

COLLECTIVE AGREEMENT JOINT INTERPRETATION UPDATE

Date: June 24, 2016

SUN #: 16-013

Re: Article 42 - STAFF DEVELOPMENT



2330 2nd Avenue
Regina, SK
S4R 1A6

Phone:
306.525.1666
Toll Free:
800.667.7060
Fax:
306.522.4612

<http://sun-nurses.sk.ca/>



500 – 2002 Victoria
Avenue
Regina, SK
S4P 0R7

Labour Relations
Division

Phone:
306.347.1740
Fax:
306.347.1043

www.saho.ca

Issue: 42.03 Professional Development

In recognition of the mutual value of furthering education **for professional development**, the Employer shall issue and make available to the Union a statement of its policy **with** respect to leave of absence and any other assistance available to Employee(s) who desire to seek leave:

- (a) For formal educational purposes;
- (b) For professional development **purposes**.

Insofar as regular operation of the Employer will permit, leave of absence without pay shall be granted upon request to enable an employee to fulfill the continuing educational requirements for **registered nurse** licensure and/or for professional **purposes**.

Employees may request funding approval from their immediate supervisor for formal education and/or professional development purposes that are not required for their position, but where the program will benefit the Employer and the Employee.

The Employer shall be fair and equitable when granting time off for attendance at professional association meetings, workshops and other professional development **purposes**.

Employees shall be granted eight (8) hours of paid professional development leave **annually** per full time Employee, pro-rated for other than full time on the basis of hours worked.

Nurse Practitioners shall be granted an additional eight (8) hours for a total of sixteen (16) hours of paid professional development leave annually per full time Employee, pro-rated for other than full time on the basis of hours worked.

Unused **hours** are not cumulative from one calendar year to another. Utilization of this leave is subject to advance approval by the Employer with respect to course content **and scheduling**.

This leave will not include orientation, certifications or other unit educational needs scheduled by the Employer.



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Interpretation Guidelines:

Article 42.03 - Professional Development

The language clarifies that paid professional development does not include orientation, certification or other unit educational needs as scheduled by the Employer.

It does include formal education or professional development selected by the Employee that will be of a benefit to the Employee and Employer.

Each full time registered nurse is granted a total of eight (8) hours of paid professional development leave per fiscal year. This provision is pro-rated for other than full time registered nurses.

NEW – Full time Nurse Practitioners are now granted an additional eight (8) hours, for a total of sixteen (16) hours, of paid professional development leave per fiscal year. This provision is pro-rated for other than full time Nurse Practitioners.

Leaves under this provision will not be unreasonably denied by the Employer.

Both SUN and SAHO recognize the mutual value of furthering education for professional development.