

Northern Incentives Program

AUPE Auxiliary, AUPE General Support Service, HSAA Paramedical Professional/Technical and Out-of-Scope Employees

The Northern Incentive Program enables Covenant Health to attract and retain qualified, valued employees in Northern Alberta. This program currently applies to Covenant Health employees working in La Crete, Alberta.

The allowances are separate and non-cumulative, and are provided to all employees, including those working with Covenant Health on a temporary basis.

Northern Allowance

Employees with work sites above the 57th parallel are eligible to receive the following:

- Full-time employees: \$6,300 annually, payable on an hourly basis for all hours paid at basic rate of pay.
- Part-time and Casual employees: A maximum of \$6,300 annually, payable on an hourly basis and prorated by hours paid at basic rate of pay.

The Northern Incentive Program is considered taxable income and is not part of insurable income for benefit purposes and shall not be considered pension-eligible earnings.

Employees are not required to apply for the Northern Allowance. The Northern Allowance will be calculated on an hourly basis and paid per pay period for all Employer-paid hours at the basic rate of pay, exclusive of overtime. Hours that are unpaid by the Employer, such as unpaid leave of absence, STD, LTD or WCB, will not be included in the calculation or payment of Northern Allowance.



Northern Travel Reimbursement

Regular and temporary, full-time and part-time employees working in excess of one (1) full year at work sites are above the 57th parallel are eligible to receive a taxable, annual reimbursement of personal travel expenses up to a maximum of \$1235 per calendar year. Casual employees are not eligible to receive this reimbursement.

Reimbursement criteria

- Travel must originate from a community above the 57th parallel.
- If using a private vehicle, employees will be reimbursed at a rate of \$0.165/km.
- Reimbursement of travel expenses cannot be carried over and must be used each calendar year.
- Reimbursements of travel expenses are payable through the completion of the Northern Travel Reimbursement Form (e.g. mileage or other transportation).

The Northern Travel Reimbursement Form for AUPE Auxiliary, AUPE GSS, HSAA and Out-of-Scope may be found on the [e-People Forms](#) pages on CompassionNet.

ADDITIONAL SUPPORT & RESOURCES

HR Contact Centre

Phone: 1-877-511-4455

CompassionNet: Employee Centre > My Compensation > My Pay > e-People > [HR Contact Centre Portal](#)

HR Business Support & System Solutions (Manager Services Support)

Phone: 1-844-442-9011

Email: HRBusinessSupport@covenanthealth.ca

e-People Resources Pages

CompassionNet > Employee Centre > My Compensation > My Pay > [e-People](#)