

Working In-Charge – Get the Charge Pay

Some Employers are denying Charge Pay for nurses who have in-charge responsibilities. Employers often maintain that if there is a manager or supervisor on the unit then they do not have to pay the extra \$2.00 an hour.

The test is not whether an Employee is called the charge nurse or “team leader” or “desk nurse”, but whether the Employee has been assigned the duties in-charge would normally cover. Employers must provide a document specifying in-charge roles and responsibilities at each nursing unit. If a nurse has been assigned those duties then he or she is fulfilling the in-charge role whether there is a manager there or not.

If you are unsure about whether your work should attract the Charge Pay check the Employer’s In-charge roles document. Check which duties you have been assigned and ask your manager if there are any questions about what has been assigned. If the duties you are assigned are those on the Charge document you should get Charge Pay.

If you believe nurses are being unfairly denied Charge Pay contact your Local or your Labour Relations Officer.

*UNA Provincial Agreement Article 16.02, 16.03, 16.04**

**Other UNA Agreements often have different provisions. Check your Agreement or with your Local for details.*

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Questions?

Contact your United Nurses of Alberta Representative:

• Provincial Office: (780) 425-1025 or 1 800 252-9394 • Southern Alberta Regional Office: (403) 237-2377 or 1 800 661-1802 • www.una.ab.ca •

SPOTLIGHT on your UNA contract

