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## BRIEFING NOTE

<b>Date:</b>	<b>June 21, 2022</b>
<b>Item:</b>	Proposed Changes to PRRD Health Care Scholarships
<b>Purpose:</b>	Response to PRRD Resolution
<b>Prepared by:</b>	Angela De Smit, NE Chief Operating Officer

### **Background:**

Here is the resolution from that meeting;

	<u>No. 2: Scholarship Policy</u>
RD/22/05/20	That the Regional Board authorize staff to create a scholarship policy that is flexible enough for Northern Health to award scholarships to enable competitive Health Care Professional recruitment.

Considerations for scholarship improvements to streamline the process for NH Applicant and make them more competitive:

NH Recruitment was consulted regarding the current health care scholarships that are available and any suggested changes to make them more effective for Recruitment & Retention. They reported that looking across province and Canada, Northern Health is getting beat out by some provincial incentives ranging from \$5-20k (notably for Ultrasound Techs) particularly in NE as we also compete with Alberta that in addition to incentives have a higher wage as well. \$7,500 for 2 years post-grad Return of Service is now a standard in NH. NH does recognize that if a Health Care Professional signs on then we have a better chance of keeping them medium and long term then if they do not come at all.

The NH Lead Nursing Recruiter who has the most experience on the NH Recruitment Team as she communicates largely about the Part 2 RN/RPN scholarship. Reported that as part of the promotion of Part 1 of the scholarship, NH Recruitment does discuss with Employed Student Nurses (ESN) when they interview them for positions in the NE and they ask them what community they come from as well as Year 2 and 3 students to inform them about Part 1. Additionally, when interviewing New graduate nurses they ask the nurse where they come from and send them the application form to apply for Part 2 even if they have not applied for Part 1.

She stated that there are some challenges with the scholarship being multi-tiered for instance RN/RPN Part 1 \$2,500 going into 4<sup>th</sup> year and Part 2 \$2,500 with sign on with NH with Return of Service and some agree to the ROS – some say no thank you to Part 2 as insufficient for ROS duration and/or they have already made other job commitments. It has beneficial now that the PRRD have changed the criteria to

include residing/ high school in communities in PG north as this has led to some hires.

1. Suggestion for consideration to put the entire \$5k to hire post-completion of their nursing program
2. To revisit the language associated with the RN/RPN Part II eligibility criteria as it relates to the eligibility of the new UNBC Peace Liard BSN Program as it does not follow the traditional 4-year nursing schedule due to its accelerated nature. Language is required to allow for greater flexibility which in turn would allow for these students to apply for this funding.

LPN \$1,000 for 2-year ROS is not equitable for the commitment when this is equivalent to 3-4 OT shifts and most LPNs not prepared to commit

3. Consider increasing the LPN incentive or reduce ROS requirement to align with current standards
4. Enable a NH employee to apply annually for the scholarship they meet the eligibility criteria for so long as the total value of the scholarship does not exceed that of the cost of the program and does not preclude the awarding of a scholarship to a new applicant
5. Change the Technical Careers Professional Development Scholarship Stream eligibility criteria to enable the inclusion of applicants with varying program durations and tuition cost to facilitate staff pursuing careers in this field
6. To reflect the intent of growing professionals from within the organization and the inclusion of the Allied Health Professionals and the inclusion of non-technical and non-professional staff who want to/decide to pursue continuing education in a professional and technical careers