

## Impact of Final Offer on Nursing Careers

Recruiting and retaining nurses in a competitive market takes time and resources. Initiatives to meet recruitment and retention requirements have been addressed in the Government / SUN Partnership Agreement, the final offer presented by SAHO to SUN to conclude the Collective Agreement, and in other efforts funded by the Ministry of Health and Regional Health Authorities. Initiatives to provide competitive wages and benefits and a quality workplace are included in the final offer. Each item is offered as incentive to consider or continue a nursing career in Saskatchewan.

<b><i>New Grads/Early Career Nurses</i></b>	<b><i>Mid Career Nurses</i></b>	<b><i>Late Career Nurses</i></b>
<p><b><i>Retention Initiatives for New Nurses</i></b></p> <ul style="list-style-type: none"> <li>- <i>Because Saskatchewan has a six step wage structure for general duty nurses rather than a 9 step structure (both Alberta and Ontario have a 9 step structure), Saskatchewan nurses overall are third in the country at the top rate but are second in the country for starting wage (4% below Alberta) and are highest in the country for nurses who have between 4 and 6 years of service.</i></li> <li>- Service recognition bonus of \$1750 paid to FTEs in year 3 and 4 of the proposed collective agreement.</li> <li>- 8 hours paid professional development for each full-time equivalent position subject to employer approval.</li> <li>- Moving allowances and Northern living allowances increased.</li> <li>- Maternity/paternity/adoption supplemental employment benefits introduced so the employee receives up to 75% of the employee's regular rate of pay.</li> </ul>	<p><b><i>Retention Initiatives for Mid Career Nurses</i></b></p> <ul style="list-style-type: none"> <li>- Service recognition bonus of \$1750 paid to FTEs in year 3 and 4 of the proposed collective agreement.</li> <li>- 8 hours paid professional development for each full-time equivalent position subject to employer approval.</li> <li>- Moving allowances and Northern living allowances increased.</li> <li>- Maternity/paternity/adoption supplemental employment benefits introduced so the employee receives up to 75% of the employee's regular rate of pay.</li> </ul>	<p><b><i>Retention Initiatives for Late Career Nurses</i></b></p> <ul style="list-style-type: none"> <li>- 2% long service increase to wages for nurses with 20 or more years of service in the bargaining unit.</li> <li>- <i>Enhanced retention of long service nurses - the increase in wage rates will mean that senior nurses eligible for retirement (assuming 25 years of service) who currently work full-time and work over the next four years could receive a pension up to 55% higher than it would be if they retired today (This includes both four additional years of service and the higher base because of higher wage rates.)</i></li> <li>- Service recognition bonus of \$1750 paid to FTEs in year 3 and 4 of the proposed collective agreement.</li> <li>- 8 hours paid professional development for each full-time equivalent position subject to employer approval.</li> <li>- Moving allowances and Northern living allowances increased.</li> <li>- Letter of Understanding which requests that SUN/ Government Partnership research and develop initial framework to identify initiatives for late career nurses and potential funding.</li> </ul>

<b><i>New Grads/Early Career Nurses</i></b>	<b><i>Mid Career Nurses</i></b>	<b><i>Late Career Nurses</i></b>
<p><b><i>New Graduates/ Mentorship</i></b> Increase hours for Other-than-full-time - Positions of .3 FTE or less which are vacated may be offered to part-time employees in the work area requesting more hours.</p> <p>Supernumerary positions - Supernumerary positions for new grads – the Employer may hire new grads supernumerary for up to 12 months. Consideration will be given to new grads preference for full-time or other-than-full-time position.</p> <p><b><i>Mentorship</i></b></p> <ul style="list-style-type: none"> <li>- Regions shall establish a Mentorship Program and roster.</li> <li>- Provide 16 hours of paid leave for mentors and those being mentored.</li> <li>- Employer will advise of mentorship program for new hires, nurses returning to their position after extended leave and those who acquire a new position.</li> </ul> <p><b><i>Orientation</i></b> - Orientation of up to 6 weeks provided for new hires, supernumerary as required based on Employer assessment of need in consultation with the Employee.</p> <p><b><i>Enhanced Salary and Benefits</i></b></p> <ul style="list-style-type: none"> <li>- Wage increases of 5%-5%-5%-5%, with a market adjustment of 5% and the addition of a new step in the wage scale to provide wages competitive with other provinces.</li> <li>- Service recognition bonus (\$1750 per FTE per year) paid in year 3 and 4 of the proposed collective agreement.</li> </ul>	<p><b><i>Mentorship/Preceptorship</i></b></p> <p><b><i>Mentorship</i></b></p> <ul style="list-style-type: none"> <li>- Added definition requested by SUN</li> <li>- Regions shall establish a Mentorship Program and roster.</li> <li>- Provide 16 hours of paid leave for mentors and those being mentored.</li> <li>- Employer will advise of mentorship program for new hires, nurses returning to their position after extended leave and those who acquire a new position.</li> </ul> <p><b><i>Preceptorship</i></b></p> <ul style="list-style-type: none"> <li>- Preceptor premium of \$.65/hour.</li> </ul> <p><b><i>Enhanced Salary and Benefits</i></b></p> <ul style="list-style-type: none"> <li>- Wage increases of 5%-5%-5%-5%, with a market adjustment of 5% and the addition of a new step in the wage scale to provide wages competitive with other provinces.</li> <li>- Service recognition bonus (\$1750 per FTE per year) paid in year 3 and 4 of the proposed collective agreement.</li> </ul>	<p><b><i>Mentorship/Preceptorship</i></b></p> <p><b><i>Mentorship</i></b></p> <ul style="list-style-type: none"> <li>- Added definition requested by SUN</li> <li>- Regions shall establish a Mentorship Program and roster.</li> <li>- Provide 16 hours of paid leave for mentors and those being mentored.</li> <li>- Employer will advise of mentorship program for new hires, nurses returning to their position after extended leave and those who acquire a new position.</li> </ul> <p><b><i>Preceptorship</i></b></p> <ul style="list-style-type: none"> <li>- Preceptor premium of \$.65/hour.</li> </ul> <p><b><i>Enhanced Salary and Benefits</i></b></p> <ul style="list-style-type: none"> <li>- Wage increases of 5%-5%-5%-5%, with a market adjustment of 5% and the addition of a new step in the wage scale to provide wages competitive with other provinces.</li> <li>- Service recognition bonus (\$1750 per FTE per year) paid in year 3 and 4 of the proposed collective agreement.</li> </ul>

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<ul style="list-style-type: none"> <li>- All overtime paid at 2 times regular rate of pay.</li> <li>- Nurse practitioner premium of \$6/hour.</li> <li>- Premium rates for in charge pay, regular and special standby, shift differential and weekends have been increased. <i>In some cases the proposed premium is more than double the initial premium.</i></li> <li>- Moving allowances and northern living allowances increased.</li> <li>- Maternity/paternity/adoption supplemental employment benefits introduced so the employee receives up to 75% of the employee's regular rate of pay.</li> <li>- Maintain current premiums and benefits for extended health and dental benefits during the 4 years of the proposed agreement.</li> </ul>	<ul style="list-style-type: none"> <li>- All overtime paid at 2 times regular rate of pay.</li> <li>- Nurse practitioner premium of \$6/hour.</li> <li>- Premium rates for in charge pay, regular and special standby, shift differential and weekends have been increased. <i>In some cases the proposed premium is more than double the initial premium.</i></li> <li>- Moving allowances and northern living allowances increased.</li> <li>- Maternity/paternity/adoption supplemental employment benefits introduced so the employee receives up to 75% of the employee's regular rate of pay.</li> <li>- Maintain current premiums and benefits for extended health and dental benefits during the 4 years of the proposed agreement.</li> </ul>	<ul style="list-style-type: none"> <li>- All overtime paid at 2 times regular rate of pay.</li> <li>- 2% long service increase to wages for nurses with 20 or more years of service in the bargaining unit.</li> <li>- Nurse practitioner premium of \$6/hour.</li> <li>- Premium rates for in charge pay, regular and special standby, shift differential and weekends have been increased. <i>In some cases the proposed premium is more than double the initial premium.</i></li> <li>- Moving allowances and northern living allowances increased.</li> <li>- Maintain current premiums and benefits for extended health and dental benefits during the 4 years of the proposed agreement.</li> </ul>

#### ***Maintaining Minimum Staffing***

- An agreement to maintain the number of full-time equivalent (FTE) RN/RPNs within each regional health authority as at November 1, 2007 *[for a total of 5900 FTEs provincially]* and provide quarterly reports by region.
- A letter of understanding deals with no abolishment of nursing positions during the four year agreement except in specific circumstances. These specific circumstances would include reduction of service, facility or unit closures, mergers or transfers or a reduction of work. In those cases, if such reductions meant FTE numbers would fall below the numbers on November 1, 2007, positions would be created elsewhere in the RHA.
- May replace with other health providers on a temporary basis if RNs or RPNs cannot be recruited.

#### ***Professional Standards***

- As per legislation, the SRNA and RPNAS set professional standards for their members and they change from time to time.
- Saskatchewan's collective agreement already has the strongest language in the country regarding professional standards and employers are accountable for providing a working environment consistent with nursing standards, practices and procedures. Saskatchewan is the only province to have a binding process related to workload issues.
- New provision added to introduce an expedited process at the point of care for nurses to report situations, where in their professional opinion, nursing standards may not have been met.