

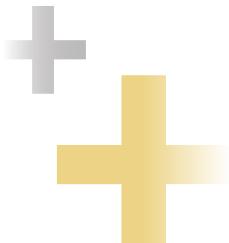


RECRUITMENT AND RETENTION INCENTIVES IN NEWFOUNDLAND AND LABRADOR

Put your skills to great use in a unique and remarkable part of the world. Urban or rural, coastal or inland, connected or remote, if you're looking to grow your career in a place with adventure around each corner, then let's put on the kettle and have a chat.

Healthcare professionals in Newfoundland and Labrador are nothing short of extraordinary. Their perseverance and commitment to the people of our province, every day, is truly one of a kind.

We think you will love our province. Our people. Our culture. So come, and be Extraordinary Every Day with us!



Physicians

- + Come Home Incentive of \$100,000* or \$50,000** with a five-year return-in-service agreement
- + Family Practice Start-up Program of \$150,000
- + New Family Physician Income Guarantee of \$198,724
- + \$200,000 Rural Incentive for select geographic locations (\$100,000 per year for one year of service), renewable for a maximum of two years
- + Family Practice Renewal Program supports condition-based fee code initiatives to support comprehensive care delivery by family doctors.
- + 20 per cent Family Physician Rural Premium Program (fee-for-service physicians) at designated facilities for approved fee codes.
- + Fee-for-service Family Physician Obstetrical Bonus up to \$10,000 plus the number of services provided x \$100
- + Fee-for-Service Physician Rural Retention Bonus (specialists) up to \$15,000
- + Rural Community Comprehensive Care Bonus (fee-for-service family physicians) of \$10,000
- + Salaried Physicians Geographic Retention Bonus up to \$37,500 for family physicians and \$42,000 for specialists after 36 months
- + Fee-for-Service Psychiatry Consultation Bonus up to \$25,000
- + Oncology and Pathology Bonus up to \$60,000
- + 20 per cent Rural Fee-for-Service Psychiatry Premium Program
- + Travelling Fellowship Program funding for further training
- + Practice Ready Assessment, a 12-week clinical field assessment (CFA) for international medical doctors

- + Physician Management and Leadership Program (PMLP) one of only a few programs in Canada that provides an academic route to the Canadian Certified Physician Executive (CCPE) designation
- + Ukrainian Physician Licensure Support Program: up to \$10,000 in funding to offset the costs associated with obtaining licensure in Newfoundland and Labrador
- + Housing Allowance
- + Parental Leave Allowance through NLMA
- + Canadian Medical Protective Association Reimbursement
- + Labrador Benefits Agreement (employee and dependent allowances, travel allowance, extra paid leave)
- + New Practice Start-up Advance for fee-for-service Specialists
- + New Part-Time Annual Commitment Pilot Program for family physicians at primary care and category B sites
- + New Category B enhanced rates
- + New Salaried Physician Remoteness Bonus of \$11,000 - \$17,000

Medical Students and Residents

- + Undergraduate Medical Student Bursary Program \$7,500
- + Medical Resident Bursary Program up to \$90,000
 - Increased amounts (\$40,000) are now available for family medicine residents who will be completing a service agreement in St. John's
 - Flexible service agreement arrangements now available

Registered Nurses, Nurse Practitioners and Licensed Practical Nurses

- + Signing bonuses of up to \$20,000 with two-year return-in-service commitment in a difficult to recruit area
- + Long-Term Care Recruitment Bonus of up to \$8,000 for registered nurses (including nurse practitioners) and \$5,200 for licensed practical nurses with a one-year return-in-service agreement
- + Come Home Incentive of up to \$60,000* for nurse practitioners or \$50,000** with a three-year return-in-service agreement, and up to \$50,000* for registered nurses and licensed practical nurses or \$25,000** with a three-year return-in-service agreement
- + Relocation assistance
- + Educational Salary Advance which allows employees to finance a planned leave of absence, of between six and 24 months, to complete an education program on a full-time basis
- + Labrador Benefits Agreement (employee and dependent allowances, travel allowance, extra paid leave)

Nursing Students

- + Nursing Bursary Program, 3rd and 4th years up to \$10,000
- + Bachelor of Science in Nursing Practice Course Grants up to \$1,500
- + Rural Nursing Student Incentive Program up to \$1,500
- + Nurse Practitioner Student Grant up to \$10,000
- + Licensed Practical Nursing Bursary up to \$5,000
- + Internationally Educated Nurses (IEN) Bridging Program and Supporting Bursary up to \$10,000

Other Healthcare Professionals

Clinical Psychologists, Respiratory Therapists, Paramedicine Professionals, and many more

- + Signing bonuses up to \$20,000 for a variety of occupations with two-year return-in-service commitment in a difficult to recruit area
- + Long-Term Care Recruitment Bonus of up to \$4,300 for personal care attendants with a one-year return-in-service agreement.
- + Come Home Incentive of up to \$60,000* or \$30,000** for radiation therapists (including dosimetrists) with a three-year return-in-service agreement; and up to \$50,000* or \$25,000** for registered midwives, clinical psychologists, respiratory therapists, medical physicists, and cardiology technologists with a three-year return-in-service agreement.
- + Educational Salary Advance which allows employees to finance a planned leave of absence, of between six and 24 months, to complete an education program on a full-time basis
- + Relocation assistance
- + Labrador Benefits Agreement (employee and dependent allowances, travel allowance, extra paid leave)
- + Market adjustments that supplement salary for selected occupations including medical physicists, dosimetrists, radiation therapists, clinical psychologists, cardiovascular perfusionists, medical flight specialists, respiratory therapists, clinical laboratory scientists, and other selected positions

Students

- + Healthcare Professional Bursaries for a variety of occupations up to \$10,000
- + Radiation Therapy Bursary Program up to \$10,000 per year up to three years
- + Dental Bursary Program \$25,000
- + Occupational Therapy and Physiotherapy Seats Purchase Program at Dalhousie University

For more information on incentives and employment in the health care field, please visit our Extraordinary Every Day website at workinhealthnl.ca

*with ties to Newfoundland and Labrador

**without ties to Newfoundland and Labrador

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**EXTRAORDINARY.
EVERY DAY.**



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 **Newfoundland
&
Labrador**
CANADA