

Joint Interpretation Agreement

Between

Treasury Board as represented by the Regional Health Authorities and entities listed under Part III, First Schedule of the *Public Service Labour Relations Act*

And

New Brunswick Nurses Union

WHEREAS the Parties recognize the many different units, facilities, staff, and operating procedures prevalent throughout the Bargaining Unit's Employers can influence the length and substance of an orientation period;

AND WHEREAS the Parties wish to establish a set of guidelines detailing what actions will entitle an employee to the orientation premium agreed to under Article 28.04(c) of the Nurses, Part III Collective Agreement;

AND WHEREAS the Parties identified the rationale for this premium being to compensate individuals who provide structured support for students and/or other employees, ensuring fairness and recognition for their contributions;

THEREFORE, the parties agree to adhere to and enforce among their managers the following guidelines:

JOINT INTERPRETATION OF ARTICLE 28.04(c)

28.04 (c) Preceptor Pay/Clinical Practicum Supervision/Orientation premium shall be one dollar and fifty cents (\$1.50) per hour effective date of signing.

The Parties agree that the above noted article is to be interpreted as follows:

1. The premium applies to situations where an employee is acting as a 1) preceptor, 2) clinical practicum supervisor and/or 3) orientator for another member.
2. For the purposes of outlining when an employee is entitled to the "orientation" premium guaranteed by Article 28.04 (c), the following guidelines are to be followed:
 - a. Activities cannot be part of the employee's regular job duties;
 - i. For instance, under the RNCC classification there are Assistant Nurse Managers and Resource Nurses who are responsible for tasks such as in-service education, workshops, and certifications. This premium is not meant for those tasks. The intent of this premium is to compensate nurses who are assigned the task of orienting a nurse to a new position, unit, or facility for a set amount of time at the outset of the transition or hiring.
(NOTE: The above example is not exhaustive but rather a single example to demonstrate the intent of the premium being discussed)
 - b. All activities must be pre-approved by a manager or delegate;
 - c. Activities must have defined timeframes. Timeframes may be reasonably adjusted by the manager or delegate based on learner progress;

- i. The timeframe should be discussed and set at the outset of an orientation and should only be increased after further approval.
 - ii. The premium applies while the learner is formally under orientation. When the learner transitions to an individual assignment, the premium no longer applies; and,
 - d. Only the designated employee orienting another employee, identified in advance by the manager, is eligible for the premium; incidental peer-to-peer support does not qualify.
3. If the employee designated by the manager to receive the premium is absent, and another employee is assigned by the manager to assume the responsibilities of preceptor, supervisor for a clinical practicum and/or orientator for another employee, the assigned employee shall be entitled to receive the premium for the duration of time they perform those duties.

Original Signed by the Parties.