

Listuguj Mi'gmaq Government

Order-In-Council



Chronological no.: 3046	Subject: RN LPN PCW Salary Scale	Originated by:
The Council of the Listuguj Mi'gmaq Government		District Gespe'gewa'gi
Date of duly convened meeting	D 1 M 0 Y 2 6	Province Gepeg

WHEREAS: The Listuguj Mi'gmaq Government (LMG) Health Directorate has identified ongoing challenges in the recruitment and retention of Registered Nurses, Licensed Practical Nurses, and Personal Care Workers due to wage rates that fall below those offered in comparable New Brunswick and Quebec healthcare systems;

WHEREAS: A Business Case submitted by the HR Manager dated January 26, 2026, recommends adoption of the revised salary scales to improve workforce stability, reduce long term operational costs, and ensure sustained delivery of quality health services to the community.

WHEREAS: The Health Directorate is seeking approval and implementation of revised salary scales for Registered Nurses (RNs), Licensed Practical Nurses (LPNs), and Personal Care Workers (PCWs).

THEREFORE, BE IT ORDERED THAT:

1. The Chief and Council hereby approves the adoption of the Revised Salary Scales for the following classifications within the LMG Health Directorate:

- o Registered Nurses (RNs)
- o Licensed Practical Nurses (LPNs)
- o Personal Care Workers (PCWs)

2. The revised salary scales shall take effect April 1, 2026.

3. The Health Directorate and Human Resources Department shall implement all wage adjustments according to the approved revised scales;

4. Funding for the implementation of the revised salary scales shall be drawn from:

- o The existing Health Department operational budget;
- o Any future identified operational funding adjustments aligned with workforce stabilization.

Moved: George Martin

Seconded: Tanner Isaac

Abstain: -

Opposed: -

Absent: Gordon Isaac Jr., Chris Wysote

Status: Passed Defeated Tabled

Quorum 7

Annette Barnaby
Councillor Annette Barnaby

Scott Martin
Chief Scott Martin

Sky Metallic
Councillor Sky Metallic

Erwin Peter Molley
Councillor Erwin Peter Molley

Dr. Cathy Martin
Councillor Dr. Cathy Martin

Christie Caplin
Councillor Christie Caplin

Wendell Metallic
Councillor Wendell Metallic

Macy Metallic
Councillor Macy Metallic

George Martin
Councillor George Martin

Gordon Isaac Jr.
Councillor Gordon Isaac Jr.

Tanner Isaac
Councillor Tanner Isaac

Chris Wysote
Councillor Chris Wysote