



Attract and retain healthcare professionals in the network, thanks to additional money

To recognize the specific expertise of some healthcare professionals:

- A specific critical care premium for **obstetrical care units (mother-child)** where care is provided 24/7;
- A critical care premium for employees performing an **aeromedical evacuation transfer**;
- A 10% premium for **clinical perfusionists** who take on the clinical supervision of the work of at least 4 clinical perfusionists and who participate in their training;
- A premium for healthcare professionals working in a **CHSLD**, a premium that will be the same as the one given to the beneficiary attendants (orderlies).



To recognize that there are major inconveniences to working evening, night and weekend shifts:

- A **doubled weekend premium** (from 4% to 8%) for full-time employees who work on 24/7 centres of activities;
- New premiums for healthcare professionals working **evenings** (up to 4%) and **nights** (up to 2.5%) to encourage them to hold full-time positions. 6% of the evening premium can be converted into 12 days off, like the night paid day off.



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