

# Working In Charge?

## Get the Charge Pay

Sections 16.02, 16.03, and 16.04 of the Provincial Collective Agreement state that Employees with In-Charge responsibilities are entitled to In Charge Pay.\*

When a Staff Nurse is designated as the Employee in charge of a unit, the Employee shall be paid an additional \$2.00 per hour. When an Assistant Head Nurse is designated in charge of a unit, the Employee shall be paid an hourly rate no less than what a Staff Nurse at the same pay step would be paid when in charge.

The Employer must provide a document specifying In Charge roles and responsibilities at each nursing unit. If an Employee has been assigned those duties then they are fulfilling the In Charge role whether there is a manager there or not.

If an Employee is unsure whether their work should qualify for the In Charge Pay, they should directly ask their Manager and refer to the Employer's In Charge roles document and the duties that have been assigned. If the duties assigned to the Employee are those on the In Charge document, then the Employee should get Charge Pay.

If you are being unfairly denied In Charge Pay, contact your UNA Local Executive or your Labour Relations Advisor.

*\*Some UNA Collective Agreements often have different provisions.*

*Check your Agreement or with your Local for details.*



**United Nurses of Alberta**