

**Ministerial Order 2022-008 of the Minister of Health and Social Services  
dated 23 January 2022**

Public Health Act  
(chapter S-2.2)

Ordering of measures to protect the health  
of the population amid the COVID-19 pandemic  
situation

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THE MINISTER OF HEALTH AND SOCIAL SERVICES,

CONSIDERING section 118 of the Public Health Act (chapter S-2.2) which provides that the Government may declare a public health emergency in all or part of the territory of Québec where a serious threat to the health of the population, whether real or imminent, requires the immediate application of certain measures provided for in section 123 of the Act to protect the health of the population;

CONSIDERING Order in Council 177-2020 dated 13 March 2020 declaring a public health emergency throughout Québec for a period of 10 days;

CONSIDERING that that Order in Council also provides that the Minister of Health and Social Services may order any measure needed to ensure that the health and social services network has the necessary human resources;

CONSIDERING that the public health emergency has consistently been renewed since that date by various Orders in Council, including by Order in Council 51-2022 dated 19 January 2022;

CONSIDERING that Ministerial Orders 2020-035 dated 4 April 2020, amended by Ministerial Orders 2020-044 dated 12 June 2020, 2020-064 dated 17 September 2020, 2020-067 dated 19 September 2020, 2021-036 dated 15 May 2021, 2021-055 dated 30 July 2021, 2021-071 dated 16 October 2021, 2021-094 dated 30 December 2021 and 2022-003 dated 15 January 2022, and 2022-003 dated 15 January 2022, provide for, among other things, amendments to the national and local provisions of the collective agreements applicable in the health and social services network as well as to certain employment conditions applicable to non-unionized salaried personnel in the network;

CONSIDERING that Ministerial Order 2021-017 dated 26 March 2021, amended by Ministerial Orders 2021-028 dated 17 April 2021, 2021-036 dated 15 May 2021, 2021-039 dated 28 May 2021, 2021-040 dated 5 June 2021 and 2021-071 dated 16 October 2021, provides for, among other things, certain measures to apply to certain service providers of a health and social services institution, an intermediate resource, a family-type resource or a private seniors' residence and to personnel placement agencies;

CONSIDERING that Ministerial Order 2021-085 dated 13 December 2021, amended by Ministerial Order 2021-093 dated 23 December 2021, provides for, among other things, lump sums for the personnel in the health and social services network;

CONSIDERING that Order in Council 51-2022 dated 19 January 2022 empowers the Minister of Health and Social Services to take any of the measures provided for in subparagraphs 1 to 8 of the first paragraph of section 123 of the Public Health Act;

CONSIDERING that it is advisable to order certain measures to protect the health of the population;

ORDERS AS FOLLOWS:

THAT the operative part of Ministerial Order 2020-035 dated 4 April 2020, amended by Ministerial Orders 2020-044 dated 12 June 2020, 2020-064 dated 17 September 2020, 2020-067 dated 19 September 2020, 2021-036 dated 15 May 2021, 2021-055 dated 30 July 2021, 2021-071 dated 16 October 2021, 2021-094 dated 30 December 2021 and 2022-003 dated 15 January 2022, be further amended

(1) by striking out "for young persons with adjustment problems" in subparagraph 3 of the first paragraph;

(2) by striking out subparagraph 5 of the third paragraph;

(3) by inserting the following after the fifth paragraph:

"THAT the measures applicable in subparagraphs 1 and 2 of the first paragraph apply with the necessary modifications, to the following persons:

(1) pharmacist;

(2) pharmacist, head I;

(3) pharmacist, head II;

(4) pharmacist, head III;

(5) pharmacist, head IV;

(6) pharmacist, assistant head I;

(7) pharmacist, assistant head II;"

(3) by replacing Schedule I by the following:

**"Schedule I**

Planning, programming and research officer

Human relations officer

Intervention officer

Intervention officer, team leader

Medico-legal intervention officer

Medico-legal intervention officer, team leader

Psychiatric intervention officer

Psychiatric intervention officer, team leader

Service aid

Social aid

Cook's helper

Pathology assistant

Rehabilitation assistant

Laboratory or radiology technical assistant

Health care technical assistant

Pharmacy technical assistant

Senior pharmacy technical assistant

Assistant head (laboratory)

Assistant head respiratory therapist

Assistant head physiotherapist

Assistant head dietetics technician

Assistant head medical electro-physiology technologist

Assistant head radiology technologist

Assistant head nurse or assistant to the immediate superior

Audiologist

Audiologist-speech therapist

Health and social services aide

Bacteriologist

Biochemist

Clinical biochemist

Clinical biochemist, level I laboratory head

Clinical biochemist, level II laboratory head

Butcher

Stretcher bearer

Launderer

Cafeteria cashier

Candidate to the nursing profession

Candidate to the nursing assistant profession

Specialty nurse practitioner candidate

Transfusion safety clinical officer

Clinical teacher (inhalation therapy)

Clinical teacher (physiotherapy)

Transfusion safety technical officer

Head of module

Unit supervising clerk (Institut Pinel)

Guidance counsellor

Care counsellor nurse

Technical coordinator (inhalation therapy)

Technical coordinator (laboratory)

Technical coordinator (radiology)

Medical electro-physiology technical coordinator

Criminologist

Cook

Cyto-technologist

Dietician – Nutritionist

Educator

Occupational therapist

Respiratory therapy extern

Nursing extern

Medical technology extern

Residence guard

Dental hygienist

Nursing assistant, team leader

Nursing assistant on refresher period

Nursing assistant

Nurse, team leader

Nurse clinician assistant head nurse or nurse clinician assistant  
to the immediate superior

Nurse clinician

Nurse clinician (Institut Pinel)

Clinical nurse specialist

Outpost/northern clinic nurse

Nurse on refresher period

Nurse educator

Nurse

Nurse (Institut Pinel)

Specialty nurse practitioner

Nurse surgical first assistant

Biomedical engineer

Respiratory therapist

Clinical instructor (laboratory)

Clinical instructor (radiology)

Specialized peacekeeping and security facilitator (Institut Pinel)

Storekeeper

Recreation instructor

Speech therapist

Cleaner

Baker/pastry cook

Clinical perfusionist

Pharmacist

Pharmacist, head I

Pharmacist, head II

Pharmacist, head III

Pharmacist, head IV

Pharmacist, assistant head I

Pharmacist, assistant head II

Medical physicist

Physiotherapist

Unit and/or pavilion attendant

Laundry attendant

Reception attendant

Housekeeping attendant (light duty)

Housekeeping attendant (heavy duty)

Food service attendant

Transport attendant

Physically handicapped beneficiaries transport attendant

Beneficiary attendant

Beneficiary attendant, team leader

Storeroom attendant

Attendant in a northern institution

Physiotherapy and/or occupational therapy attendant

Reprocessing of medical devices attendant

Operating room attendant

Presser

Psycho-educator

Psychologist

Child nurse / baby nurse

Living environment supervisor

Midwifery services coordinator

Revisor

Midwife

Medical secretary

Sexologist

Clinical sexologist

Sociotherapist (Institut Pinel)

Clinical specialist in laboratory medicine

Clinical activities specialist

Biological and health physics science specialist

Institution guard

Graduate medical laboratory technician

Class "B" technician

Recreation intervention technician

Food technician

Clinical cytogenetics technician

Dietetics technician

Specialized education technician

Cardio-respiratory physiology technician

Social work technician

Medical technologist

Medical electro-physiology technologist

Medical imaging technologist (nuclear medicine)

Medical imaging technologist (radio-diagnostic field)

Physiotherapy technologist

Radiology technologist (Information and digital imaging system)

Radiotherapy technologist

Specialized ultrasound technologist – independent practice

Specialized medical imaging technologist

Specialized radiotherapy technologist

Community worker

Social worker.";

THAT the sixth paragraph of the operative part of Ministerial Order 2021-017 dated 26 March 2021, amended by Ministerial Orders 2021-028 dated 17 April 2021, 2021-036 dated 15 May 2021, 2021-039 dated 28 May 2021, 2021-040 dated 5 June 2021 and 2021-071 dated 16 October 2021, be further amended

(1) by replacing "\$35.45" in subparagraph 4 by "\$41.96";

(2) by replacing "\$22.85" in subparagraph 5 by "\$32.08";

THAT the operative part of Ministerial Order 2021-085 dated 13 December 2021, amended by Ministerial Order 2021-093 dated 23 December 2021, be further amended by inserting the following after the fifty-fifth paragraph:

"THAT the public service personnel redeployed in the health and social services network under Ministerial Order 2020-028 dated 25 April 2020 who perform duties equivalent to those of a salaried person receive the lump sums provided for in the second and fifth paragraphs of this Order on the same terms and conditions;

THAT a person referred to in the preceding paragraph who would have been entitled to the lump sums between 16 January 2022 and 23 January 2022 be given an equivalent lump sum;"

THAT the operative part of Ministerial Order 2022-003 dated 15 January 2022 be amended

(1) by inserting the following after the third paragraph:

"THAT a full-time salaried person with a non-standard work schedule who, in addition to all the hours scheduled in the person's regular work week, works two 4-hour work shifts immediately after two 12-hour work shifts

(1) be remunerated at double time for the two additional 4-hour work shifts;

(2) accumulate 4 hours of vacation time that may be used as of 1 May 2022, without an expiry period;

THAT, despite subparagraph 2 of the preceding paragraph, a retired person or a temporary salaried person hired pursuant to Ministerial Order 2020-007 dated 21 March 2020 receive instead a lump sum equivalent to 4 hours of vacation time;"

(2) by replacing "and fourth paragraphs" in the fifth paragraph by ", fourth and fifth paragraphs";

(3) by replacing, in the sixth paragraph,

(a) "third paragraph" by "third or fourth paragraph";

(b) "that paragraph" by "those paragraphs";

(4) by adding the following after the eighth paragraph:

"THAT a salaried person not be eligible for the lump sum provided for in the seventh paragraph if the person is absent for a reason other than those described in the eighth paragraph;"

(5) in the fifteenth paragraph,

(a) by replacing "fifth, sixth, seventh, eighth, ninth, tenth and eleventh paragraphs" in the fifteenth paragraph by "fourth, fifth, seventh, eighth, ninth, tenth, eleventh, twelfth and thirteenth paragraphs";

(b) by inserting "not covered by the Act respecting the representation of family-type resources and certain intermediate resources and the negotiation process for their group agreements (chapter R-24.0.2)" after "Seniors (SAPA)";

(6) by inserting the following after the fifteenth paragraph:

"THAT the preceding paragraphs be applicable to the public service personnel redeployed in the health and social services network under Ministerial Order 2020-028 dated 25 April 2020 who perform duties equivalent to those of a salaried person, on the same terms and conditions;

THAT a person referred to in the preceding paragraph who would have been entitled to that measure between 16 January 2022 and 23 January 2022 be given an equivalent lump sum;

THAT the employment conditions of the personnel not covered by the Act respecting bargaining units in the social affairs sector (chapter U-0.1) in public institutions and private institutions under agreement and the agreements entered into with the Regroupement Les sages-femmes du Québec be amended in the same manner for the matters concerned, with the necessary modifications;"

Québec, 23 January 2022

CHRISTIAN DUBÉ  
Minister of Health and Social Services