

SALARY SCALES AND LIST OF JOB TITLES

Collective Agreement

December 2024 | March 2028

INCLUDING THE CPI ADJUSTMENT ON MARCH 31, 2026

fiq

fiqsante.qc.ca

Nurses | Licensed practical nurses | Respiratory therapists | Clinical perfusionists


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DÉTOUR

Note: With the exception of the clinical perfusionist assistant to the immediate superior job title, the salary scales and list of job titles in this document apply as of December 15, 2024. However, salary scales are retroactive to April 1, 2023. The clinical perfusionist assistant to the immediate superior job title and salary scale go into effect on January 12, 2025.

Following an agreement reached between the Treasury Board, Comité patronal de négociation du secteur de la santé et des services sociaux (CPNSSS) and the FIQ, the nurse clinician specialist job title went from ranking 24 to 25 starting on September 1st, 2025. The rates featured in this salary scale take into account the revision, which is retroactive to January 1st, 2021.

All rates presented include the 0.11% salary increase resulting from the consumer price index (CPI) applicable as of March 31, 2026, in accordance with the provision set out in the collective agreement.

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I- NURSES

2471 NURSE

Hours per week: 37.50

Ranking: 19

Person who assumes the responsibility for a full range of nursing care according to the bio-psycho-social needs of users or groups of people under her care. Assesses the user's health status, determines and implements the therapeutic nursing plan and nursing care and treatment plans. Initiates and provides nursing and medical care and treatments with a view to maintaining health, restoring health, and preventing disease. May prescribe laboratory analyses, treatments, products, medicines and dressings in the fields of wound care and public health, according to current regulations.

Plans, delivers and evaluates teaching for users, their families, and groups of people. Participates in research on promoting health and preventing disease.

Must be a member of the Ordre des Infirmières et Infirmiers du Québec

Echelon	Rate 2023-04-01 to 2024-03-31 ($)	Rate 2024-04-01 to 2025-03-31 ($)	Rate 2025-04-01 to 2026-03-30 ($)	Rate as of 2026-03-31 ($)	Rate 2026-04-01 to 2027-03-31 ($)	Rate as of 2027-04-01 ($)
1	27.36	28.13	28.86	28.89	29.61	30.65
2	28.17	28.96	29.71	29.74	30.48	31.55
3	29.03	29.84	30.62	30.65	31.42	32.52
4	29.91	30.75	31.55	31.58	32.37	33.50
5	30.81	31.67	32.49	32.53	33.34	34.51
6	31.75	32.64	33.49	33.53	34.37	35.57
7	32.71	33.63	34.50	34.54	35.40	36.64
8	33.70	34.64	35.54	35.58	36.47	37.75
9	34.70	35.67	36.60	36.64	37.56	38.87
10	35.43	36.42	37.37	37.41	38.35	39.69
11	36.47	37.49	38.46	38.50	39.46	40.84
12	37.60	38.65	39.65	39.69	40.68	42.10
13	38.73	39.81	40.85	40.89	41.91	43.38
14	39.71	40.82	41.88	41.93	42.98	44.48
15	40.69	41.83	42.92	42.97	44.04	45.58
16	41.74	42.91	44.03	44.08	45.18	46.76
17	42.80	44.00	45.14	45.19	46.32	47.94
18	43.87	45.10	46.27	46.32	47.48	49.14

2459 NURSE TEAM LEADER

Hours per week: 37.50

Ranking: 20

Person who, in addition to her duties as a nurse, plans, directs, supervises and coordinates the activities of a diversified group composed of nurses, licensed practical nurses, paratechnical staff and interns.

A diversified group does not necessarily include all the people in the job categories described above.

Must be a member of the Ordre des infirmières et infirmiers du Québec.

Echelon	Rate 2023-04-01 to 2024-03-31 ($)	Rate 2024-04-01 to 2025-03-31 ($)	Rate 2025-04-01 to 2026-03-30 ($)	Rate as of 2026-03-31 ($)	Rate 2026-04-01 to 2027-03-31 ($)	Rate as of 2027-04-01 ($)
1	27.79	28.57	29.31	29.34	30.07	31.12
2	28.70	29.50	30.27	30.30	31.06	32.15
3	29.62	30.45	31.24	31.27	32.05	33.17
4	30.57	31.43	32.25	32.29	33.10	34.26
5	31.57	32.45	33.29	33.33	34.16	35.36
6	32.56	33.47	34.34	34.38	35.24	36.47
7	33.62	34.56	35.46	35.50	36.39	37.66
8	34.70	35.67	36.60	36.64	37.56	38.87
9	35.83	36.83	37.79	37.83	38.78	40.14
10	36.61	37.64	38.62	38.66	39.63	41.02
11	37.81	38.87	39.88	39.92	40.92	42.35
12	39.02	40.11	41.15	41.20	42.23	43.71
13	40.30	41.43	42.51	42.56	43.62	45.15
14	41.40	42.56	43.67	43.72	44.81	46.38
15	42.53	43.72	44.86	44.91	46.03	47.64
16	43.69	44.91	46.08	46.13	47.28	48.93
17	44.87	46.13	47.33	47.38	48.56	50.26
18	46.10	47.39	48.62	48.67	49.89	51.64

2489 ASSISTANT-HEAD-NURSE ASSISTANT TO THE IMMEDIATE SUPERIOR

Hours per week: 37.50

Ranking: 21

Nurse who assists the head nurse or the immediate superior in the performance of her duties. Plans, supervises and coordinates the activities of a centre of activities for her entire shift. Acts as a resource person for the care team for the planning, delivery and assessment of nursing care.

Contributes to the design, implementation, evaluation and review of the programming of a centre of activities and clinical tools as well as tools for assessing the quality of care. Contributes to orientation activities, identifying training needs and evaluating staff performance.

When necessary, performs the regular duties of a nurse.

The assistant-head-nurse or assistant to the immediate superior on the day shift replaces the head nurse or immediate superior during the following absences:

a) weekly days off;

b) statutory holidays;

c) annual vacation;

d) any other absence that does not exceed one (1) continuous month.

Must be a member of the Ordre des infirmières et infirmiers du Québec.

Echelon	Rate 2023-04-01 to 2024-03-31 ($)	Rate 2024-04-01 to 2025-03-31 ($)	Rate 2025-04-01 to 2026-03-30 ($)	Rate as of 2026-03-31 ($)	Rate 2026-04-01 to 2027-03-31 ($)	Rate as of 2027-04-01 ($)
1	28.26	29.05	29.81	29.84	30.59	31.66
2	29.19	30.01	30.79	30.82	31.59	32.70
3	30.21	31.06	31.87	31.91	32.71	33.85
4	31.24	32.11	32.94	32.98	33.80	34.98
5	32.32	33.22	34.08	34.12	34.97	36.19
6	33.42	34.36	35.25	35.29	36.17	37.44
7	34.57	35.54	36.46	36.50	37.41	38.72
8	35.76	36.76	37.72	37.76	38.70	40.05
9	36.98	38.02	39.01	39.05	40.03	41.43
10	37.87	38.93	39.94	39.98	40.98	42.41
11	39.18	40.28	41.33	41.38	42.41	43.89
12	40.51	41.64	42.72	42.77	43.84	45.37
13	41.92	43.09	44.21	44.26	45.37	46.96
14	43.14	44.35	45.50	45.55	46.69	48.32
15	44.41	45.65	46.84	46.89	48.06	49.74
16	45.72	47.00	48.22	48.27	49.48	51.21
17	47.05	48.37	49.63	49.68	50.92	52.70
18	48.44	49.80	51.09	51.15	52.43	54.27

2462 NURSE INSTRUCTOR

Hours per week: 37.50

Ranking: 19

Person who participates in in-service training and the orientation of employees and interns. Her work consists of demonstrations or theoretical courses.

No one currently working for the Employer, or subsequently hired, may ask to be classified in this job.

Echelon	Rate 2023-04-01 to 2024-03-31 ($)	Rate 2024-04-01 to 2025-03-31 ($)	Rate 2025-04-01 to 2026-03-30 ($)	Rate as of 2026-03-31 ($)	Rate 2026-04-01 to 2027-03-31 ($)	Rate as of 2027-04-01 ($)
1	27.36	28.13	28.86	28.89	29.61	30.65
2	28.17	28.96	29.71	29.74	30.48	31.55
3	29.03	29.84	30.62	30.65	31.42	32.52
4	29.91	30.75	31.55	31.58	32.37	33.50
5	30.81	31.67	32.49	32.53	33.34	34.51
6	31.75	32.64	33.49	33.53	34.37	35.57
7	32.71	33.63	34.50	34.54	35.40	36.64
8	33.70	34.64	35.54	35.58	36.47	37.75
9	34.70	35.67	36.60	36.64	37.56	38.87
10	35.43	36.42	37.37	37.41	38.35	39.69
11	36.47	37.49	38.46	38.50	39.46	40.84
12	37.60	38.65	39.65	39.69	40.68	42.10
13	38.73	39.81	40.85	40.89	41.91	43.38
14	39.71	40.82	41.88	41.93	42.98	44.48
15	40.69	41.83	42.92	42.97	44.04	45.58
16	41.74	42.91	44.03	44.08	45.18	46.76
17	42.80	44.00	45.14	45.19	46.32	47.94
18	43.87	45.10	46.27	46.32	47.48	49.14

2491 NURSE IN A NORTHERN CLINIC

Hours per week: 37.50

Ranking: 22

Person who, in addition to her nursing duties, because of the absence of a permanent doctor in the outpost or northern clinic, carries out assessments of users allowing the physician to make a remote diagnosis and determine the appropriate interventions. She carries out activities and interventions that are generally reserved for physicians in other workplaces.

Must be a member of the Ordre des infirmières et infirmiers du Québec.

Echelon	Rate 2023-04-01 to 2024-03-31 ($)	Rate 2024-04-01 to 2025-03-31 ($)	Rate 2025-04-01 to 2026-03-30 ($)	Rate as of 2026-03-31 ($)	Rate 2026-04-01 to 2027-03-31 ($)	Rate as of 2027-04-01 ($)
1	28.70	29.50	30.27	30.30	31.06	32.15
2	29.71	30.54	31.33	31.36	32.14	33.26
3	30.80	31.66	32.48	32.52	33.33	34.50
4	31.92	32.81	33.66	33.70	34.54	35.75
5	33.08	34.01	34.89	34.93	35.80	37.05
6	34.30	35.26	36.18	36.22	37.13	38.43
7	35.53	36.52	37.47	37.51	38.45	39.80
8	36.81	37.84	38.82	38.86	39.83	41.22
9	38.17	39.24	40.26	40.30	41.31	42.76
10	39.16	40.26	41.31	41.36	42.39	43.87
11	40.58	41.72	42.80	42.85	43.92	45.46
12	42.07	43.25	44.37	44.42	45.53	47.12
13	43.60	44.82	45.99	46.04	47.19	48.84
14	44.95	46.21	47.41	47.46	48.65	50.35
15	46.36	47.66	48.90	48.95	50.17	51.93
16	47.82	49.16	50.44	50.50	51.76	53.57
17	49.32	50.70	52.02	52.08	53.38	55.25
18	50.86	52.28	53.64	53.70	55.04	56.97

2490 CANDIDATE FOR ADMISSION TO THE PRACTICE OF THE NURSING PROFESSION

Hours per week: 37.50

Ranking: trailer job

Person who holds a diploma qualifying her for the Ordre des infirmières et infirmiers du Québec (OIIQ) licence to practice, or whom the OIIQ recognizes has successfully completed a nursing program, or whose diploma or training is recognized as equivalent by the OIIQ for the purpose of issuing a licence to practice.

She may, while awaiting her licence, practise all the professional activities that a nurse may practise, under the supervision of a nurse, subject to the exceptions stipulated by regulation, in accordance with the standards set out by the regulations.

Echelon	Rate 2023-04-01 to 2024-03-31 ($)	Rate 2024-04-01 to 2025-03-31 ($)	Rate 2025-04-01 to 2026-03-30 ($)	Rate as of 2026-03-31 ($)	Rate 2026-04-01 to 2027-03-31 ($)	Rate as of 2027-04-01 ($)
1	24.90	25.60	26.26	26.29	26.95	27.89

2485 NURSE ON A REFRESHER PERIOD

Hours per week: 37.50

Ranking: trailer job

A nurse in good standing with the Ordre des infirmières et infirmiers du Québec who has not practised the profession for more than four (4) years.

Echelon	Rate 2023-04-01 to 2024-03-31 ($)	Rate 2024-04-01 to 2025-03-31 ($)	Rate 2025-04-01 to 2026-03-30 ($)	Rate as of 2026-03-31 ($)	Rate 2026-04-01 to 2027-03-31 ($)	Rate as of 2027-04-01 ($)
1	24.62	25.32	25.97	26.00	26.65	27.59

4001 NURSING EXTERN

Hours per week: 37.50

Ranking: trailer job

Person who, outside of her nursing program, is eligible for a nursing externship in accordance with current regulations.

Performs the activities listed in the regulations, within the prescribed limits and under the supervision of a nurse, in accordance with the standards established by the regulations. Provides wellness care to the user.

Must have a certificate of registration issued by the Ordre des infirmières et infirmiers du Québec qualifying her for a nursing externship.

Echelon	Rate 2023-04-01 to 2024-03-31 ($)	Rate 2024-04-01 to 2025-03-31 ($)	Rate 2025-04-01 to 2026-03-30 ($)	Rate as of 2026-03-31 ($)	Rate 2026-04-01 to 2027-03-31 ($)	Rate as of 2027-04-01 ($)
1	21.89	22.50	23.09	23.11	23.69	24.52

1911 NURSE CLINICIAN

Hours per week: 37.50

Ranking: 22

Person who is responsible for a full range of nursing care based on the bio-psycho-social needs of users or groups of persons placed under her care. Assesses the health status, draws up and implements the nursing therapeutic plan, nursing care plan and nursing treatment plan for users with complex health problems and/or a variety of bio-psycho-social dimensions. Initiates and provides nursing and medical care and treatment aimed at maintaining and restoring health and preventing disease. May prescribe laboratory analyses, treatments, products, medicines and dressings in the fields of wound care, public health and routine care, according to current regulations.

Designs, implements and evaluates care programs requiring advanced knowledge, addressing complex health problems and/or involving a variety of bio-psycho-social dimensions. Helps develop or adapt clinical tools and tools for assessing the quality of care. Coordinates teamwork and plays an advisory role with the care team and the interdisciplinary team.

Identifies the needs and interventions that require coordination of services within the institution and among different institutions or local organizations or agencies for users. Ensures the coordination of such services, as needed.

Provides orientation for new staff and helps train interns. Supervises teaching of users, their families, and groups of people in specific programs, and collaborates in research.

Must have a Bachelor of Science in Nursing or a bachelor's degree including three (3) eligible certificates, at least two (2) of which are recognized nursing certificates, and be a member of the Ordre des infirmières et infirmiers du Québec.

Echelon	Rate 2023-04-01 to 2024-03-31 ($)	Rate 2024-04-01 to 2025-03-31 ($)	Rate 2025-04-01 to 2026-03-30 ($)	Rate as of 2026-03-31 ($)	Rate 2026-04-01 to 2027-03-31 ($)	Rate as of 2027-04-01 ($)
1	28.70	29.50	30.27	30.30	31.06	32.15
2	29.71	30.54	31.33	31.36	32.14	33.26
3	30.80	31.66	32.48	32.52	33.33	34.50
4	31.92	32.81	33.66	33.70	34.54	35.75
5	33.08	34.01	34.89	34.93	35.80	37.05
6	34.30	35.26	36.18	36.22	37.13	38.43
7	35.53	36.52	37.47	37.51	38.45	39.80
8	36.81	37.84	38.82	38.86	39.83	41.22
9	38.17	39.24	40.26	40.30	41.31	42.76
10	39.16	40.26	41.31	41.36	42.39	43.87
11	40.58	41.72	42.80	42.85	43.92	45.46
12	42.07	43.25	44.37	44.42	45.53	47.12
13	43.60	44.82	45.99	46.04	47.19	48.84
14	44.95	46.21	47.41	47.46	48.65	50.35
15	46.36	47.66	48.90	48.95	50.17	51.93
16	47.82	49.16	50.44	50.50	51.76	53.57
17	49.32	50.70	52.02	52.08	53.38	55.25
18	50.86	52.28	53.64	53.70	55.04	56.97

1912 NURSE CLINICIAN ASSISTANT-HEAD-NURSE NURSE CLINICIAN ASSISTANT TO THE IMMEDIATE SUPERIOR

Hours per week: 37.50

Ranking: 24

Nurse clinician who, in addition to her duties as assistant-head-nurse or assistant to the immediate superior, develops, implements, assesses and revises clinical and care quality assessment tools.

Must have a Bachelor of Science in Nursing or a bachelor's degree including three (3) eligible certificates, at least two (2) of which are recognized nursing certificates, and be a member of the Ordre des infirmières et infirmiers du Québec.

Echelon	Rate 2023-04-01 to 2024-03-31 ($)	Rate 2024-04-01 to 2025-03-31 ($)	Rate 2025-04-01 to 2026-03-30 ($)	Rate as of 2026-03-31 ($)	Rate 2026-04-01 to 2027-03-31 ($)	Rate as of 2027-04-01 ($)
1	30.03	30.87	31.67	31.70	32.49	33.63
2	31.22	32.09	32.92	32.96	33.78	34.96
3	32.45	33.36	34.23	34.27	35.13	36.36
4	33.73	34.67	35.57	35.61	36.50	37.78
5	35.06	36.04	36.98	37.02	37.95	39.28
6	36.43	37.45	38.42	38.46	39.42	40.80
7	37.87	38.93	39.94	39.98	40.98	42.41
8	39.37	40.47	41.52	41.57	42.61	44.10
9	40.92	42.07	43.16	43.21	44.29	45.84
10	42.12	43.30	44.43	44.48	45.59	47.19
11	43.77	45.00	46.17	46.22	47.38	49.04
12	45.52	46.79	48.01	48.06	49.26	50.98
13	47.29	48.61	49.87	49.92	51.17	52.96
14	48.94	50.31	51.62	51.68	52.97	54.82
15	50.64	52.06	53.41	53.47	54.81	56.73
16	52.37	53.84	55.24	55.30	56.68	58.66
17	54.16	55.68	57.13	57.19	58.62	60.67
18	56.05	57.62	59.12	59.19	60.67	62.79

1913 CARE COUNSELLOR NURSE

Hours per week: 37.50

Ranking: 23

Person who advises an institution on issues relating to nursing care or infection prevention and control programs and who may be required to carry out such responsibilities as:

- designing, delivering, evaluating and revising orientation, training and updating programs for staff and interns;
- designing, implementing, evaluating and revising programs aimed at improving the quality of care and professional activities.

Must have a Bachelor of Science in Nursing and be a member of the Ordre des infirmières et infirmiers du Québec.

Echelon	Rate 2023-04-01 to 2024-03-31 ($)	Rate 2024-04-01 to 2025-03-31 ($)	Rate 2025-04-01 to 2026-03-30 ($)	Rate as of 2026-03-31 ($)	Rate 2026-04-01 to 2027-03-31 ($)	Rate as of 2027-04-01 ($)
1	29.11	29.93	30.71	30.74	31.51	32.61
2	30.22	31.07	31.88	31.92	32.72	33.87
3	31.37	32.25	33.09	33.13	33.96	35.15
4	32.60	33.51	34.38	34.42	35.28	36.51
5	33.86	34.81	35.72	35.76	36.65	37.93
6	35.14	36.12	37.06	37.10	38.03	39.36
7	36.50	37.52	38.50	38.54	39.50	40.88
8	37.88	38.94	39.95	39.99	40.99	42.42
9	39.35	40.45	41.50	41.55	42.59	44.08
10	40.46	41.59	42.67	42.72	43.79	45.32
11	42.01	43.19	44.31	44.36	45.47	47.06
12	43.64	44.86	46.03	46.08	47.23	48.88
13	45.30	46.57	47.78	47.83	49.03	50.75
14	46.83	48.14	49.39	49.44	50.68	52.45
15	48.40	49.76	51.05	51.11	52.39	54.22
16	50.01	51.41	52.75	52.81	54.13	56.02
17	51.70	53.15	54.53	54.59	55.95	57.91
18	53.41	54.91	56.34	56.40	57.81	59.83

1915 SPECIALIZED NURSE PRACTITIONER

Hours per week: 40

Ranking: 28

Person who is responsible for nursing care and medical professional activities for users in a specialty dealing with routine and complex health problems, according to current regulations. She assesses the user's state of health, identifies health problems and determines the appropriate therapeutic interventions in her specialty class, including prescribing diagnostic examinations, medical treatments and medication. Works with the attending physician to set care and treatment priorities. Conducts or contributes to the monitoring and care of previously diagnosed users, in partnership with the attending physician. Provides clinical support to nurses and other professionals.

Contributes to the design, implementation and evaluation of programs related to her specialty. Helps develop and implement teaching programs for users, their families and groups of people.

Helps draw up and evaluate rules for medical and nursing care, collaborates in developing training programs for nursing staff and may supervise specialized nurse practitioner candidates' activities and interns undergoing training.

Conducts or collaborates in nursing research and collaborates in clinical medical research.

Must have a graduate degree qualifying her for the specialist certificate from the Ordre des infirmières et infirmiers du Québec (OIIQ), the proof of training prescribed by regulations and the OIIQ specialist certificate.

Echelon	Rate 2023-04-01 to 2024-03-31 ($)	Rate 2024-04-01 to 2025-03-31 ($)	Rate 2025-04-01 to 2026-03-30 ($)	Rate as of 2026-03-31 ($)	Rate 2026-04-01 to 2027-03-31 ($)	Rate as of 2027-04-01 ($)
1	32.21	33.11	33.97	34.01	34.86	36.08
2	33.73	34.67	35.57	35.61	36.50	37.78
3	35.29	36.28	37.22	37.26	38.19	39.53
4	36.92	37.95	38.94	38.98	39.95	41.35
5	38.65	39.73	40.76	40.80	41.82	43.28
6	40.46	41.59	42.67	42.72	43.79	45.32
7	42.36	43.55	44.68	44.73	45.85	47.45
8	44.32	45.56	46.74	46.79	47.96	49.64
9	46.40	47.70	48.94	48.99	50.21	51.97
10	48.06	49.41	50.69	50.75	52.02	53.84
11	50.32	51.73	53.07	53.13	54.46	56.37
12	52.67	54.14	55.55	55.61	57.00	59.00
13	55.14	56.68	58.15	58.21	59.67	61.76
14	57.43	59.04	60.58	60.65	62.17	64.35
15	59.82	61.49	63.09	63.16	64.74	67.01
16	62.31	64.05	65.72	65.79	67.43	69.79
17	64.90	66.72	68.45	68.53	70.24	72.70
18	67.63	69.52	71.33	71.41	73.20	75.76

1914 SPECIALIZED NURSE PRACTITIONER CANDIDATE

Hours per week: 40

Ranking: trailer job

Person with a master's degree qualifying her to apply for the Ordre des infirmières et infirmiers du Québec specialist certificate and the certificates of training prescribed by regulation.

May, while awaiting her certificate, perform the professional activities that a specialized nurse practitioner can perform under the supervision of a medical specialist or a specialized nurse practitioner, according to current regulations.

Echelon	Rate 2023-04-01 to 2024-03-31 ($)	Rate 2024-04-01 to 2025-03-31 ($)	Rate 2025-04-01 to 2026-03-30 ($)	Rate as of 2026-03-31 ($)	Rate 2026-04-01 to 2027-03-31 ($)	Rate as of 2027-04-01 ($)
1	31.40	32.28	33.12	33.16	33.99	35.18
2	32.89	33.80	34.68	34.72	35.59	36.84
3	34.41	35.37	36.29	36.33	37.24	38.54
4	36.00	37.00	37.97	38.01	38.95	40.32
5	37.68	38.74	39.74	39.78	40.77	42.20
6	39.45	40.55	41.60	41.65	42.70	44.19
7	41.30	42.46	43.56	43.61	44.70	46.26
8	43.21	44.42	45.57	45.62	46.76	48.40
9	45.24	46.51	47.72	47.77	48.95	50.67
10	46.86	48.17	49.42	49.48	50.72	52.49
11	49.06	50.44	51.74	51.80	53.10	54.96
12	51.35	52.79	54.16	54.22	55.58	57.53
13	53.76	55.26	56.70	56.75	58.18	60.22
14	55.99	57.56	59.07	59.13	60.62	62.74
15	58.32	59.95	61.51	61.58	63.12	65.33
16	60.75	62.45	64.08	64.15	65.74	68.05
17	63.28	65.05	66.74	66.82	68.48	70.88
18	65.94	67.78	69.55	69.62	71.37	73.87

1916 NURSE FIRST SURGICAL ASSISTANT

Hours per week: 37.50

Ranking: 24

Person who, in addition to her duties as nurse clinician, performs professional activities in pre, peri and postoperative care and this in accordance with current regulations.

Provides the surgeon with immediate and continuous collaboration by performing complementary clinical and surgical technical acts during surgery. At no time does she work simultaneously as a scrub nurse.

Must have a Bachelor of Science in Nursing or have completed at least 60 credits in nursing sciences in a university nursing program other than the program leading to the certificate mentioned in the following paragraph, or must, on December 28, 2000, have met the requirements stipulated in the regulations.

Must have a certificate in perioperative nursing which enables her, in accordance with the regulations, to perform these duties.

Echelon	Rate 2023-04-01 to 2024-03-31 ($)	Rate 2024-04-01 to 2025-03-31 ($)	Rate 2025-04-01 to 2026-03-30 ($)	Rate as of 2026-03-31 ($)	Rate 2026-04-01 to 2027-03-31 ($)	Rate as of 2027-04-01 ($)
1	30.03	30.87	31.67	31.70	32.49	33.63
2	31.22	32.09	32.92	32.96	33.78	34.96
3	32.45	33.36	34.23	34.27	35.13	36.36
4	33.73	34.67	35.57	35.61	36.50	37.78
5	35.06	36.04	36.98	37.02	37.95	39.28
6	36.43	37.45	38.42	38.46	39.42	40.80
7	37.87	38.93	39.94	39.98	40.98	42.41
8	39.37	40.47	41.52	41.57	42.61	44.10
9	40.92	42.07	43.16	43.21	44.29	45.84
10	42.12	43.30	44.43	44.48	45.59	47.19
11	43.77	45.00	46.17	46.22	47.38	49.04
12	45.52	46.79	48.01	48.06	49.26	50.98
13	47.29	48.61	49.87	49.92	51.17	52.96
14	48.94	50.31	51.62	51.68	52.97	54.82
15	50.64	52.06	53.41	53.47	54.81	56.73
16	52.37	53.84	55.24	55.30	56.68	58.66
17	54.16	55.68	57.13	57.19	58.62	60.67
18	56.05	57.62	59.12	59.19	60.67	62.79

1917 NURSE CLINICIAN SPECIALIST

Hours per week: 37.50

Ranking: 25 (Revised by the agreement – September 1st, 2025, retroactive to January 1st, 2021)

Person who has developed a specific expertise in a specialized field, enabling her to deliver specialized care to a clientele presenting with complex health problems.

This expertise enables her to make clinical decisions, resolve complex clinical problems, deliver specialized care, coordinate the care, and ensure the clinical and therapeutic follow-up of the user or a specific population. This person participates in developing care tools adapted to the clientele to optimize the quality and effectiveness of the nursing care in the speciality. Assesses coping strategies and highlights the strengths and skills of the users and families.

Acts as an expert and consultant with the staff, the care or interdisciplinary teams, the users and their families, the community and the organizations in the network. Conducts and participates in research studies or projects in nursing care related to her clinical area or field.

Must be a member of the Ordre des Infirmières et Infirmiers du Québec (OIIQ);

Must have a master's degree qualifying her for the specialist certificate from the OIIQ;

Must have the specialist certificate from the OIIQ.

Echelon	Rate 2023-04-01 to 2024-03-31 ($)	Rate 2024-04-01 to 2025-03-31 ($)	Rate 2025-04-01 to 2026-03-30 ($)	Rate as of 2026-03-31 ($)	Rate 2026-04-01 to 2027-03-31 ($)	Rate as of 2027-04-01 ($)
1	30.45	31.30	32.11	32.15	32.95	34.10
2	31.73	32.62	33.47	33.51	34.35	35.55
3	33.04	33.97	34.85	34.89	35.76	37.01
4	34.42	35.38	36.30	36.34	37.25	38.55
5	35.84	36.84	37.80	37.84	38.79	40.15
6	37.33	38.38	39.38	39.42	40.41	41.82
7	38.86	39.95	40.99	41.04	42.07	43.54
8	40.50	41.63	42.71	42.76	43.83	45.36
9	42.18	43.36	44.49	44.54	45.65	47.25
10	43.48	44.70	45.86	45.91	47.06	48.71
11	45.29	46.56	47.77	47.82	49.02	50.74
12	47.17	48.49	49.75	49.80	51.05	52.84
13	49.14	50.52	51.83	51.89	53.19	55.05
14	50.92	52.35	53.71	53.77	55.11	57.04
15	52.79	54.27	55.68	55.74	57.13	59.13
16	54.72	56.25	57.71	57.77	59.21	61.28
17	56.71	58.30	59.82	59.89	61.39	63.54
18	58.80	60.45	62.02	62.09	63.64	65.87

II- LICENSED PRACTICAL NURSES

3455 LICENSED PRACTICAL NURSE

Hours per week: 37.50

Ranking: 14

Person who contributes to providing a full range of nursing care in collaboration with the care team. Takes part in assessing the health status of the user and carrying out the care plan, providing nursing and wellness care, as well as nursing and medical treatments, with the aim of maintaining or restoring health, and preventing disease. Participates in the teaching of users and their families.

Must have a diplôme d'études professionnelles (DEP) in health, assistance and nursing from a school recognized by the appropriate ministry.

Must be a member of the Ordre des infirmières et infirmiers auxiliaires du Québec.

Echelon	Rate 2023-04-01 to 2024-03-31 ($)	Rate 2024-04-01 to 2025-03-31 ($)	Rate 2025-04-01 to 2026-03-30 ($)	Rate as of 2026-03-31 ($)	Rate 2026-04-01 to 2027-03-31 ($)	Rate as of 2027-04-01 ($)
1	25.66	26.38	27.07	27.10	27.78	28.75
2	26.44	27.18	27.89	27.92	28.62	29.62
3	27.22	27.98	28.71	28.74	29.46	30.49
4	28.03	28.81	29.56	29.59	30.33	31.39
5	28.89	29.70	30.47	30.50	31.26	32.35
6	29.72	30.55	31.34	31.37	32.15	33.28
7	30.63	31.49	32.31	32.35	33.16	34.32
8	31.56	32.44	33.28	33.32	34.15	35.35
9	32.28	33.18	34.04	34.08	34.93	36.15
10	32.72	33.64	34.51	34.55	35.41	36.65
11	33.50	34.44	35.34	35.38	36.26	37.53
12	34.26	35.22	36.14	36.18	37.08	38.38

3445 LICENSED PRACTICAL NURSE TEAM LEADER

Hours per week: 37.50

Ranking: 15

Person who, while working as a licensed practical nurse, ensures the coordination of the activities of a group of employees. May also ensure the training of these employees.

Must have a diplôme d'études professionnelles (DEP) in health, assistance and nursing from a school recognized by the appropriate ministry.

Must be a member of the Ordre des infirmières et infirmiers auxiliaires du Québec.

Echelon	Rate 2023-04-01 to 2024-03-31 ($)	Rate 2024-04-01 to 2025-03-31 ($)	Rate 2025-04-01 to 2026-03-30 ($)	Rate as of 2026-03-31 ($)	Rate 2026-04-01 to 2027-03-31 ($)	Rate as of 2027-04-01 ($)
1	25.82	26.54	27.23	27.26	27.94	28.92
2	26.71	27.46	28.17	28.20	28.91	29.92
3	27.63	28.40	29.14	29.17	29.90	30.95
4	28.54	29.34	30.10	30.13	30.88	31.96
5	29.52	30.35	31.14	31.17	31.95	33.07
6	30.50	31.35	32.17	32.21	33.02	34.18
7	31.56	32.44	33.28	33.32	34.15	35.35
8	32.61	33.52	34.39	34.43	35.29	36.53
9	33.50	34.44	35.34	35.38	36.26	37.53
10	34.09	35.04	35.95	35.99	36.89	38.18
11	35.03	36.01	36.95	36.99	37.91	39.24
12	35.99	37.00	37.96	38.00	38.95	40.31

3456 CANDIDATE FOR ADMISSION TO THE PRACTICE OF THE LICENSED PRACTICAL NURSE PROFESSION

Hours per week: 37.50

Ranking: trailer job

Person who has a diploma qualifying her for the Ordre des infirmières et infirmiers auxiliaires du Québec (OIIAQ) licence to practice, who has successfully completed the study program leading to a diploma qualifying her for the OIIAQ licence, or whose diploma or training is recognized as equivalent by the OIIAQ for the purpose of issuing a licence.

She may, while waiting for her licence, practise all the professional activities that a licensed practical nurse may practise, according to the conditions established by the applicable regulations.

Echelon	Rate 2023-04-01 to 2024-03-31 ($)	Rate 2024-04-01 to 2025-03-31 ($)	Rate 2025-04-01 to 2026-03-30 ($)	Rate as of 2026-03-31 ($)	Rate 2026-04-01 to 2027-03-31 ($)	Rate as of 2027-04-01 ($)
1	23.35	24.01	24.63	24.66	25.28	26.16

3529 LICENSED PRACTICAL NURSE ON A REFRESHER PERIOD

Hours per week: 37.50

Ranking: trailer job

Licensed practical nurse in good standing with the Ordre des infirmières et infirmiers auxiliaires du Québec who has not practised her profession for more than four (4) years.

Echelon	Rate 2023-04-01 to 2024-03-31 ($)	Rate 2024-04-01 to 2025-03-31 ($)	Rate 2025-04-01 to 2026-03-30 ($)	Rate as of 2026-03-31 ($)	Rate 2026-04-01 to 2027-03-31 ($)	Rate as of 2027-04-01 ($)
1	23.09	23.74	24.36	24.39	25.00	25.88

3461 CHILD NURSE/BABY NURSE

Hours per week: 37.50

Ranking: 12

Person who helps administer a full range of diagnostic, therapeutic and preventive procedures, primarily with newborn babies and children. Provides the nursing and wellness care required by the users. Carries out certain examinations and prescriptions. Collaborates with other professionals during examinations and treatments.

Must have a diploma in childcare recognized by the appropriate ministry or, on June 11, 1980, a diploma in childcare from a school recognized on that date by the Fédération des écoles de puéricultrices or by the Commission des écoles des gardes-bébés du Québec.

Echelon	Rate 2023-04-01 to 2024-03-31 ($)	Rate 2024-04-01 to 2025-03-31 ($)	Rate 2025-04-01 to 2026-03-30 ($)	Rate as of 2026-03-31 ($)	Rate 2026-04-01 to 2027-03-31 ($)	Rate as of 2027-04-01 ($)
1	24.89	25.59	26.26	26.29	26.95	27.89
2	25.62	26.34	27.02	27.05	27.73	28.70
3	26.37	27.11	27.81	27.84	28.54	29.54
4	27.17	27.93	28.66	28.69	29.41	30.44
5	27.95	28.73	29.48	29.51	30.25	31.31
6	28.82	29.63	30.40	30.43	31.19	32.28
7	29.46	30.28	31.07	31.10	31.88	33.00
8	30.11	30.95	31.75	31.78	32.57	33.71
9	30.78	31.64	32.46	32.50	33.31	34.48
10	31.16	32.03	32.86	32.90	33.72	34.90

2244 RESPIRATORY THERAPIST

Hours per week: 37.50

Ranking: 18

Person who is responsible for a range of cardio-respiratory care and respiratory therapy techniques. She assesses a user's cardio-respiratory function for diagnostic or therapeutic follow-up purposes. She assists in anesthesia and treats problems affecting the cardio-respiratory system.

Participates in the research on promoting health and preventing disease. She may prescribe medications according to current regulations.

Ensures the proper and optimal working of the equipment. She plans, delivers and evaluates the teaching for users, their families and groups of people. She may participate in the teaching of cardio-respiratory care and respiratory therapy techniques.

Must have a college diploma (DEC) in respiratory therapy techniques from a school recognized by the appropriate ministry.

Must be a member of the Ordre professionnel des inhalothérapeutes du Québec.

Echelon	Rate 2023-04-01 to 2024-03-31 ($)	Rate 2024-04-01 to 2025-03-31 ($)	Rate 2025-04-01 to 2026-03-30 ($)	Rate as of 2026-03-31 ($)	Rate 2026-04-01 to 2027-03-31 ($)	Rate as of 2027-04-01 ($)
1	26.91	27.66	28.38	28.41	29.12	30.14
2	28.08	28.87	29.62	29.65	30.39	31.45
3	29.34	30.16	30.94	30.97	31.74	32.85
4	30.63	31.49	32.31	32.35	33.16	34.32
5	31.98	32.88	33.73	33.77	34.61	35.82
6	33.38	34.31	35.20	35.24	36.12	37.38
7	34.86	35.84	36.77	36.81	37.73	39.05
8	36.38	37.40	38.37	38.41	39.37	40.75
9	37.75	38.81	39.82	39.86	40.86	42.29
10	38.79	39.88	40.92	40.97	41.99	43.46
11	40.24	41.37	42.45	42.50	43.56	45.08
12	41.76	42.93	44.05	44.10	45.20	46.78

2248 ASSISTANT-HEAD RESPIRATORY THERAPIST

Hours per week: 37.50

Ranking: 20

Person who, while working as a respiratory therapist, shares responsibility for the centre of activities with the head respiratory therapist. She plans, supervises and coordinates the activities of the centre of activities for the duration of her shift. Acts as a resource person for her colleagues in the planning, distribution and assessment of cardiorespiratory care.

She collaborates in the design, implementation, evaluation and revision of programming for a centre of activities and clinical and quality of care evaluation tools. Involved in the orientation, identification of training needs and evaluation of staff performance.

She replaces the head respiratory therapist during the following absences:

a) weekly days off;

b) statutory holidays;

c) annual vacation;

d) all absences for illness that do not exceed one (1) continuous month.

Must have a diplôme d'études collégiales (DEC) in respiratory therapy techniques from a school recognized by the appropriate ministry.

Must be a member of the Ordre professionnel des inhalothérapeutes du Québec.

Echelon	Rate 2023-04-01 to 2024-03-31 ($)	Rate 2024-04-01 to 2025-03-31 ($)	Rate 2025-04-01 to 2026-03-30 ($)	Rate as of 2026-03-31 ($)	Rate 2026-04-01 to 2027-03-31 ($)	Rate as of 2027-04-01 ($)
1	27.79	28.57	29.31	29.34	30.07	31.12
2	28.70	29.50	30.27	30.30	31.06	32.15
3	29.62	30.45	31.24	31.27	32.05	33.17
4	30.57	31.43	32.25	32.29	33.10	34.26
5	31.57	32.45	33.29	33.33	34.16	35.36
6	32.56	33.47	34.34	34.38	35.24	36.47
7	33.62	34.56	35.46	35.50	36.39	37.66
8	34.70	35.67	36.60	36.64	37.56	38.87
9	35.83	36.83	37.79	37.83	38.78	40.14
10	36.61	37.64	38.62	38.66	39.63	41.02
11	37.81	38.87	39.88	39.92	40.92	42.35
12	39.02	40.11	41.15	41.20	42.23	43.71
13	40.30	41.43	42.51	42.56	43.62	45.15
14	41.40	42.56	43.67	43.72	44.81	46.38
15	42.53	43.72	44.86	44.91	46.03	47.64
16	43.69	44.91	46.08	46.13	47.28	48.93
17	44.87	46.13	47.33	47.38	48.56	50.26
18	46.10	47.39	48.62	48.67	49.89	51.64

2246 RESPIRATORY THERAPY TECHNICAL COORDINATOR

Hours per week: 37.50

Ranking: 19

Person who, while working as a respiratory therapist, is regularly responsible for supervising, training and coordinating the activities of other people. May oversee the quality of the techniques used and the compilation of the data needed for the proper operation of the centre of activities.

Must have a diplôme d'études collégiales (DEC) in respiratory therapy techniques from a school recognized by the appropriate ministry.

Must be a member of the Ordre professionnel des inhalothérapeutes du Québec.

Echelon	Rate 2023-04-01 to 2024-03-31 ($)	Rate 2024-04-01 to 2025-03-31 ($)	Rate 2025-04-01 to 2026-03-30 ($)	Rate as of 2026-03-31 ($)	Rate 2026-04-01 to 2027-03-31 ($)	Rate as of 2027-04-01 ($)
1	27.36	28.13	28.86	28.89	29.61	30.65
2	28.17	28.96	29.71	29.74	30.48	31.55
3	29.03	29.84	30.62	30.65	31.42	32.52
4	29.91	30.75	31.55	31.58	32.37	33.50
5	30.81	31.67	32.49	32.53	33.34	34.51
6	31.75	32.64	33.49	33.53	34.37	35.57
7	32.71	33.63	34.50	34.54	35.40	36.64
8	33.70	34.64	35.54	35.58	36.47	37.75
9	34.70	35.67	36.60	36.64	37.56	38.87
10	35.43	36.42	37.37	37.41	38.35	39.69
11	36.47	37.49	38.46	38.50	39.46	40.84
12	37.60	38.65	39.65	39.69	40.68	42.10
13	38.73	39.81	40.85	40.89	41.91	43.38
14	39.71	40.82	41.88	41.93	42.98	44.48
15	40.69	41.83	42.92	42.97	44.04	45.58
16	41.74	42.91	44.03	44.08	45.18	46.76
17	42.80	44.00	45.14	45.19	46.32	47.94
18	43.87	45.10	46.27	46.32	47.48	49.14

2247 RESPIRATORY THERAPY CLINICAL INSTRUCTOR

Hours per week: 37.50

Ranking: 19

Respiratory therapist who, under the authority of the head respiratory therapist and in collaboration with the medical supervisor, is responsible for the implementation of the clinical internship program.

This person ensures the planning of the work performed by student interns and dispatching them to the various centres of activities in the institution. Provides or organizes the clinical teaching itself and provides guidance to students in carrying out their practical assignments.

Assesses the quality of the training received by the students.

Must have a diplôme d'études collégiales (DEC) in respiratory therapy techniques from a school recognized by the appropriate ministry.

Must be a member of the Ordre professionnel des inhalothérapeutes du Québec.

Echelon	Rate 2023-04-01 to 2024-03-31 ($)	Rate 2024-04-01 to 2025-03-31 ($)	Rate 2025-04-01 to 2026-03-30 ($)	Rate as of 2026-03-31 ($)	Rate 2026-04-01 to 2027-03-31 ($)	Rate as of 2027-04-01 ($)
1	27.36	28.13	28.86	28.89	29.61	30.65
2	28.17	28.96	29.71	29.74	30.48	31.55
3	29.03	29.84	30.62	30.65	31.42	32.52
4	29.91	30.75	31.55	31.58	32.37	33.50
5	30.81	31.67	32.49	32.53	33.34	34.51
6	31.75	32.64	33.49	33.53	34.37	35.57
7	32.71	33.63	34.50	34.54	35.40	36.64
8	33.70	34.64	35.54	35.58	36.47	37.75
9	34.70	35.67	36.60	36.64	37.56	38.87
10	35.43	36.42	37.37	37.41	38.35	39.69
11	36.47	37.49	38.46	38.50	39.46	40.84
12	37.60	38.65	39.65	39.69	40.68	42.10
13	38.73	39.81	40.85	40.89	41.91	43.38
14	39.71	40.82	41.88	41.93	42.98	44.48
15	40.69	41.83	42.92	42.97	44.04	45.58
16	41.74	42.91	44.03	44.08	45.18	46.76
17	42.80	44.00	45.14	45.19	46.32	47.94
18	43.87	45.10	46.27	46.32	47.48	49.14

4002 RESPIRATORY THERAPY EXTERN

Hours per week: 37.50

Ranking: trailer job

Person who, outside of her respiratory therapy study program, is eligible for a respiratory therapy externship in accordance with current regulations.

Carries out the activities listed in the regulations, within the prescribed limits and under the supervision of a respiratory therapist, in accordance with the standards set in the regulations.

Have a certificate of registration issued by the Ordre professionnel des inhalothérapeutes du Québec.

Echelon	Rate 2023-04-01 to 2024-03-31 ($)	Rate 2024-04-01 to 2025-03-31 ($)	Rate 2025-04-01 to 2026-03-30 ($)	Rate as of 2026-03-31 ($)	Rate 2026-04-01 to 2027-03-31 ($)	Rate as of 2027-04-01 ($)
1	21.53	22.13	22.70	22.73	23.30	24.11

1116 CLINICAL PERFUSIONIST

Hours per week: 37.50

Ranking: 23

Person who manages the user's cardio-circulatory and cardiopulmonary functions using extracorporeal circulation devices during surgery or cardiac assistance to ensure the maintenance of physiological functions. She starts, monitors, maintains, transports, weans and stops circulatory supports. Assembles and organizes the extracorporeal circuit. She carries out all tasks related to the smooth running of her sector of activities.

Must have a certificate or diploma of specialized post-graduate studies (D.E.S.S.) in extracorporeal perfusion.

This job also includes any person who meets the requirements of the Regulation respecting the professional activities that may be engaged in by a clinical perfusionist.

Echelon	Rate 2023-04-01 to 2024-03-31 ($)	Rate 2024-04-01 to 2025-03-31 ($)	Rate 2025-04-01 to 2026-03-30 ($)	Rate as of 2026-03-31 ($)	Rate 2026-04-01 to 2027-03-31 ($)	Rate as of 2027-04-01 ($)
1	29.11	29.93	30.71	30.74	31.51	32.61
2	30.22	31.07	31.88	31.92	32.72	33.87
3	31.37	32.25	33.09	33.13	33.96	35.15
4	32.60	33.51	34.38	34.42	35.28	36.51
5	33.86	34.81	35.72	35.76	36.65	37.93
6	35.14	36.12	37.06	37.10	38.03	39.36
7	36.50	37.52	38.50	38.54	39.50	40.88
8	37.88	38.94	39.95	39.99	40.99	42.42
9	39.35	40.45	41.50	41.55	42.59	44.08
10	40.46	41.59	42.67	42.72	43.79	45.32
11	42.01	43.19	44.31	44.36	45.47	47.06
12	43.64	44.86	46.03	46.08	47.23	48.88
13	45.30	46.57	47.78	47.83	49.03	50.75
14	46.83	48.14	49.39	49.44	50.68	52.45
15	48.40	49.76	51.05	51.11	52.39	54.22
16	50.01	51.41	52.75	52.81	54.13	56.02
17	51.70	53.15	54.53	54.59	55.95	57.91
18	53.41	54.91	56.34	56.40	57.81	59.83

1117 CLINICAL PERFUSIONIST ASSISTANT TO THE IMMEDIATE SUPERIOR

Hours per week: 37.50

Ranking: 25

Clinical perfusionist who organizes and coordinates the activities of a group of clinical perfusionists. This person works with the immediate superior in planning schedules, assigning on-call service, vacation, time off and other matters.

This person coordinates the training of new staff and interns (orientation, support and integrating new clinical perfusionists) as well as the training integrated into the team to standardize the practice of daily activities. She ensures the quality of the work performed.

She assists the immediate superior in the performance of her duties and replaces her during her regular absences or during any other absence.

She may participate in the day-to-day administration of the centre of activities.

Echelon	Rate 2025-01-12 to 2025-03-31 ($)	Rate 2025-04-01 to 2026-03-30 ($)	Rate as of 2026-03-31 ($)	Rate 2026-04-01 to 2027-03-31 ($)	Rate as of 2027-04-01 ($)
1	31.30	32.11	32.15	32.95	34.10
2	32.62	33.47	33.51	34.35	35.55
3	33.97	34.85	34.89	35.76	37.01
4	35.38	36.30	36.34	37.25	38.55
5	36.84	37.80	37.84	38.79	40.15
6	38.38	39.38	39.42	40.41	41.82
7	39.95	40.99	41.04	42.07	43.54
8	41.63	42.71	42.76	43.83	45.36
9	43.36	44.49	44.54	45.65	47.25
10	44.70	45.86	45.91	47.06	48.71
11	46.56	47.77	47.82	49.02	50.74
12	48.49	49.75	49.80	51.05	52.84
13	50.52	51.83	51.89	53.19	55.05
14	52.35	53.71	53.77	55.11	57.04
15	54.27	55.68	55.74	57.13	59.13
16	56.25	57.71	57.77	59.21	61.28
17	58.30	59.82	59.89	61.39	63.54
18	60.45	62.02	62.09	63.64	65.87


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