

ENHANCE your career



JOIN APER AND BECOME PART OF A TRUSTED, RECOGNIZED CAREER NETWORK



MARIE PLANTE
PRESIDENT

The professionals at *APER santé et services sociaux* (APER) understand the daily challenges that impact your life as a manager of the health and social services sector.

APER offers you its power of representation and influence as a legally recognized body. Its credibility stems from the quality preparation of our association files, and our astute formulation of association strategies—all backed by our members' collective drive and cohesion.

LOCAL INTERVENTION, GLOBAL EXPERTISE

The management experts at APER handle each file with respect to and in cohesion with each specific organizational culture. This personalized approach strongly influenced our decision at CHUM to join APER. In addition to this proximity, the Association defines families of expertise and of institutions in order to develop networks of solidarity. This approach allows us to customize our responses to local challenges.

CONSENSUS FOR OPTIMAL EFFECTIVENESS

Consensus-oriented rather than claims-based, APER is perceived favourably by employers, regional agencies, the Treasury Board and the Ministry of Health and Social Services (MSSS). Our motto is simple: "Discerning positions, wise interventions." We focus on enhancing your professional life.

ENHANCE YOUR CAREER

Join APER today and you enter the ranks of managers who seek to enhance their professional lives, promote their common interests, and develop their careers in the health and social services network.

Welcome to APER!

A handwritten signature in blue ink, which appears to read 'Marie Plante'.

Marie Plante
President



APER'S FIVE CORE VALUES: A.C.C.E.SS TO A QUALITY NETWORK

ACTION

APER achieves both recognition and tangible results for you.

COHESION

APER members are committed, quality-driven and proactive.

CONSENSUS-ORIENTED

APER advocates a win / win approach to resolving all challenges.

EXPERTISE

A legally recognized body, APER is respected for the quality preparation of association files.

SOLIDARITY

APER's network contributes to bring managers out of isolation.



APER REPRESENTS YOU

We enhance your working conditions

- APER's involvement in job classification exercises helps you obtain a salary class consistent with your level of responsibility.
- APER works with you to negotiate decreases in responsibilities as opposed to increases in compensation for compensation's sake.
- The experts at APER help you negotiate satisfactory settlements with your employer without recourse to legal action.
- In reorganizations involving one or more institutions, APER supports you and eases your transition to your new position.
- APER's organizational strength, committee involvement and presence at the bargaining table enhances working conditions for you when you have little time to devote to such matters given your workload.
- APER regularly negotiates service agreements for you and your family, such as the La Capitale General Insurance and Financial Services agreement.



APER SUPPORTS YOU

We support you at each stage in your professional life

- APER has developed a reference document pertaining to your working conditions entitled *Guide for the Discerning Manager*, available for local presentations to groups upon request.
- Concerned about increasing retirement numbers and the resulting loss of system expertise, APER has launched a program entitled *Extending the Professional Lives of Managers* and cooperates with Ministry officials to define strategies.
- APER helps you assess your options throughout each step of your career including your retirement, progressive pre-retirement, departure from the sector, or when considering self-employment opportunities.
- The experts at APER help you navigate and address all legal, regulatory and administrative policy challenges.
- APER has joined forces with partners including the *Confédération nationale des cadres du Québec* (CNCQ) to set up the Managers' Training and Placement Centre (CPFC). APER is also a member of the *Regroupement des associations de cadres en matière d'assurances et de retraite* (RACAR).
- When you require model agreements, reference documents, information on network management practices and other materials, APER will accommodate you with quality information in a timely fashion.
- From its strategic position within the health and social services network, APER guides and provides you with information on mobility, or refers you to relevant professional resources.



APER CONNECTS YOU

We offer you a national bank of knowledge

- APER assists you in discussions with upper management concerning application or harmonization of local employment or compensation policies.
- APER initiates and supports professional development and networking activities.
- APER finances your group and provides expertise to help you mobilize locally and engage in association activities.
- APER advocates the judicious use of manager development budgets and measures put forward by the network. We are a full-fledged member of the Partner Roundtable, comprising manager and employer associations, the Ministry of Health and Social Services and regional agencies.
- APER serves members attentively and consistently, nurturing planned and steady growth.
- APER encourages innovative management practices across the network with its Innovation Recognition Award.

JOIN APER TODAY!

- By filling out the application and source deduction forms and returning them to us
- By downloading the forms directly from www.aper.qc.ca
- By contacting your local institution APER executive
- By calling head office and requesting the forms or any other particulars you may require



APER CONNECTS YOU TO A VALUABLE MANAGERS NETWORK

When you join APER, you will benefit from a network of resources, including:

- Informed consultants and peers
- *Info-Cadres* newsletter
- Special communiqués
- Offers of employment
- Opportunities to attend local and national meetings
- Nationwide networking with other members
- Reference documents for consultation as required
- Innovation Recognition Award
- Access to exclusive member services
- And much more!



APER santé et services sociaux
3745 St-Jacques Street, Suite 216, Montréal, Québec H4C 1H3
T 514 933-4118
F 514 933-2397
association@aper.qc.ca
www.aper.qc.ca