

Recruitment and Retention – Results to date

Initiative		Results/Impacts
<ul style="list-style-type: none"> 83% of RNs and 91.8% of RPNs currently working in Saskatchewan, graduated from programs in Saskatchewan; 14.3% of the RNs currently working here trained somewhere else in Canada. ⁽¹⁾ NEPS Exit Survey of grads of 2006/07 stated that 96.6% of grads expect to work in Saskatchewan; only 2.8% expect to work in Alberta or BC. ⁽²⁾ NEPS 2 year follow up survey of 2005 grads showed 92.8% of grads from 2005 remained in Saskatchewan. Of the 9 grads who left the province, 4 intend to move back. ⁽²⁾ NEPS 5 year follow up survey of 2002 grads showed that 76.5% of grads stayed in Saskatchewan; 21 of 32 who left are considering moving back. ⁽²⁾ Beginning in 2002 the number of nursing seats has been increasing. Government has committed to increasing these seats by a further 300 in this term. (more) 	Retaining Saskatchewan Graduates	<ul style="list-style-type: none"> Over 14% of our current nurses came to Saskatchewan from an education program outside the province; that's a greater percentage than the number of new grads currently leaving the province. New grads will stay and work in Saskatchewan if there are jobs available. Applying this percentage (96.6%) to the number of expected grads in 2007/08, would mean 295 new nurses in Saskatchewan. Even nurses who have moved away in the past are considering returning to Saskatchewan. The percentage of grads who intend to stay in the province has increased to 96.6% in 2007 from the 76.5% who remained in Saskatchewan in 2002. ⁽²⁾ Increased number of potential graduating nurses available for work.
<ul style="list-style-type: none"> Recruiting delegation to Philippines with representatives from five health regions, SRNA, SUN and the Ministry of Health and Government Regional Health Authorities have demonstrated significant efforts in recruitment and retention on their own initiative 	Regional Health Authority Programs	<ul style="list-style-type: none"> Nearly 300 new nurses from the Philippines are expected to begin working in Saskatchewan in 2008; 80 nurses were recruited earlier in 2007 Between April 1, 2007 and February 29, 2008 the twelve Regional Health Authorities have spent almost \$500,000 on over 400 advertising or direct mail efforts locally, provincially, nationally and internationally; spent over \$800,000 on recruitment trips and job fairs, making over 120 appearances at job fairs; provided \$1.5 million in areas such as bursaries, moving assistance and specialized training; and spent almost \$250,000 to support recruitment efforts The Regional Health Authorities expect to spend over \$4 million from April 1, 2007 until March 31, 2008 in recruitment and retention efforts, for RN's & RPN's.

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<ul style="list-style-type: none"> • Nursing Bursary Program - funding for nursing (all levels including nurse practitioner) bursaries is \$800,000 on an annual basis • Recruitment Agency - \$500,000 annually to recruit health employees for the province • Recruitment Grants - \$8 million allocated to nurses for grants in return for one to four years return in service commitment • Retention program - \$6 million available for proposals addressing retention issues • Retention bonus - \$6 million over 3 years for SUN members salaries • Mentorship and graduate nurse job program - \$12.4 million to transition new nurses from education programs into practice and provide full-time job guarantee of supernumerary positions • Continuing Education and Professional Development - \$2 million for nurses for professional development activities and to supplement education funding already provided to health regions • Educational Opportunities for Aboriginal People – dedicated seats within established training programs, and enhanced opportunities for Aboriginal people to enter the healthcare field • Internationally Educated Health Professionals – funding provided to improve the capacity to assess and accept internationally trained nurses • Quality health workplace initiatives – funding for professional development opportunities, equipment purchases, and initiatives to create a quality working environment 	<div style="display: flex; align-items: center; justify-content: center;"> <div style="writing-mode: vertical-rl; transform: rotate(180deg); background-color: black; color: white; padding: 5px; font-weight: bold;">Government Programs</div> <div style="margin-left: 20px;"> <ul style="list-style-type: none"> • From April 1 – December 21, 2007 there were 272 nurses (RNs, LPNs, RPNs) awarded a bursary with a return in service commitment back to the Province • Health Careers in Saskatchewan has attended 38 career fairs across Canada in 2007/08, visited post secondary institutions and continues to forward thousands of applications to the health regions and Saskatchewan Cancer Agency • As of December 31, 2007, 383 nurses had received grants and 76% are working full time hours in Saskatchewan; 199 relocated from outside Saskatchewan. An update for Feb, 2008, 442 nurses relocated, 226 from outside Saskatchewan. • Additional 0.5% each year to SUN member's salary agreed to in the last collective agreement • The percentage of aboriginal graduates in the NEPS program has increased to 14.7% from 5.2% in 2005. ⁽²⁾ • Processes streamlined to enable recruitment of Philippine nurses and get them into the system faster </div> </div>

(1) Highlights From the Regulated Nursing Workforce in Canada, 2006:CIHI

(2) NEPS Exit Survey: Graduates of the 2006-2007 Academic Year; NEPS 2-year Follow-up Survey:2005 Graduates; and NEPS 5-year Follow-Up Survey: 2002 Graduates