

Read attached notes before completing application.

Organization (Only Regional Health Authorities may apply):
Describe position(s) under consideration for a bursary Occupation: Facility: Town:
Describe recruitment activity to date:
Describe why this position(s) is "difficult-to-fill":
Proposal (Include timing of bursaries, effective date, return in service, etc.):
Communications plan (when and how will this bursary be offered):
Amount requested and fiscal year(s):
Employer Representative: Name: Email: Phone: Fax:
Person completing form:
Signature of Employer Representative:
Date:

Send completed form and additional documentation to: Administrative Officer Newfoundland & Labrador Health Boards Association 2nd Floor, Beothuck Building 20 Crosbie Place, St. John's, NL A1B 3Y8 Tel: (709) 364-7701 (Ext. 316) Fax: (709) 364-6460 E-mail: emurphy@nlhba.nl.ca

Provincial Bursaries and Incentives Committee

Funding Application Notes:

The following conditions and guidelines must be met for successful applications to the Provincial Bursaries and Incentives Fund:

1. Be signed by an employer representative.
2. Intend to staff difficult-to-fill or potentially difficult-to-fill positions (repeated recruitment activity is unsuccessful in attracting qualified and available candidates or has been demonstrated by past experience) within RHAs
3. Must be for a “primary occupation¹”. The Committee may however consider applications for recruitment activities for other occupations under special circumstances.

The Committee considers the following as favorable when evaluating applications:

1. Qualified candidates are typically from health training programs not available in the province of Newfoundland and Labrador (Clinical Psychologists, SLP, Audiologists, etc.)
2. The application can be justified within the broader context of recruitment issues.
3. All points of the application form have been adequately addressed.

General:

1. As a guideline, a 12-month service agreement is expected for every \$5000 bursary. The service agreement may be reduced by ¼ for Labrador.
2. Funds are not provided until service agreements are established and provided to the Committee Chair.
3. Prospective students must be accepted into their program of study to be eligible for funding by the Committee.
4. Funding for any individual is limited to those funds associated with two-year’s service agreement.
5. Applications that are approved for funding expire at the end of the fiscal year in which they are received.
6. In the event of a default on the required service agreement the employer must notify the Committee in writing of the default. The employer must also notify the Committee of contract conclusion (either successful completion of the service agreement or other conclusion)
7. Recovery of funds is based on repayment of the balance plus interest charge of 2% above the Bank of Canada rate at the time of default.
8. The Committee will not accept proposals that entice staff from one regional health authority to relocate to another regional health authority.

Primary Occupations

Audiologist	Licensed Practical Nurse
Behaviour Management Specialist	Managers (clinical and non-clinical)
Cardiology Technologist	Medical Physicist
Cardiopulmonary Technologist	Nuclear Medicine Technologist
Cardiovascular Perfusion Technologist	Orthopaedic Technologist
Child Management Specialist	Orthoptist
Clinical Dietitian	Paramedic
Clinical Occupational Therapist	Pastoral Care Clinician
Clinical Pharmacist	Prosthetist-Orthotist
Clinical Physiotherapist	Radiation Therapist
Clinical Psychologist	Recreation/Development Special.
Laboratory/x-ray Technologist	Respiratory Therapist
Dentist	Social Worker
Diagnostic Imaging Technologist	Speech-Language Pathologist
Dosimetrist	
Electroneurophysiology Technologist	
Genetic Counselor	
Laboratory Technologist	* Other Occupations may be considered*

¹ Primary occupations provide direct patient care, diagnostic services, or manage the health system (including clinical and non-clinical managers). They also meet one or more of the following conditions: there exists a regulatory body and/or professional association, and/or their post-secondary educational background is generally in excess of a single year (i.e. technologist vs. technician). Examples include registered nurses, psychologists, medical laboratory technologists, and speech language pathologists.