

Newfoundland & Labrador

LAWS & ANNOUNCEMENTS

New Laws

Jan 13: To improve access to healthcare, Newfoundland and NL Health Services launched a new program that allows physicians to work as locums throughout the province. Effective January 1, locum physicians employed by NL Health Services and private practice locum physicians may be eligible to receive incentives, including a locum bonus of \$10,000 for physicians who provide more than 25 days of locum services per fiscal year.

New Laws

Jan 27: Newfoundland rolled out new incentives to attract and retain paramedical staff, including a skills advancement program for emergency medical responders seeking to become primary care paramedics, a tuition relief program for primary care paramedic students and advanced care paramedic students, and an educational travel subsidy for paramedicine students for laboratory and clinical education.

Immigration

Jan 10: Newfoundland launched a new artist-friendly Provincial Nominee Program [policy](#) allowing immigrants employed on film and television productions, where work is cyclical, to apply for permanent residency provided that they're employed on a full-time basis.

Action Point: Find out about the 10 things employers [need to know about hiring temporary foreign workers](#).

Workplace Violence

Jan 23: Newfoundland established a new government committee to combat gender-based violence in the province. It's also calling on the RCMP-NL to adopt a new policy allowing for the anonymous storage of sexual assault nurse examiner (SANE) kits used for collecting forensic evidence after a sexual assault occurs, which gives victims extra time to decide whether to make a police report at a later date.

Action Point: Find out about the 10 things you must do to [prevent workplace violence](#).

Workers' Comp

Feb 28: That's the deadline for Newfoundland employers to submit their Annual

Employer Statements for 2024 to WorkplaceNL, including their: i. Employer Payroll Statement; ii. Occupational Health and Safety Statement; and iii. Employer Contractor Statement.

CASES

Labour Relations: Newly Created DCM Job Is a Union Position, Says Top Court

A government health authority created a new position, Disability Care Manager (DCM), which it classified as a non-bargaining unit position. The core duties of the DCM position were essentially the same as those of an Occupational Therapist II (OT II), 4 of which the authority eliminated as part of an organizational restructuring. Unlike the DCM, OT II was classified as a bargaining unit position. The union sued to have the DCM position included in the bargaining unit. The Labour Board sided with the union, finding that the DCM position met the definition of “employee” subject to the *Public Service Collective Bargaining Act*, but the appeals court reversed. The case then went to Newfoundland’s top court, the Court of Appeal, which reinstated the Board’s ruling as reasonable [[Association of Allied Health Professionals v Eastern Regional Integrated Health Authority](#), 2025 NLCA 1 (CanLII), January 3, 2025].