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## **SECTION 12**

### **PERSONNEL MANAGEMENT**

#### **12.03 STUDENT RATES OF PAY**

**AUTHORITY:** PUBLIC SERVICE COMMISSION

**ADMINISTRATION:** ALL DEPARTMENTS, CROWN CORPORATIONS  
& AGENCIES TO WHICH THE *CIVIL SERVICE*  
*ACT* APPLIES

**EFFECTIVE DATE:** MARCH 2024

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### 12.03 STUDENT RATES OF PAY

#### (1) INTRODUCTION

The definition of a “Student Employee” means a person normally employed in the period May to September who has been in full-time attendance as a student at an educational institution and affirms, at the time of their appointment, that the student will return to full-time attendance at an educational institution in the same year.

Student employees may be employed by departments, Crown corporations, boards, commissions and agencies to carry out special activities or projects not normally performed by classified employees in the Civil Service.

#### (2) APPLICATION

This policy applies to all provincial government departments, as well as Crown corporations and agencies to which the *Civil Service Act* applies.

While this policy **does not apply** to the Legislative Assembly or to Reporting Entities subject to alternate legislation, the **spirit and intent** of the policy should serve as a **guideline** for these entities in developing their own policies.

#### (3) POLICY

Rates of pay for student employees are established annually by Treasury Board. **The student rates of pay, effective April 1, 2024** approved by Treasury Board are as follows:

PEI Government Student Employment Rates of Pay (per hour)			
Effective April 1, 2024			
	Step 1	Step 2	Step 3
High School/Health Care Futures High School	\$16.28	n/a	n/a
University/College	\$17.91	\$18.62	\$19.37
Masters	\$19.70	\$20.48	\$21.30
Doctorate	\$21.67	\$22.53	\$23.43
Co-op Student*	\$17.91	\$18.91	\$19.91
Industrial Engineering Co-op Student	\$21.24	\$23.37	\$25.49
BN Student**			\$28.88 (3 <sup>rd</sup> year)
Health Care Futures Post-Secondary Students	\$17.91	n/a	n/a
Lifeguards	\$21.20 (Trained)	\$24.11 (Supervisor)	n/a

These rates include a 5.7% vacation pay.

## 12.03 Student Rates of Pay

Rates of pay for student employees are established annually by Treasury Board. **The student rates of pay, effective October 1, 2024** approved by Treasury Board are as follows:

<b>PEI Government Student Employment Rates of Pay (per hour)</b>			
<b>Effective October 1, 2024</b>			
	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
High School/Health Care Futures High School	\$16.91	n/a	n/a
University/College	\$18.60	\$19.35	\$20.12
Masters	\$20.46	\$21.28	\$22.13
Doctorate	\$22.51	\$23.41	\$24.35
Co-op Student*	\$18.60	\$19.60	\$20.60
Industrial Engineering Co-op Student	\$22.07	\$24.28	\$26.48
BN Student**			\$29.18 (3 <sup>rd</sup> year)
Health Care Futures Post-Secondary Students	\$18.60	n/a	n/a
Lifeguards	\$22.03 (Trained)	\$25.05 (Supervisor)	n/a

These rates include a 5.7% vacation pay.

- \* Co-op student rates recognize and establish a linkage between the student, the Co-op programs at the University of Prince Edward Island and relevant student summer employment. Step 1, 2 and 3 coincide with the first, second and third Co-op assignment.
- \*\* The rate of the 3rd year nursing students is calculated using 75% of the RN 1 rate.
- \*\*\* All positions that include supervisory responsibilities will receive an additional \$0.60/hour of compensation. This excludes Co-op Education and Bachelor of Nursing students.

NOTE: These rates should not be confused with those applicable to the Employment Development Agency's Jobs for Youth Program.

#### (4) PROCEDURE

- (a) If a person originally employed as a student no longer meets the requirements of the above definition because, for example, the student decides not to return to an educational institution in the same year, then that person has the option of either resigning or continuing employment for the balance of the term at the student rate of pay.
- (b) Applicants who are known to have made false statements about their educational status in order to obtain student employment should be terminated and be disqualified from future employment as a student.