



The Premium Travel Locum Assignment Incentive Private agreement was signed on August 29, 2022 and went into effect in select locations and for selected positions on September 15, 2022. As other sites or units are identified, the premium will apply when the positions are posted.

Considerations that make postings eligible for the Locum Premium include but are not limited to 30% or greater vacancy of core positions and lasting greater than three months; lack of locums in the local area; and services are being impacted. Exceptions may be considered with mutual discussion and agreement between the Parties. Some of the current locations and programs identified as needing this incentive include:

- Community Clinics
- LHC - ER, OR and OBS
- CCMH – ER, OR and OBS

This is being reviewed and revisited on a consistent basis to protect safe delivery of services and support nursing staff.

The following are some frequent questions regarding the Premium Travel Locum Assignment Pay:

1. Do I have to work 14-days to get the premium travel locum assignment pay?

- Yes, this is a 14-calendar day commitment that you are required to provide to receive this incentive. The 14 calendar days does not include travel days.

2. If I was already working in a unit / site as a travel locum when a posting went up, can I receive this incentive?

- The dates will change depending on when the posting went up. Many postings went up on September 15, 2022, for select locations. Thus, as an example, Labrador-Grenfell Health will honor the entire locum period if you were on the ground on September 15, 2022, and the locum period was for a 14-calendar day period. This is to accommodate those who were booked for locums during the time this agreement was being finalized and to support the transition. Example: If you arrived on September 10, 2022, and were working up to and including September 25, 2022, Labrador-Grenfell Health will apply the \$25 premium travel locum for that locum stint. If a posting did not go up in a particular area until October 30, 2022, and you were a traveling locum at that site / unit on October 30, 2022, and were covering for 14-calendar days, Labrador-Grenfell Health will pay the premium.

3. What if I have been prebooked in a site?

Subject to question #2, if you have been prebooked before September 15, 2022, by the program manager in a specific site for specific dates you will qualify for the premium travel locum assignment pay for these bookings only. If you wish to take advantage of other locum opportunities including the site you are working at, you are required to apply on respective postings.

4. Does this benefit apply while completing virtual orientation?

- No, it does not apply to virtual orientation days.

5. If I live in an area where they are posting a premium travel locum assignment position, do I qualify?

- No. This benefit does not apply to a candidate located in the posted site. This is a travel related benefit.

6. Is the premium travel locum assignment pay (\$25.00) paid while on travel status?

- No. Travel days are paid at regular time.
- If you are in the Labrador-Grenfell Health region and delayed due to weather, you are considered on travel status. If you wish to avail of the Premium Travel Locum Assignment Pay while delayed due to weather, you may be assigned to assist in another area or facility. This time will count towards the 14-calendar day period.

7. Can I receive a premium travel locum assignment pay on a part time basis?

- No, you will need to be working on a fulltime basis for 14-calendar days on site, unless mutually agreed otherwise.

8. If I resigned my permanent position, am I eligible to apply for and receive the premium travel locum assignment pay position?

- No, the premium travel locum assignment is intended for individuals who were casual on or before August 29, 2022 or are a current employee with one of the four RHAs that can be released for 14-calendar days.

9. How are candidates selected?

- Human Resources and the program Manager will complete a modified selection process to ensure safety and efficiency. We will consider experience, availability, seniority, and status of employment.

10. If I work at Labrador-Grenfell Health, can I apply on these positions?

- Subject to paragraph 5, if you can be released with no operational / service impacts as approved by your respective manager, you can apply on positions.

11. Is the premium travel locum assignment pay applied when working overtime?

- Yes, the premium travel locum assignment pay is applied to worked overtime hours.

For further information on the policy please read here: [RN Locum Premium Policy](#)

Some of the positions posted to date include:

- Registered Nurse IC – Emergency (6) Positions – Happy Valley-Goose Bay (Job Closed Sept 29)
- Registered Nurse IC – Surgical Services (3) Positions – Happy Valley-Goose Bay (Job Closed Sept 29)
- Registered Nurse IC – Emergency (2) Positions – St. Anthony (Job Closed Sept 29)
- Regional Registered Nurse I or Nurse Practitioner – (10) Positions – Community Clinics TBD (Job Closed Sept 29)
- Registered Nurse IC – OBS – (2) Positions – Happy Valley-Goose Bay

Please contact the respective program manager to discuss any questions you may have.

For questions related to postings please contact ashley.mclean@lghealth.ca or call 897-2305.