

October 4, 2007

New Initiatives to Keep and Attract Nurses

***Doubling Target for the Recruitment of Nurses from 400 to 800
(\$4 million)***

- An additional \$4 million will be allocated to enhance the success of the Relocation Grant and Northern/Rural/Hard-to-Recruit Grant programs.
- Within one year of introducing recruitment grants we have recruited 244 nurses. This is approximately 60 per cent of the original target of 400 nurses (RNs, LPNs, RPNs) over two years.
- To date, 377 people (244 for nursing) have received one or more grants and have committed to a return in service in Saskatchewan.
- This money is in addition to the \$25 million announced in October 2006 for Nursing Recruitment and Retention initiatives.

***Province-Wide Nursing Mentorship Program & Funding to Guarantee New Graduates a Position to Work with Experienced Nurses
(\$12.4 million)***

- These jobs will be for positions over and above established nursing spots.
- The jobs will ease the transition of new graduates into the workforce through a mentoring program with more experienced nurses.
- The mentorship program will be modelled on a pilot program currently operating in the Regina Qu'Appelle Health Region.
- Experienced nurses who agree to mentor graduates are compensated for their time for attending workshops and spending time with the new nurse.
- Nurses acting as mentors will have normal workloads reduced to allow them time to work with new graduates.
- The mentorship program is expected to encourage older nurses to stay in the workforce longer.

Funding for Nurses' Professional Development (\$2 million)

- Health regions will allocate this additional funding based on nurses' needs identified in their region.

Assessment of Internationally Educated Nurses – Saskatchewan Registered Nurses Association (\$300,000)

- The SRNA will receive \$300,000 over three years to enhance its capacity to offer timely licensing review and processing for internationally trained nurses.

In total, the provincial government has committed more than \$500 million to be spent over three years on health worker retention and recruitment initiatives.