

Temporary Nursing Retention Incentive Program (TRIN)

Frequently Asked Questions (FAQ)

Who is eligible?

Nurses practicing in any role which requires a nursing designation would be eligible. Nurses in a management role are not eligible unless they were redeployed to a direct patient care role.

Eligibility period

The eligibility period is from February 13 to April 22, 2022. Nurses must have worked during this period and be employed on March 31, 2022 to receive the first payment and employed on September 1, 2022 to receive the second payment.

Payments

Full time

A full time nurse that worked during the eligibility period will receive \$5000, split into two payments of \$2500 each. The first paid June 24, 2022 and the second after September 1, 2022.

Part time & Casual

The incentive will be applied as a supplementary hourly rate of \$13.56 per hour, for all hours worked to a maximum of 375 hours during the eligibility period. Each payment will be up to a maximum of \$2500 or 187.5 hours. Payment one will be for hours worked between February 13 and March 19, and paid on June 24. Payment two will be for hours worked between March 20 and April 22, and paid after September 1.

Payment date

The first payment will be on the pay date of June 24, 2022, on separate pay statement from regular pay. The second payment will be after September 1, 2022.

Statutory deductions

The payments will be subject to the regular statutory deductions of CPP, EI, and income tax. The payments are not pensionable for HOOPP contributions.

Union dues

Payments will not have union dues deducted for CUPE or ONA.

Nurses with multiple employers

If a nurse works for multiple employers they should claim the eligible hours through each employer and are required to provide an attestation to all employers for the hours worked at each organization. The combined payment maximum is \$2500 per period from all employers. The attestation should be submitted to payroll@pemreghos.org by June 10, 2022.

Nurses on ESA protected leaves (pregnancy/ maternity/ parental/ sick/ bereavement)

Nurses on an ESA protected leave that have a planned return date are eligible. The payments will be paid upon the nurses' return to work.

Nurses on unpaid leaves (personal leave of absence, long term disability leave)

Nurses on unpaid leaves will not be eligible unless they worked during part of the eligibility period and the payment would be pro-rated accordingly. The payments will be paid upon the nurses' return to work.