

**Policy Title: Grant Program for Nurse Practitioners**

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Effective date: September 6, 2008

Branch/Division: Policy & Planning  
Office of the Chief Nurse

Revised: June 2010

Approved By: Anita Ludlow  
Provincial Chief Nurse**DEADLINE: NP APPLICATIONS ARE DUE ON OR BEFORE JAN 31 OR 3 MONTHS PRIOR TO GRADUATION, WHICHEVER OCCURS FIRST.**

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**I. Policy Statement**

The Department of Health and Community Services is committed to health human resource planning including the development of strategies to assist with the pursuit of education in nursing. The purpose of the Grant Program for Nurse Practitioners is to provide financial support to those who are enrolled in a nurse practitioner program.

**II. Definition**

The Grant Program for Nurse Practitioners provides those who are enrolled in an accredited nurse practitioner program in Canada with a \$5000 grant. The recipient will be required to commit to a one year service agreement, as a nurse practitioner or registered nurse, in Newfoundland and Labrador upon completion of the nurse practitioner program.

**III. Goals**

**3.1** To provide financial assistance to registered nurses who commit to work in Newfoundland and Labrador for a specific period upon completion of a nurse practitioner program.

**3.2** To increase the number of nurse practitioners in Newfoundland and Labrador.

**IV. Policy Application**

This policy applies to:

**4.1 Registered Nurses**

**4.1.1** Nurses enrolled in an accredited nurse practitioner program in Newfoundland and Labrador.

**4.1.2** Residents of Newfoundland and Labrador who are enrolled in an accredited nurse practitioner program in another Canadian jurisdiction.

**4.2 Eligible Employers**

**4.2.1** All employers in Newfoundland and Labrador who employ nurse practitioners.

**4.3 Newfoundland and Labrador Health Boards Association (NLHBA)**

4.3.1 The NLHBA will administer the grant program fund.

## **V. Policy Directives/Accountabilities**

### **5.1 Recipient Responsibilities**

- 5.1.1 Recipients are responsible for review of the terms and conditions of the grant, and compliance with these terms and conditions.
- 5.1.2 Recipients are required to sign a one year service agreement with an employer in Newfoundland and Labrador. Casual and part-time workers will be required to complete this service agreement within a two year period.
- 5.1.3 Recipients who wish to change employers prior to commencing the service agreement must secure employment and the required written service agreement with the new employer. Recipients are required to inform the original employer of the change.
- 5.1.4 Recipient who change employers after the start of their service agreement but maintain their eligibility for the grant must sign a revised service agreement with the new employer. Recipients must fulfill the remainder of their service agreements with the new employer.
- 5.1.5 If conditions of the service agreement are not fulfilled, the recipient agrees to repay the prorated portion of the grant.
- 5.1.6 Grants are in the form of a bursary for nurses who not currently an employee or a grant for nurses who are RHA employees.

### **5.2 Employer Responsibilities**

- 5.2.1 The employer is responsible for establishing a service agreement with the registered nurse or nurse practitioner.
- 5.2.2 The employer submits the service agreement to the Newfoundland and Labrador Health Boards Association (NLHBA).
- 5.2.3 The employer will provide, where possible, sufficient opportunity for the registered nurse to complete the service agreement as a nurse practitioner.
- 5.2.4 If the employer is unable to provide the nurse practitioner with sufficient working hours to meet the nurse practitioner licensure requirements, then the employer will grant leave for the registered nurse to work with another employer, as a nurse practitioner, for the purpose of maintaining licensure. This granted leave is to be acceptable to the nurse and all employers involved.

### **5.3 NLHBA Responsibilities**

- 5.3.1 The NLHBA will issue funds to the recipient upon receipt of a signed service agreement from the employer, if the recipient is a student. The NLHBA will issue funds to the RHA upon receipt of a signed service agreement, if the recipient is currently working for the RHA. Deductions would be required at source from the RHA.
- 5.3.2 The NLHBA will meet financial management and reporting requirements.

## **VI. Monitoring**

- 6.1 The Provincial Chief Nurse and the NLHBA are responsible for monitoring policy implementation.

## **VII. Enquiries**

All enquiries relating to this policy should be referred to:

**Administrative Officer: Recruitment and Retention Fund for Nurses  
Newfoundland and Labrador Health Boards Association  
2<sup>nd</sup> Floor, Beothuck Building, 20 Crosbie Place  
St. John's, NL A1B 3Y8  
Tel: 709-364-7701**