

Incentive Program for Hard-to-Recruit Positions
Registered Nurses and Nurse Practitioners
PROGRAM GUIDELINES

Overview

The objective of this program is to provide recruitment incentives to newly hired employees who receive employment offers to a hard-to-recruit position from one of the Regional Health Authorities (RHA) or EM/ANB Inc.

“Newly hired employees” are defined as follows:

- (a) with respect to Registered Nurses, individuals who, at the time of hire, were not currently registered and employed in the Province of New Brunswick as a Registered Nurse, and, new graduates working as Graduate Nurses or Registered Nurses in New Brunswick, will be considered as such throughout the first year of their employment; and
- (b) with respect to Nurse Practitioners, individuals who, at the time of hire, were not currently registered and employed in the Province of New Brunswick as a Nurse Practitioner, and, includes Graduate Nurse Practitioners.

“Hard-to-Recruit” positions will be designated by the RHA or EM/ANB Inc and will include part-time or full-time permanent positions which have been posted internally and externally by the employer with no successful candidate.

Eligible employees, who have accepted a job offer as described above, are required to sign a Return-of-Service (ROS) agreement for a period of 3 years.

The Incentives

All newly hired employees who accept a hard-to-recruit full-time position or hard-to-recruit part-time position shall receive an incentive of up to \$10,000 in exchange for a three (3) year return of service agreement. The amount of the incentive and return of service shall be pro-rated for hard-to-recruit part-time positions based on a full-time equivalent.

Three (3) years means 5,872.5 worked hours for full-time positions and shall be pro-rated for part-time positions based on a full-time equivalent. Worked hours includes approved sick leave, holidays and vacations, but does not include unapproved or unpaid leaves of absence.

List of Hard-to-Recruit Positions:

The employer (Regional Health Authorities or EM/ANB Inc.) will identify hard-to-recruit positions based on the definition above. A list of hard-to-recruit positions will be provided to the Department of Health and the New Brunswick Nurses Union as outlined in the Interim Agreement dated January 22, 2021. Thereafter, notice will be provided on a quarterly basis.

Application Process

- 1- Identification of hard-to-recruit positions by the employers (the list)
- 2- Employer confirms incentive funds are available with DH - Health Workforce Planning (HWP)
- 3- Employer makes job offer to eligible candidate
- 4- Eligible candidate accepts job offer
- 5- Return-of-Service agreement signed
- 6- Employer informs DH - HWP of appointment to hard-to-recruit position and subsequent removal from the list
- 7- Employer submits quarterly Budget Amendment Requests (RHAs) or invoices (EM/ANB Inc.) for reimbursement of incentives granted
- 8- Department of Health monitors budget allotment for the fiscal year

Disqualifications

- Registered Nurses or Nurse Practitioners who have previously practised in New Brunswick must have moved out-of-province permanently for a minimum of one year before being considered for a recruitment incentive.
- Registered Nurses and Nurse Practitioners are not eligible to receive a recruitment incentive more than once during their career.

Please Note:

A maximum number of incentives are offered annually based on availability of funds allocated for the program for each fiscal year. This program will also be monitored with respect to retention rates of RNs and NPs who are granted an incentive.