

Correction to SAHO/SUN Collective Agreement 2014-2018

Date: July 12, 2016

ARTICLE 27 - VACANCIES, PROMOTIONS OR TRANSFERS

27.11 Rate of Pay and Increments - Promotion, Transfer, Demotion

- (a) When an Employee is promoted from one classification to another, **with the exception of promotion to the Nurse Practitioner classification**, the salary of such promoted Employee shall be advanced to that step in the higher rated scale which is the next higher than the Employee's current rate, or to the next higher step if the salary increase from the single step is less than the Employee's next normal annual increment.

The effective date of the promotion shall become the new increment date for the purpose of wage progression.

- (b) **Registered Nurse (Graduate Nurse Practitioner) shall be maintained at her current rate of pay until the Nurse Practitioner licensure is granted. Upon obtaining NP license and being promoted from a Nurse A, B or C to a classification of Nurse Practitioner the following shall apply:**

- **The Employee's rate of pay plus six dollars (\$6.00) per hour shall be considered the Employee's current rate of pay for the purposes of application of Article 27.11.**
- **The Employee shall then be advanced to that step of the Nurse Practitioner wage rate which is next higher than the Employee's current rate (as per the above calculation), or the next higher step if the salary increase from the single step is less than the Employee's next normal annual increment.**
- **The effective date of the promotion shall become the new increment date for the purpose of wage progression.**
- **The rate of pay shall be retroactive to the date of successful writing of the NP exam or the date of employment as a Nurse Practitioner, whichever is most recent.**

- (c) The rate of pay of an Employee who has been transferred shall not change. The Employee's increment date or increment hours for the purpose of wage progression shall be maintained.

- (d) When an Employee is demoted, the Employee's increment date shall not change, but the rate of pay shall be reduced to the rate of pay in the new classification which is next below the Employee's present rate of pay.



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