



Nursing Pay Plan Transition Frequently Asked Questions

August 8, 2025

I heard about the job evaluation process for nursing. What's going on?

Nova Scotia Health (NSH) and the IWK, in collaboration with the Council of Nursing Unions, are moving forward with a significant initiative to develop a new job evaluation system for nursing classifications. This initiative is being led by the Joint Pay Plan Transition Committee, established under the Nursing Collective Agreements' (IWK and NSH) Memorandum of Agreement (MOA #2).

Why is this happening now?

This work is a result of the last round of collective bargaining between the NSH, IWK, and the Council of Nursing Unions.

Who does this impact?

This process impacts all unionized nurses employed by the NSH and IWK and covered under the acute care collective agreements in Nova Scotia, including RN, LPN, NP, and other nursing classifications. The goal is to develop a single pay plan that fairly reflects the work done across all nursing roles.

Who is the Nursing Pay Plan Transition Committee?

The Nursing Pay Plan Transition Committee is a joint committee and includes representatives from NSH, IWK, and the Council of Nursing Unions which includes NSNU, NSGEU, CUPE and UNIFOR. In addition, subject matter experts are consulted on an ad hoc basis.

What is job evaluation?

Job evaluation is a process used to determine the relative value of jobs within an organization by establishing equivalency and relationships between jobs. It allows for measuring the value of different work. The goal of job evaluation is to achieve and maintain a fair and equitable wage structure through the principle of equal pay for work of equal value.

Job evaluation does not measure nor reflect the performance, gender, or qualifications of the individual in the job.

Job evaluation is based on four main factors: Skill, Effort, Responsibility and Working Conditions.

The Joint Pay Plan Transition Committee has developed a job evaluation system specific to nursing. The system is called the **N-Factor**.

When and how is this being done?

The project is being rolled out in multiple phases and will take several months to complete. Updates on timelines and progress will be shared regularly as each phase is implemented.

The Joint Pay Plan Transition Committee has been working to identify all nursing classifications at the IWK and NSH to be evaluated and to develop and test the job evaluation system. Representative jobs have been selected by the Joint Nursing Pay Plan Transition Committee.

The work of collecting updated job information will roll out in phases. Phase one will start early in August. Jobs to be reviewed in phase one can be viewed here:

NSH: [NSH NPPT Phase One Position List](#)

IWK: [IWK NPPT Phase One Position List](#)

If your job is not included in the current phase, it may be scheduled for a future phase.

Selected managers have been identified and will be asking nurses to complete Job Fact Sheets (JFS) for the phase one jobs. The JFS is a tool that captures the job information for a specific job.

Once job information has been provided, the Joint Nursing Pay Plan Transition Committee will evaluate the jobs.

Phase Two is expected to start mid-October.

Once all the jobs in all phases have been evaluated, the Joint Committee will work to develop recommendations for the new pay plan.

How were the jobs selected for evaluation?

Although all jobs are being reviewed, not all nurses will be completing a Job Fact Sheet. The Joint Nursing Pay Plan Transition Committee worked together to determine the jobs to be evaluated. The committee considered the following criteria:

- *Variety of facilities/sites and zones*
- *Variety of programs and services*
- *Areas where the work is currently being performed: rural/regional/tertiary and community.*
- *Clinical and non-clinical jobs*
- *Number of nurses within each job; and*
- *Union representation.*

How were nurses selected to complete the Job Fact Sheet (JFS)?

The Joint Nursing Pay Plan Committee directed managers to identify and select nurses or groups of nurses to complete the JFS. Managers were asked to ensure selected nurses were experienced in the job and have a solid knowledge of the entire job functions.

How do I provide input if I have not been selected?

The Committee is finalizing the process to gather your input and will communicate as soon as that process is finalized.

Who do I contact if I do not see my job listed for evaluation?

As the committee enters the final phase it will post a list of all jobs that have or remain to be evaluated. If your job has not been identified on the list or if you believe your job has been missed entirely, please email:

IWK: NursePP@iwk.nshealth.ca

NSH: Nursingppt@nshealth.ca

Is there an opportunity for a manager to identify if a job is missing from the list?

Yes. Managers will also have access to view the list of jobs being reviewed. If they identify a job is missing, they are asked to email:

IWK: NursePP@iwk.nshealth.ca

NSH: Nursingppt@nshealth.ca

Who needs to sign the Job Fact Sheet (JFS)?

Each JFS is reviewed and signed by the nurse and the nurse's manager. The nurse and their manager will have an opportunity to review the JFS and agree to its contents prior to submission. If the JFS has been completed by a group of nurses, one nurse will be asked to sign on behalf of the group.

What happens after the job evaluation is complete?

The results of the job evaluation will inform the development of a single pay plan which will be recommended to the Employer's and Union's respective nursing bargaining committees as per MOA #2.

Will this impact my pay?

It is unknown at this time. The outcome of the job evaluation process may lead to changes in classification and compensation to ensure equity across nursing jobs. However, specific impacts on individual pay will not be known until the process and collective bargaining are complete.

Nursing Pay Plan Transition Committee	
Phase 1 - NSH Nursing Position Listing	
August 2025	
1	Access Navigator
2	Cancer Care Navigator
3	Clinical Educator
4	Clinical Leader
5	Clinical Nurse Educator
6	Clinical Nurse Educator - Nurse Practitioner
7	Clinical Nurse Educator - Public Health
8	Clinical Nurse Leader
9	Clinical Practice Lead / Clinical Practice Leader
10	Clinical Resource Nurse
11	Clinical Team Leader
12	Critical Care Educator
13	Diabetes Educator (RN)
14	Diabetes Nurse Educator
15	Heart Health Navigator
16	Hepatology Navigator
17	IBD Navigator
18	Licensed Practical Nurse (<i>inpatient & speciality area focus</i>)
19	MAID Nurse Navigator
20	Nurse Practitioner (<i>inpatient & speciality area focus</i>)
21	Patient Care Leader
22	Patient Navigator
23	Registered Nurse (<i>inpatient & speciality area focus</i>)
24	Unit Resource Nurse