

MEMO

TO: All Employees

FROM: Ralph Hatem, Manager, Human Resources

DATE: May 1, 2023

SUBJECT: Mentorship Premiums at PRH

The purpose of this communication is to clarify when mentorship premium is applied.

Below are partial excerpts from the identified provision of your respective Collective Agreement:

The ONA Collective Agreement, under article 9.08 (c) states:

“Nurses may, from time to time, be assigned a formal mentorship role for a designated nurse. Mentorship is a formal supportive relationship between two (2) nurses, which results in the professional growth and development of an individual practitioner to maximize their clinical practice. The relationship is time limited and focused on goal achievement. Orientation to the organization or general functioning of the unit does not constitute mentorship.”

The CUPE Collective Agreement, under article Q.14 states:

“Registered Practical Nurses (RPNs) may, from time to time, be assigned a formal mentorship role for a designated nurse. Mentorship is a formal supportive relationship between two (2) RPNs, which results in the professional growth and development of an individual practitioner to maximize her or his clinical practice. The relationship is time limited and focused on goal achievement. Orientation to the organization or general functioning of the unit does not constitute mentorship.”

In both ONA and CUPE, there is a premium of sixty cents (60¢) per hour associated with being in a mentorship role.

It is worth highlighting that for the mentorship premium to apply, the mentorship role needs to be assigned by the employer, and that the mentorship relationship needs to be formal. Furthermore, it is important to note that orientation to the organization or general functioning of the unit does not constitute mentorship.

For the full provision, please review your [Collective Agreement](#).

If you have any questions, please reach out to your manager.