

# PAY EQUITY AND JOB EVALUATION

**NEWSLETTER**



*Alliance du personnel  
professionnel et technique  
de la santé et des services sociaux*

# A WORD FROM VICE-PRESIDENT ISABELLE MANTHA

I'm excited to be taking on the role of political officer responsible for the Pay Equity and Job Evaluation sector. In a sector with predominantly female job classes, ensuring concrete, lasting recognition of our work is essential.

But recent government decisions raise important questions about the government's genuine commitment to recognizing predominantly female settings like the health and social services system. Does it truly want to acknowledge the value of our professions? You're skilled, specialized professionals and deserve full recognition.

Against this backdrop, the APTS is prepared to defend your rights: pay equity is one of our top priorities, and we have expanded our team to support us in our ambitions. Made up of co-ordinators and research officers, the team brings recognized expertise to make progress on issues both in terms of the pay equity audits and job evaluations, particularly with the CPNSSS (management bargaining committee for the health and social services sector) and the Treasury Board, as well as in collaboration with the other unions.

This newsletter offers updates on pay equity audit complaints for 2010, 2015, and 2020, as well as the pay equity audit for the period from 2020 to 2025, which will be carried out through a joint committee for the first time in 20 years. You will also find updates on the results of the work of the provincial committee on jobs (*comité national des emplois*, or CNE) about the creation or review of job titles, where several significant advances were made.

This year also marks the 30<sup>th</sup> anniversary of the *Pay Equity Act*, the result of battles waged by unions and women's rights' groups. This milestone reminds us of the importance of this work – which we will be recognizing this fall. Stay tuned!

Because pay equity and job evaluations are a fundamental pillar of our union action, we are diligently continuing our efforts to ensure the full recognition of jobs in the health and social services system.



**Isabelle Mantha**

*Vice-president and political officer responsible for the Pay Equity and Job Evaluation sector*

Do you have questions about the *List of job titles, job descriptions and salary rates and scales* or the pay equity audit? Ask [your local team](#) to put you in touch with your provincial representative.

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# INDEX OF JOB TITLES

Articles marked A, B2, E and F apply to all Class 4 job titles.

If specific work is being done for your job title, the index below will tell you where to find information in this newsletter about the most recent developments.

<u>Art therapist (1258)</u>	C, D, G
<u>Assistant chief medical electrophysiology technologist (2236)</u>	C
<u>Assistant chief physiotherapist / Assistant head physiotherapist (1236)</u>	B1, C, D
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<u>Biological safety officer</u>	D
<u>Biomedical engineer (1205)</u>	C, D
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<u>Braille technician (2360)</u>	D
<u>Case reviewer (1570)</u>	C, D
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<u>Clinical activities specialist (1407)</u>	D
<u>Clinical instructor (radiology)(2214)</u>	C
<u>Clinical lecturer (physiotherapy)(1234)</u>	B1, C, D
<u>Clinical sexologist (1573)</u>	C, D, G
<u>Clinical specialist in laboratory medicine (1291)</u>	C
<u>Community organizer (1551)</u>	C, D
<u>Community recreation leadership technician (2696)</u>	C
<u>Criminologist (1544)</u>	C, D
<u>Dental hygienist (2261)</u>	D
<u>Dietitian / nutritionist (1219)</u>	D
<u>Ergonomist</u>	C, D
<u>Ethics advisor (1538)</u>	C, D
<u>Genetics counsellor (1539)</u>	C
<u>Graduate medical laboratory technician</u>	H
<u>Guidance counsellor (1701)</u>	C, D
<u>Hearing impairment training officer (1534)</u>	C, D
<u>Human relations officer (1553)</u>	D
<u>Independent practice coordinator</u>	D

Institutional researcher	C, D, G
Marriage and family therapist	C, D
Medical electrophysiology technical coordinator (2276)	C
Medical electrophysiology technologist (2286)	C
Medical imaging assets administrator	D, G
Medical imaging technologist (diagnostic radiology)(2205)	C
Medical imaging technologist (nuclear medicine)(2208)	C, D
Medical photographer (2254)	C
Occupational therapist (1230)	C, D
Orientation and mobility specialist (1557)	C, D
Orthoptist (2259)	C
Orthotics-prosthetics technician (2362)	C, D
Pharmacy technician (2228)	G
Physical educator / kinesiologist (1228)	C, D
Physiotherapist (1233)	B1, C, D
Pre-hospital emergency services quality assurance and training officers	C, D
Psychoeducator (1652)	C, D
Psychologist (1546)	C, D
Psychotherapist	C, D
Recreologist (1658)	C, D
Rehabilitation specialist for the visually impaired (1560)	C, D
Scientific advisor in health and social service technology and intervention assessment	C, D
Social worker (1550)	C, D
Specialized CVC (PICC line) independent insertion technologist	D, G
Specialized medical imaging technologist (2212)	C
Specialized radiation oncology technologist (2218)	C
Specialized sonographer (independent practice)(2217)	C, D
Speech-language pathologist (1255)	C, D
Tumor registrar	C, D
Work adaptability counsellor (1703)	C



# Update on legal action to challenge the new version of the *Pay Equity Act*

The APTS won a legal battle before the Supreme Court of Canada in 2018, with the court ruling that the *Pay Equity Act* was discriminatory. To comply with the ruling, the Québec government was forced to amend the Act in 2019.

In our view, however, the amended version of the Act still doesn't comply with the Supreme Court ruling. One issue is that for any change occurring before 2020, it doesn't provide pay adjustments retroactively to the date of the event. This is why we initiated legal action in 2019.

The government objected to our legal action for several years, preventing our case from being studied on its merits by claiming we were not bringing it to the right tribunal. However, the Québec Superior Court and the Québec Court of Appeal have now rejected this claim.

**Our case will finally be heard by the Superior Court in the fall of 2026.** We are working to prepare our arguments with our union partners, and we will let you know what happens.

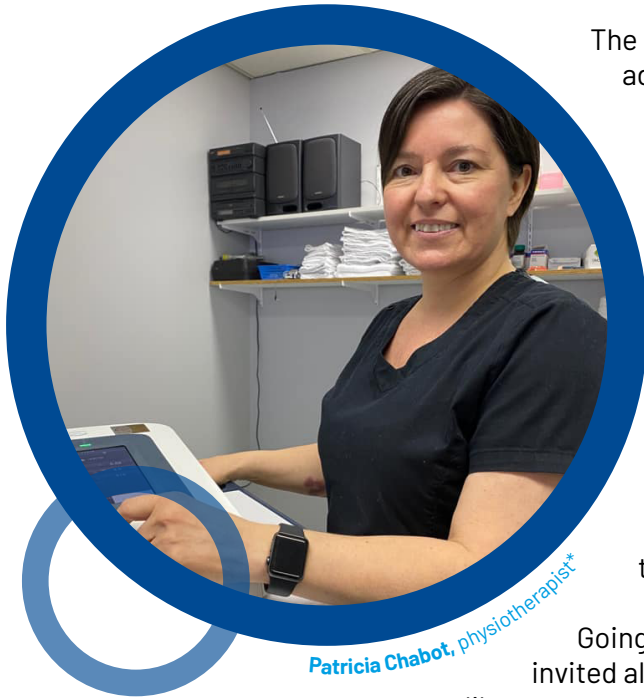


Supreme Court of Canada

B

# Legal actions arising from the 2010 pay equity audit

## 1 - Defending our physiotherapist members: bad faith complaint



Patricia Chabot, physiotherapist\*

The first day of hearings was held in May 2026 before the administrative labour tribunal (TAT). The hearing addressed the APTS's challenge to a decision by the CNESST (*Commission des normes, de l'équité, de la santé et de la sécurité du travail*), which failed to recognize the employer's bad faith in evaluating the physiotherapy family of job titles.

The employer has indicated that it intends to bring a preliminary motion in the coming weeks, i.e., a legal argument raised before the case is heard on its merits. The judge will have to rule on the preliminary motion before the case can proceed to a hearing on the merits.

A schedule has been set for the rest of the process, and additional hearing dates are planned for the fall to pursue this matter and bring it to a close.

Going beyond our mandate to represent one APTS member, we have invited all persons who have an individual bad faith complaint and would like to contest the CNESST ruling to be represented by the APTS.

**If we win our case, recognition of the master's degree will apply to all affected physiotherapists in the health and social services system for the relevant period.**

## 2 - A ruling that clarifies the application of the job training sub-factor (sub-factor 10)

**After a long battle, we've finally won recognition for training!** The case, in which we challenged the way job training was taken into consideration in the evaluation system used for the 2010 pay equity audit, was initially filed with the CNESST and then brought before the TAT. Our goal was to gain recognition for the training required for duties and responsibilities associated with some of the jobs we represent.

The TAT ruling will lead to a change in the evaluation system used for some professions in that it will now recognize the DESS (*diplôme d'études supérieures spécialisées*), a degree obtained between a master's and a Ph.D.

[See our inter-union response for more information about the ruling.](#)

\* The selected photo is unrelated to the complaint and is intended solely to illustrate the job title of physiotherapist.



## 2015 Pay equity audit: where are we?

As part of the pay equity audit for the period from December 2010 to December 2015, we submitted over 40 sets of arguments to the CNESST in support of [APTS complaints](#).

In concrete terms, this means that our complaints are still being reviewed by the CNESST, which is conducting its investigation and will produce a report ahead of a decision. We're continuing our work, providing further information for more than 15 specific complaints and additional arguments, and identifying witnesses who can confirm the facts and realities on the ground. Some of you agreed to participate, helping ensure a better understanding of the day-to-day realities of the professions concerned.

What's next? The CNESST will issue a notice of decision; this isn't a final decision, but it indicates the decision-makers' intent and the direction the decision could take. At this stage, the unions – including the APTS – as well as the employer can comment on the proposed findings and present any important considerations or new facts before the final decision is made. We will let you know when the notice of decision is released.



## 2020 Pay equity audit: union arguments have been filed

The conciliation process that began in spring 2024 didn't lead to an agreement between the employer and the unions about the 2020 pay equity audit. Faced with this impasse, the CNESST launched an investigation to verify the non-compliance issues raised by the APTS. As a result, the CNESST informed us in spring 2025 that it was ready to receive the APTS's arguments in support of its complaints. In January 2026, the organization submitted more than 30 arguments in support of complaints. These address:

- changes made by the Treasury Board Secretariat to the evaluation system (consisting of 17 sub-factors);
- a change in predominance – either female, male or mixed – for a job class;
- the splitting or creation of job classes, which may lead to new job titles being created;
- the evaluation of certain job classes.

Plus, in the absence of a decision by the CNESST regarding complaints from the 2015 pay equity audit, **the APTS took the measures necessary to protect your rights**. We resubmitted all arguments that are still relevant as part of the 2020 pay equity audit to ensure that the individuals affected aren't left behind if the challenge to the 2015 pay equity audit is dismissed.

These arguments were developed from the information gathered during our monitoring of the period in question, i.e. from December 2015 to December 2020. This exercise allowed us to keep up with legislative, regulatory and sociopolitical changes that could have an impact on your jobs. Additionally, all APTS members were asked to contribute to this monitoring exercise through a survey conducted between October and December 2020.

[Consult the list of job titles giving rise to complaints.](#)

If your job title isn't on the list, that's because – based on our monitoring and consultations – the information gathered doesn't demonstrate developments that would affect the evaluation of the job class.

The CNESST now has all the union arguments to begin its investigation.

## **E** A joint committee to carry out the 2025 pay equity audit

**For the first time in over twenty years, the pay equity audit will be conducted by a joint committee consisting of the Treasury Board and the seven unions belonging to the Intersyndicale.<sup>1</sup> The last time an audit was jointly conducted was in 2001 when the pay equity program was first established.**

The committee's main responsibility is to ensure that any changes to jobs between December 20, 2020 and December 21, 2025 didn't introduce a new discriminatory salary gap.

To accomplish this, committee members will have to study the significant changes that occurred during this period. These may include job creations, changes in duties, or salary reviews, which may have affected the valuation of jobs.

**This is why we've asked you to complete our brief survey, which will help us identify the main changes that may have reintroduced salary gaps in our job classes.** This initial monitoring will be followed by formal data collection led by the joint committee, which should begin this fall.

It should be noted that a joint committee process involves member representatives participating fully in the decision-making process, including the posting of results. As such, union and individual complaints challenging the compliance of the work will not be admissible for the 2025 audit, since the decisions will have been made with the participation of the organizations representing workers.

To support this work, the Pay Equity and Job Evaluation sector will be assisted by four APTS members, each from one of the four major job families<sup>2</sup> within the class for technicians and professionals. These individuals, elected in February, will be contributing to this exercise shortly.

**Do you have questions about the 2025 pay equity audit?** See our [FAQ](#) to understand the various stages in our work and to see what it means for you.

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<sup>1</sup> The Intersyndicale consists of the following organizations: APTS, CSN, CSO, FAE, FIQ, FTQ and SPGQ.

<sup>2</sup> These families are: rehabilitation/physical health (1), psychosocial (2), diagnosis (3) and prevention and professional support (4).



# Changes to the *List of job titles*

Are you familiar with the [List of job titles, job descriptions and salary rates in the health and social services system](#)? Developed in 2005, it is a repertory of all job titles held by unionized employees working in the health and social services system. It includes:

- job descriptions, that is, descriptions of the work and requirements associated with the job title;
- salary rankings, that is, the total points assigned as a result of the job title's evaluation, which leads to a specific salary scale;
- salary scales;
- other key information about job titles.

As an APTS member working in the public health and social services system, you hold a job title that is on this list.

The health and social services ministry (MSSS) has the exclusive power to decide whether a job title is created, changed or abolished. The Ministry must follow certain mechanisms, including a consultation period if a change is to be made. These mechanisms are set out in Article 36 of the [national provisions of your collective agreement](#). Throughout this newsletter, you'll see that the APTS has been consulted several times.

## Changes to the general provisions of the *List of job titles*

In 2025, changes were made to the *List of job titles* relating to the official recognition of candidates recruited at the international level using comparative evaluations.

The MSSS also indicated that any academic training that is different from what is set out in the *List of job titles*, but that is recognized as equivalent by the relevant professional order and that ensures eligibility for the permit or license delivered by that order, will be deemed to satisfy the education requirements set out in the *List of job titles* (which, however, may not be modified as a result of this equivalence).

[Consult the general provisions](#)

## Recognition of diplomas: CEC and AEC

A certificate of college studies (*certificat d'études collégiales*, or CEC) is mentioned in the job description for some job titles such as social work technician or educator. The CEC is a diploma formerly granted by the Ministry of Education, but that has not been delivered since 1993. It continues to be mentioned in the job descriptions because it is held by some of our members.

It's important to understand the difference between the CEC and the attestation of college studies (*attestation d'études collégiales*, or AEC). These two diplomas are not equivalent. The CEC was a specific two-year training program that did not include any general training. The AEC is a training program of variable length, created at the CEGEP level to respond quickly to regional needs. It is intended for adults and brings together courses from an existing DEC (*diplôme d'études collégiales*, or college studies diploma), without including any general training.

The MSSS has reminded institutions of this distinction, since CECs and AECs are often confused and wrongly viewed as having identical value. The AEC is not a substitute for the CEC, and an AEC cannot be recognized for a job title if the job title does not require it.

## New job titles

Last September, the MSSS announced that it intends to create eight Class 4 job titles. (Class 4 is your job class – it consists of professionals and technicians in health and social services).

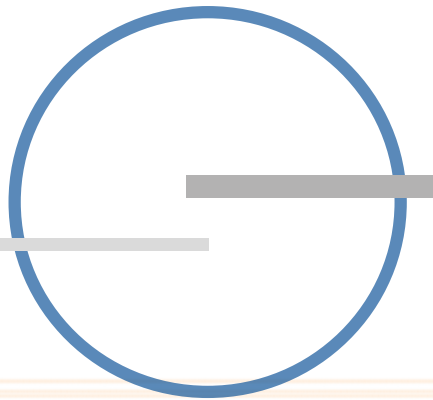
These are the eight job titles that will be created:

- psychotherapist;
- child life specialist;
- legislative and regulatory compliance inspector;
- legislative and regulatory compliance inspector, class 1;
- care setting evaluator;
- health and social services investigator;

- public health officer in Indigenous communities;
- psychosocial support worker in Indigenous communities.

While some of these job titles are being created as a result of the *Act respecting the governance of the health and social services system* (Law 15, also known as the Dubé reform), or because of employers' needs or the advent of Santé Québec, two of them – psychotherapist and child life specialist – are the outcome of requests presented by the APTS. This is truly a first.

We will be carefully following the evolution of these new job titles and will evaluate them to identify the appropriate salary ranking.



### How is a new job title evaluated?

Each new job title is evaluated with the same evaluation system used for pay equity audits. This means that new duties, roles and responsibilities are evaluated according to 17 sub-factors including training, autonomy, reasoning, and responsibilities for persons. While the MSSS alone has the power to decide to create or modify a job title, the evaluation of the job is carried out by the provincial committee on jobs (*comité national des emplois*, or CNE), a joint committee to which the APTS belongs. The CNE's evaluation determines the salary ranking of a job title. If committee members fail to reach agreement, an arbitrator is appointed to settle the issue. This was the case for biomedical engineering technical co-ordinators, dental technicians (who became dental technologists), and, more recently, clinical sexologists.

### Psychotherapist

For a number of years, some of our members have been practising psychotherapy without official recognition. Creating this job title and adding it to the *List of job titles* is a way of finally acknowledging their practice in the health and social services system.

Psychotherapy has been governed since 2012 by the *Act to amend the Professional Code and other legislative provisions in the field of mental health and human relations*. A psychotherapist's permit delivered by the Ordre des psychologues du Québec is required for the practice of psychotherapy, and candidates (except physicians, psychologists and marriage and family therapists<sup>3</sup>) must meet [certain requirements](#) in order to obtain the permit.

<sup>3</sup> Since April 2, 2026. As you may recall, the job title of marriage and family therapist doesn't appear in the *List of job titles*, but we have submitted requests for its creation as part of the 2015 and 2020 pay equity audits.

Some people have a psychotherapist's permit without belonging to a professional order; this means they have met the requirements of the transitional provisions (grandfather clause) set out in the *Regulation respecting the psychotherapist's permit*.

We hope that adding this job title will provide recognition for the immensely valuable work done by psychotherapists in the health and social services system, and that institutions will make all necessary efforts to strengthen their offer of care and services in mental health.

### **Child life specialist**

On December 10, 2024, after working for several months with the child life team at the MUHC, the APTS filed a request with the MSSS for the creation of the child life specialist job title. Child life specialists help children and families face difficult situations associated with health care such as chronic illness, hospitalization, diagnostic and therapeutic processes, or bereavement. They use play-based therapeutic interventions to prepare children for medical procedures, to reduce their anxiety, and to help them achieve greater understanding.

The people doing this work have received specific training as child life specialists. Their specific clinical training on the impact of illness and injury on children's development sets them apart from other job titles in the health and social services system, and this expertise is what led the MSSS to accept our job creation request. In addition to a bachelor's degree in a relevant discipline such as psychoeducation or psychology, they must be certified as child life specialists.

The APTS is delighted that these professionals are now being recognized at last.

### **Legislative and regulatory compliance inspector Legislative and regulatory compliance inspector, class 1 Care setting evaluator Health and social services investigator**

The creation of these four job titles essentially derives from legislative obligations arising from the advent of Santé Québec (*Act respecting the governance of the health and social services system*).

Most of these job titles already exist in the civil service and are now to be incorporated into the health and social services system. We know the people holding these job titles will be accountable to the [Bureau de l'inspectrice nationale \(BIN\)](#), but we have received very little information on the role they will play.

### **Public health officer in Indigenous communities Psychosocial support worker in Indigenous communities**

While announcing the creation of other new job titles, the MSSS also consulted the Intersyndicale on the creation of two job titles specifically in the Nord-du-Québec region: public health officer in Indigenous communities and psychosocial support worker in Indigenous communities.

## Other changes to the *List of job titles*

### Job title changes

While announcing the creation of new job titles, the MSSS also told us about changes to existing job titles.

The new title for medical records archivists (2251) will be:

- health information technician.

The assistant head of archives (2242) and medical records archivist (team leader)(2282) job titles will be replaced by the following:

- assistant head of health information;
- health information technician (team leader).

These changes will have no impact on the evaluation, job description or salary ranking of the job titles.

### Change in a job description: case reviewer

Now that we have a clause saying that dues paid to a professional order will be partly reimbursed for employees holding a full-time position for which membership in a professional order is required, the APTS has approached the MSSS to request a change in the job description of case reviewers (1570).

Our goal is to ensure that the *List of job titles* reflects reality on the ground. All case reviewers have to belong to a professional order because they perform reserved acts. By correcting the job description, the APTS is making sure these employees will be able to ask for reimbursement of their dues, as set out in the collective agreement.



# Job titles that have been created but have not yet been evaluated

## Pharmacy technician

The pharmacy technician (2228) job title has been part of the *List of job titles* since August 15, 2022. Its salary ranking is still temporary since the joint committee hasn't yet carried out its evaluation. Why is this?

- The first group of students to obtain the college studies diploma (DEC) entered the job market in the spring of 2024.
- Meanwhile, a number of people who had previously carried out duties as pharmacy technical assistants (3212) also obtained the pharmacy technician job title after achieving recognition of their acquired skills (*reconnaissance des acquis*).

The first evaluation of a job title is a one-time event that requires rigorous work. The duties, roles and responsibilities of pharmacy technicians must be accurately defined, which is why we are waiting for the distinction between pharmacy technical assistants and pharmacy technicians to be established on the ground so that the evaluation of the new job title is not affected. According to information recently received from our members, this distinction is not yet established in all institutions. Work will begin as soon as we believe the context to be favourable. We will keep you informed of developments.

## Medical imaging assets administrator

This is a job title that has been on the drawing board for a long time. In 2021, the APTS filed two job title creation requests to recognize the duties, roles and responsibilities carried out at the Centre hospitalier universitaire de Québec – Université Laval and in Montréal's Centre-Sud. But it was only last year that the MSSS told us it wanted it to move forward in creating a job title that would include people in both of these institutions. An inter-union consultation has taken place for the job description, and the job title's official incorporation into the *List of job titles* should follow.

After that, the usual process will be followed to evaluate the new job title. To be continued!

## Re-evaluation of the art therapist job title

The art therapist job title is being re-evaluated as a result of a change in academic requirements established by the MSSS. The minimum requirement in the *List of job titles* is now a master's rather than a bachelor's degree. As set out in Article 36 of the [national provisions of your collective agreement](#), this re-evaluation must be carried out by the provincial committee on jobs (CNE), a joint committee involving the Intersyndicale and the MSSS.

The evaluation will be based on questionnaires completed last September by unionized art therapists employed in the health and social services system.

We are currently working with other unions to finalize our analysis, using the 17 sub-factor evaluation system, in order to reach an agreement with the MSSS on salary ranking. A decision is yet to come.

We will keep you informed of developments.



## Arbitration on the salary scale of the biomedical engineering technical coordinator job

In our last newsletter, we mentioned that we were contesting the new salary scale announced for biomedical engineering technical coordinators.

Since then, we have had the opportunity to make our case before an arbitrator. We argued that the salary scale is unreasonable, and we are now waiting for the arbitrator's decision. In our view, the salary scale is designed to allow the employer to avoid paying out amounts arising from an arbitrator's ruling that confirmed the employer's obligation to recognize that the appropriate ranking was ranking 18.



Jonathan Couture, biomedical engineering technical co-ordinator

## Evaluation completed: clinical sexologist

The clinical sexologist job title was added to the *List of job titles* in 2013 with a temporary salary ranking of 23.

Work to evaluate the job title was completed in 2022. The provincial committee on jobs (CNE), in which the APTS is a participant, had reached an agreement on most of the evaluation sub-factors, but there was an ongoing dispute about three of them. These three sub-factors were therefore submitted to arbitration, and a ruling was handed down in May 2025.

- The arbitrator ruled in favour of the APTS on sub-factor 2 (reasoning), and he also increased the evaluation of sub-factor 5 (physical effort).
- However, he agreed with the employer party on sub-factor 15 (psychological conditions).

This means that the overall evaluation of the job title has gone up, but the new scores are not sufficient to provide a higher ranking. As a consequence, the job title's permanent salary ranking is 23.

The arbitrator's ruling does constitute an improvement in that two of three sub-factors were recognized.

This is the end of a long saga.

## Pending requests for creation of job titles

The APTS is waiting for the MSSS to respond to requests it has filed for the creation of two job titles.

- Technologist habilitated to independently perform peripheral insertion of a central venous catheter (PICC line): request filed in December 2023.
- Institutional researcher: request filed in May 2024.



# Abolition of job titles

In the fall of 2025, the MSSS announced that it intends to abolish some of the job titles on the *List of job titles*, including four job titles belonging to Class 4. The Ministry's goal is to clean up the *List* and bring it up to date.

These are the four job titles represented by the APTS:

- electrodynamics technician (2381);
- electroencephalograph technician (2241);
- genagologist (1540);
- audiologist / speech language pathologist (1204).

With regard to the final item on the list, it's important to understand that this has no impact on the audiologist (1254) or speech-language pathologist (1255) job titles.

At the moment, no APTS member holds any of these job titles. Labour organizations are currently being consulted, and the MSSS will issue a decision once the consultation is done.

## Graduate medical laboratory technician job title: will it be abolished?

On March 21, 2025, the APTS and other unions representing health and social services employees received a request for a consultation on the MSSS project to merge two job titles: medical technologist (2223) and graduate medical laboratory technician (2224). In merging these job titles, the Ministry's goals<sup>4</sup> are to:

- make the organization of work and service delivery easier;
- widen the labour pool for crucial sectors such as the blood bank;
- reduce the risk of service breaks and the need for contingency plans;
- provide better oversight for certain professional activities that may involve risks for service users.

Work has been done on this issue, APTS members have been surveyed, and discussions have taken place with other unions. Union arguments were filed in July 2025. The union document set out the negative consequences of the proposal and suggested other solutions for the problems identified by the MSSS.

A decision was expected in September 2025. As we write, however, no answer has been received from Santé Québec or the MSSS, nor has any meeting been scheduled.

The MSSS had already attempted to abolish this job title in the spring of 2023, but put the project aside after consultations with unions.

To be continued!

<sup>4</sup> As set out in an email sent by the Ministry on March 21, 2025, with the following subject line: "Consultation des organisations syndicales concernant une modification à la Nomenclature des titres d'emploi, des libellés, des taux et des échelles de salaire (24-RH-00038-018)".

# APPENDIX

# 2015 PAY EQUITY AUDIT: LIST OF JOB CLASSES COVERED BY THE APTS COMPLAINT<sup>1</sup>

## Identification of new job classes or modification of existing ones

Existing job class (pay equity audit)	Job title number in the <i>List of job titles</i>	Job class to be created <sup>2</sup>
6	N/A	Institutional researcher
6	N/A	Scientific advisor in health and social service technology and intervention assessment
6 228	N/A	Ergonomist
79	N/A	Tumor registrar
168	N/A	Marriage and family therapist
217	N/A	Certified child life specialist
1538	N/A	Pre-hospital emergency services quality assurance and training officer
7	N/A	Psychotherapist / Guidance counsellor
220	N/A	Psychotherapist / Criminologist
168	N/A	Psychotherapist / Social worker
20	N/A	Psychotherapist / Occupational therapist
226	N/A	Psychotherapist / Psychoeducator
226	N/A	Psychotherapist*
57	2208/2212	Medical imaging technologist (nuclear medicine) / Specialized radiology technologist
55	2217	Specialized independent sonographer
55	2218	Specialized radiation oncology technologist

## Change in gender predominance

Job class number (pay equity audit)	Predominance	Job class
21	Gender neutral	Hearing impairment training officer
220	Gender neutral	Criminologist
224	Male	Work adaptability counsellor
227	Male	Physical educator / kinesiologist
236	Gender neutral	Behaviour modification agent
240	Gender neutral	Community organizer
241	Gender neutral	Recreologist
293	Gender neutral	Orthotics-prosthetics technician
338	Male	Medical photographer
1533	Gender neutral	Ethics advisor

<sup>1</sup> Where possible, the job class used during the 2015 pay equity audit along with the current one have been used.

<sup>2</sup> For the sake of concision, job titles are listed according to their predominance: female, male, or gender neutral.

\* Additional arguments filed with the CNESST.

## Changes in jobs between 2011 and 2015: re-evaluation of the job class

Job class number (pay equity audit)	Job title number in the <i>List of job titles</i>	Name of the job class (2015/2026)
1	1546	Psychologist
12	2219	Assistant chief radiology technologist
20	1230	Occupational therapist
55	2212	Specialized radiology technologist / Specialized medical imaging technologist
57	2208	Specialized nuclear medicine technologist / Medical imaging technologist (nuclear medicine)
69	2214	Clinical instructor (radiology)
70	2213	Technical co-ordinator (radiology)
74	2696	Recreation technician / Community recreation leadership technician
168	1550	Social worker
216	1258	Art therapist
227	1228	Physical educator / Kinesiologist
226	1652	Psychoeducator
237	1557	Orientation and mobility specialist
301	2236	Assistant chief medical electrophysiology technician / Assistant chief medical electrophysiology technologist
302	2286	Medical electrophysiology technician / Medical electrophysiology technologist
310	2276	Medical electrophysiology technical co-ordinator
428	2259	Orthoptist
939	2222	Radiology technologist (digital imaging and information system)
940	2205	Radio-diagnostic technologist (medical imaging and radiation oncology – IMRO) / Medical imaging technologist (diagnostic radiology)
1531	1560	Visual rehabilitation specialist
1532	1570	Case reviewer

## First evaluation

Job class number (pay equity audit)	Job title number in the <i>List of job titles</i>	Job class
7	1701	Guidance counsellor
21	1534	Hearing impairment training officer
220	1544	Criminologist
240	1551	Community organizer

241	1658	Recreologist
293	2362	Orthotics-prosthetics technician
1533	1538	Ethics advisor
6008	1573	Clinical sexologist

## Evaluation system (weighing and application of sub-factors 10 and 11 for job training and experience)

If the CNESST accepts our complaint, there could be an impact on the following job classes (the list is not exhaustive):

Job class number (pay equity audit)	Job title number in the <i>List of job titles</i>	Job class
1	1546	Psychologist
7	1701	Guidance counsellor
11	1236	Assistant chief physiotherapist / Assistant head physiotherapist
13	1204 1254 1255	Audiologist / Speech-language pathologist Audiologist Speech-language pathologist
16	1233	Physiotherapist
17	1234	Clinical lecturer (physiotherapy)
20	1230	Occupational therapist
202	1205	Biomedical engineer
216	1258	Art therapist
226	1652	Psychoeducator
237	1557	Orientation and mobility specialist
1531	1560	Vision rehabilitation specialist
1533	1538	Ethics advisor
1534	1291	Clinical specialist in laboratory medicine
1544	1539	Genetics counsellor
6008	1573	Clinical sexologist

**General complaint on the non-retroactive character of the audit, consistent with our legal challenge to the *Pay Equity Act* in 2019**

## 2020 PAY EQUITY AUDIT: LIST OF JOB CLASSES COVERED BY THE APTS COMPLAINT

### Identification of new job classes or modification of existing ones

Existing job class (pay equity audit)	Job title number in the <i>List of job titles</i>	Job class to be created <sup>1</sup>
6	N/A	Institutional researcher
6	N/A	Scientific advisor in health and social service technology and intervention assessment
6, 228	N/A	Ergonomist
168	N/A	Marriage and family therapist
217	N/A	Child life specialist
1538	N/A	Pre-hospital emergency services quality assurance and training officer
7, 220, 20, 226, 168	N/A	Psychotherapist
55	N/A	Specialized CVC (PICC line) independent insertion technologist
79	N/A	Tumor registrar
939	N/A	Medical imaging assets administrator
232	N/A	Biological safety officer
55	2217	Specialized sonographer (independent practice)
70	N/A	Independent practice coordinator

### Change in gender predominance

Existing job class (pay equity audit)	Predominance	Job class
21	Gender neutral	Hearing impairment training officer
220	Gender neutral	Criminologist
227	Male	Physical educator/kinesiologist
236	Gender neutral	Behaviour modification agent
240	Gender neutral	Community organizer
241	Gender neutral	Recreologist
293	Gender neutral	Orthotics-prosthetics technician
1533	Gender neutral	Ethics advisor

<sup>1</sup> For the sake of concision, job titles are listed according to their predominance: female, male, or gender neutral.

## Changes in jobs between 2015 and 2020: re-evaluation of the job class

Existing job class (pay equity audit)	Job title number in the <i>List of job titles</i>	Name of the job class
168	1553	Human relations officer
168	1550	Social worker
1532	1570	Case reviewer
273	2261	Dental hygienist
19	1219	Dietitian/nutritionist
20	1230	Occupational therapist
57	2208	Medical imaging technologist (nuclear medicine)
237	1557	Orientation and mobility specialist
1531	1560	Rehabilitation specialist for the visually impaired
11	1236	Assistant chief physiotherapist / Assistant head physiotherapist
16	1233	Physiotherapist
17	1234	Clinical lecturer (physiotherapy)
13	1255	Speech-language pathologist
13	1254	Audiologist
80	2360	Braille technician
216	1258	Art therapist
232	1407	Clinical activities specialist
21	1534	Hearing impairment training officer

## Evaluation system (weighing and application of sub-factors 10 and 11 for job training and experience)

If the CNESST accepts our complaint about the evaluation system, there could be an impact on the following job classes (the list is not exhaustive):

Existing job class (pay equity audit)	Job title number in the <i>List of job titles</i>	Name of the job class
1	1546	Psychologist
7	1701	Guidance counsellor
11	1236	Assistant chief physiotherapist / assistant head physiotherapist
13	1204	Audiologist / Speech-language pathologist
	1254	Audiologist
	1255	Speech-language pathologist
16	1233	Physiotherapist

17	1234	Clinical lecturer (physiotherapy)
20	1230	Occupational therapist
202	1205	Biomedical engineer
216	1258	Art therapist
226	1652	Psychoeducator
237	1557	Orientation and mobility specialist
1531	1560	Rehabilitation specialist for the visually impaired
1533	1538	Ethics advisor
1534	1291	Clinical specialist in laboratory medicine
1544	1539	Genetics counsellor
6008	1573	Clinical sexologist

#### **Other complaints:**

- **General complaint on the non-retroactive character of the audit, consistent with our legal challenge to the *Pay Equity Act* in 2019**
- **Complaint about the method for estimating gaps used by the Treasury Board Secretariat for the 2020 pay equity audit (curve to curve)**
- **General complaint about the evaluation system**