurses' Union (PEINU) continue to work in partnership to address staffing pressures across the health system. To support vacation coverage and maintain continuity of care over the summer months, the following shift premium agreements have been renewed effective **April 1 to September 15, 2025**:

Renewed MOAs – April 1 to September 15, 2025

- **Working Extra Shifts Premium**

RNs and NPs who work an *additional known vacancy shift* beyond their regular FTE will receive a **0.5x premium** in addition to their regular or overtime rate.

- *Payroll Code:* **SHPRE**

- **Critical Shifts Premium**

Where a shift is designated as *critical* to ensure essential services, RNs and NPs working beyond their FTE will receive a **0.5x premium** in addition to the applicable rate of pay.

- *Payroll Code:* **CCPRE**

These premiums are payable only (not bankable), and eligibility details remain consistent with prior agreements. Managers must confirm critical shift designations through their Executive prior to offering this premium.

Provisions Continuing Until a New Collective Agreement is Ratified

Three previously separate MOAs have now concluded. However, the following supports will continue until a new collective agreement is in place:

- **Designated Unit Premium** – \$1.25/hour for nurses providing 24/7 bed-based care
- **Incentivizing Full-Time Commitment** – \$5,000 for nurses who hold and maintain a 1.0 FTE position
- **Mentorship Fund** – An additional \$250,000 allocated to support mentorship, onboarding, and retention

These supports reflect our shared commitment to stabilizing the workforce and supporting practice environments.

Looking Ahead

As short-term incentives remain in place to manage immediate pressures, Health PEI has also launched a **Flexible Hiring Initiative**. Full-time positions across all frontline bargaining units are being posted based on a detailed workforce analysis, which considers:

- Patient volume increases
- Anticipated retirements and turnover

- Temporary leaves (parental, educational, etc.)
- Vacation and sick time

This proactive strategy is designed to build baseline capacity, improve staffing predictability, and reduce reliance on short-notice coverage.

We remain grateful for the continued professionalism, flexibility, and dedication of RNs and NPs across the province.

Please ensure this memo is shared with all eligible employees.

For questions about eligibility or coding, please contact your HR Manager or Payroll Services.

Jointly issued by:

Health PEI and the Prince Edward Island Nurses' Union