



## PRESS RELEASE

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#### HEALTH AND SOCIAL SERVICE NETWORK MANAGERS HAVE HAD ENOUGH!

**Longueuil, Wednesday, November 2, 2011** – The Annual General Meeting of AGESSS (Association des gestionnaires des établissements de santé et de services sociaux) delegates was held in Bromont on Friday, October 28, 2011. At that time, delegates passed a resolution supporting the AGESSS Board of Executives and François Jean, the Association's Chief Executive Officer, in deploring the deterioration of all aspects of managers' working conditions, and calling for the satisfactory settlement of their four main claims.

Action will thus be intensified with Government of Quebec decision-makers, in particular Yves Bolduc, the Minister of Health and Social Services, and Ms. Michelle Courchesne, the Minister responsible for government administration and President of the Conseil du trésor concerning agreement on the four main issues:

- 1) **Modernization of the classification system and the remuneration of supervisory personnel by the end of 2012.**
- 2) **Adoption of amendments agreed upon with representatives of the Ministère de la Santé et des Services sociaux regarding regulations governing certain working conditions that apply to agency and health and social services establishment management personnel (Order-in-Council 1218-96) prior to December 31, 2011, as well as the resumption of further discussions of the Comité consultatif des relations professionnelles (CCRP) mentioned in this Regulation before March 31, 2012.**
- 3) **Agreement satisfactory to members of the Management Personnel Retirement Plan to ensure the future of this Plan, which should come into effect by March 31, 2012.**
- 4) **Improvement of management personnel practice conditions by the gradual introduction between now and March 31, 2013 of innovative practices in all Quebec health and social services establishments and, specifically, the nine (9) products contained in the government program to improve practice conditions and also support the MSSS and Regional Agencies with regard to other promising initiatives put forward by establishments to improve conditions of practice.**



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**François Jean**, the AGESSS Executive Director, explained the urgent need to pass such a resolution. In particular, he stressed that for some years management work requirements have grown consistently due to the perpetual changes in the system. The workload has become very heavy because of the increased number of tasks, and this has a negative impact on attracting and retaining the next generation. In addition, the remuneration received by a large number of management personnel is no longer competitive with that of several other groups of unionized professionals that they supervise, which adds to the difficulty of recruitment when it is considered that 25% of Health and Social Services network managers must be replaced over the next five years because of retirement.

AGESSS is a non-profit organization, and was created in 1970 under the *Act respecting professional unions*. It numbers more than 7,400 intermediate level executives and 1,000 retired members from the health and social services sector. AGESSS is responsible for the representation, promotion and defence of its members' economic interests and rights.

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### Source:

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