



Hay River Health and Social Services Authority and UNW reach agreement on labour market supplement for eligible health and social services employees

November 22, 2022 - The Hay River Health and Social Services Authority (HRHSSA) and Union of Northern Workers (UNW) have signed a Memorandum of Understanding (MOU) to provide a temporary Labour Market Supplement in the form of a recruitment and/or retention payment dependant upon eligible position and type of employment.

The Labour Market Supplement is designed to be an incentive to those seeking employment in the eligible positions and to incentivise those already employed over the next two years.

Under the MOU, temporary Labour Market Supplements will be applied as retention bonuses for Registered Nurses, Nurse Practitioners, Midwives, Licensed Practical Nurses, Medical Radiology Technologists, Sonographers, Physiotherapists, Occupational Therapists, Combined XRAY/Laboratory Technologists, and Medical Laboratory Technologists in eligible positions. All employees on staff effective November 1, 2022 in eligible positions will receive \$6,000. In addition, Labour Market Supplements in the same amount will be applied as recruitment bonuses for new hires into eligible positions for Registered Nurses, Nurse Practitioners, Midwives, Physiotherapists, and Occupational Therapists.

The MOU will be in effect from November 1, 2022 until October 31, 2024.

“The recruitment and retention of skilled health and social services professionals continues to be a significant challenge both territorially and nationally. As HRHSSA continues to focus on alleviating workforce shortages, the introduction of a Labour Market Supplement is another tool we will utilize to ensure we remain competitive.”

Erin Griffiths, Chief Executive Officer, Hay River Health and Social Services Authority

“We hope that this Labour Market Supplement will assist the Hay River Health and Social Service Authority to be more competitive in the national healthcare workforce. We recognize that this is only a first step and want to continue working with both members and management to address the critical staffing shortages and workplace stress.”

Gayla Thunstrom, President, Union of Northern Workers

Quick facts

- A Labour Market Supplement (LMS) is one tool being employed to address the many concerns being heard from staff in health care professions.
- The MOU applies to term and indeterminate, full or part time, employees and includes provisions for some casual employees hired under Article 63.01 (c), should they meet eligible criteria outlined in the MOU. Some employees will be subjected to a pro-rated amount under the MOU.

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