

Department of Health and Community Services

Policy Title: Bursary Program for Difficult to Fill Health Professional Positions

Effective Date: August 18, 2009

Revised: November 9, 2009

Deadline: APPLICATIONS ARE DUE ON OR BEFORE JAN 31 OR 3 MONTHS PRIOR TO GRADUATION, WHICHEVER OCCURS FIRST.

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 of Health Professionals. The purpose of the Bursary Program for Difficult to Fill Health Professional Positions is to provide financial assistance to Health Professional students by way of bursaries.

II. Definition

The Bursary Program for Difficult to Fill Health Professional Positions provides students registered in a required program of study with a bursary, once they commit to a service agreement. For Labrador a \$10,000 bursary is available with a service agreement of eighteen months. For the rest of the Province, with the exception of Physiotherapy and Occupational Therapy in St. John's, the bursary is \$10,000 with a service agreement of twenty-four months; with an option of \$5,000 with a twelve-month service agreement. For Physiotherapy and Occupational Therapy in St. John's the bursary is \$3,000, with a twelve-month service agreement. Bursaries are available to students only.

III. Goals

- 3.1** To provide financial assistance to Health Professional students who commit to work in Newfoundland and Labrador for a specific period upon completion of the appropriate program.
- 3.2** To recruit and retain new Health Professional graduates for Newfoundland and Labrador.

IV. Policy Application

This policy applies to:

4.1 Eligible Students

- 4.1.1** Preference is given to Newfoundlanders and Labradorians, exceptions will be considered

4.1.2 Students studying for one of the following occupations:

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*

4.2 Eligible Regional Health Authorities

4.2.1 Regional Health Authorities (RHAs) in Newfoundland and Labrador.

4.3 Newfoundland and Labrador Health Boards Association (NLHBA)

V. Policy Directives/Accountabilities

5.1 Student Responsibilities

- 5.1.1** The student is responsible for review of the terms and conditions of the bursary, and compliance with these terms and conditions.
- 5.1.2** Each bursary has a one-year service agreement with a RHA. Students who agree to work in casual and part-time positions will be required to complete this service agreement within a two-year period.
- 5.1.3** Students who wish to change RHAs prior to commencing the service agreement must secure employment and the required written service agreement with the new RHA. The student is required to inform the original RHA of the change.
- 5.1.4** Students who change RHAs after the start of their service agreement but maintain their eligibility for the bursary must sign a revised service agreement with the new RHA. The student must fulfill the remainder of their service agreement with the new RHA.
- 5.1.5** If conditions of the service agreement are not fulfilled, the student agrees to repay the prorated portion of the bursary.
- 5.1.6** The student is responsible for establishing a written service agreement with the RHA.

5.2 RHA Responsibilities

- 5.2.1** The RHA will be responsible for securing a permanent position for the student. Students who request casual or part-time employment will be considered on an individual basis by RHAs. Each bursary has a one-year service agreement.
- 5.2.2** The RHA is responsible for establishing a written service agreement with the student.
- 5.2.3** The RHA submits the written service agreement, application form and the student's proof of registration in an approved school to the NLHBA.
- 5.2.4** In the event of a default on the required service agreement, the RHA is responsible to arrange for repayment of the bursary to the NLHBA and to notify the NLHBA in writing of the default.

5.3 NLHBA Responsibilities

- 5.3.1** The NLHBA will issue funds to the student upon receipt of the service agreement from the RHA. If the student has a working relationship with the RHA then the NLHBA will reimburse the RHA upon receipt of a service agreement. Payments made to the student by the RHA will require deductions at source.
 - 5.3.2** The NLHBA will maintain accounting records and provide financial reporting to the Department of Health and Community Services.
 - 5.3.3** The NLHBA will complete an annual report. The annual report will include:
 - Name of RHA
 - Student name
 - Student Position
 - Repayments received (where applicable)
- 5.4** The service agreement may be extended for pregnancy or health related matters and other reasons approved by the RHA.

VI. Monitoring and Evaluation

- 6.1.** The NLHBA will monitor financial implications and policy implementation.
- 6.2.** The policy will be reviewed by RHAs, NLHBA and the Department of Health and Community Services annually.

VII. Enquiries

All enquiries relating to this policy should be referred to:

Administrative Officer
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St. John's, NL A1B 3Y8
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