

Nova Scotia Department of Health

Subject: Nova Scotia's Nursing Strategy
Co-operative Learning Experience Program -
Pay and Benefits Guidelines

The following pay and benefits outline the relevant terms and conditions of employment as compensated by the Nova Scotia Department of Health. Co-Op Nursing Students are employed in accordance with the Nova Scotia Labour Standard. They are not covered by NSNU, NSGEU, or any other collective agreements. The period of employment will be ten (10) weeks in duration.

1. Students will receive a wage of \$15.75 per hour.
2. Students will receive an additional 4% vacation pay (in lieu of time taken as vacation).
3. Students will be paid for actual hours worked (not smoothed).
4. Students will receive the additional benefits of:
 - a. Holiday pay for Canada Day at time and one-half for hours worked plus a day in lieu (7.5 hours) **or** an additional day off (7.5 hours) if the holiday falls on a day of rest
 - b. Holiday pay for Labour Day at time and one-half for hours worked plus a day in lieu (7.5 hours) **or** an additional day off (7.5 hours) if the holiday falls on a day of rest
 - c. Overtime paid at time and one-half after 48 hours worked in a one week period based on the employer pay period
 - d. Bereavement leave of 3 days unpaid for spouse, child, parent, or guardian; 1 day unpaid for grandparent, grandchild, sister, or brother
 - e. Workers Compensation
5. Students will **not** be entitled to:
 - a. Shift premium
 - b. Week-end premium
 - c. Paid sick leave
 - d. Paid family illness, emergency or medical/dental leave
 - e. Holiday pay for the civic holiday in August