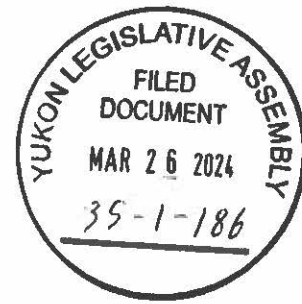


March 20, 2024

Dear Minister Tracy-Anne McPhee,



We, a collective of allied health professionals and leaders within the healthcare sector, are writing to bring to your attention a critical concern regarding the current nursing bonuses and nursing wage grid system with the Yukon Government. The bonuses exclude allied health professionals, and the wage increases are not equivalent to those of nursing professionals. This is particularly concerning given that many of us work in lateral positions or positions where we supervise nurses. We believe this system has led to severe inequities and unfair working conditions within our workplaces, jeopardizing the integrity of integrated and interdisciplinary healthcare teams.

The wage gap between nurses and other allied health professionals, particularly those overseeing nursing staff, has reached alarming levels. The magnitude of this wage disparity is untenable, with discrepancies ranging from 15.5% (the difference between an SS13 and a NU13) to 19.9% (the difference between an SS15 and a NU15), depending on the positions compared. With the rising housing, fuel and groceries costs, this disparity has resulted in many of us struggling to support our families.

Registered Nurses received \$15,000 retention bonuses in 2022 and \$15,000 retention in 2023 (a total of \$30,000). Allied healthcare professionals received nothing. This inequity is deeply concerning, especially when considering the collaborative nature of our work within healthcare teams as equal partners and the fact that staffing shortages have equally impacted us.

As professionals who contribute indispensably to patient care alongside nurses, we find it disheartening to witness such vast discrepancies in compensation. Many of us, serving in supervisory or managerial capacities, are burdened with additional responsibilities and work tirelessly to bridge gaps caused by staffing shortages. Despite this, it is unacceptable that we earn less than the nursing staff we supervise. Such disparities undermine morale and threaten the continuity and effectiveness of healthcare services.

We acknowledge the government's efforts to address staffing shortages, particularly in community nursing, through nursing bonuses and wage adjustments. However, we urge you to recognize the chronic understaffing and shortages prevalent among allied healthcare positions and across various Health and Social Services (HSS) departments, which equally impact our ability to deliver quality care.

Minister, we seek clarification on why such significant wage and bonus gaps now exist between allied health professionals and nurses, especially when roles and responsibilities are often equivalent. Additionally, we question the rationale behind implementing measures that exacerbate wage disparities rather than fostering wage parity among healthcare professionals. The current situation not only jeopardizes the cohesion of interdisciplinary teams but also undermines the principle of equitable compensation for essential healthcare workers.

We implore you to address these concerns promptly and take proactive steps to rectify the existing wage disparities among allied health professionals. Achieving wage parity is paramount for fostering collaboration and ensuring the seamless delivery of integrated healthcare services.

We appreciate your attention to this urgent matter and look forward to your prompt response.

Sincerely,

A Collective of Allied Health Professionals, Leaders, and Voters

Cc: Kate White, Party Leader, NDP

Currie Dixon, Leader of the Official Opposition, Yukon Party