

**RNAO Rural, Remote and Northern Area Nursing Task Force**

**Environmental Scan**

**Government Nursing Initiatives Specific to Rural/Remote Areas:**

<b>Program</b>	<b>Description</b>
<p>Tuition Support Program for Nurses</p>	<p>Offers tuition reimbursement to new graduate nurses from rural and remote communities who choose to do a return-of-service (ROS) in an eligible community with a rurality index score (RIO) score of 40 or greater. The program is open to nurse practitioner, registered nurse and registered practical nurse graduates who apply within one (1) year of having graduated from a Canadian University or College. Applicants must be Canadian citizens or landed immigrants, eligible to work in Ontario and must live or have attended high school within 100kms from the community they choose to locate to.</p> <p>For every year of tuition that is reimbursed, the applicant must work a minimum of 1500 hours within a 12 month period when working on a full-time basis, or within 24 months if the applicant is working in a permanent part-time position. If the 1500 hours is attained prior to the end of the 12 or 24 months, the applicant must work to the end of the 12 or 24 months to complete their return of service obligation. Casual employment is not eligible. Funds will be flowed once the applicant has started their ROS in the community they choose.</p> <p><a href="http://www.health.gov.on.ca/en/pro/programs/northernhealth/docs/tuition_prog_guidelines.pdf">http://www.health.gov.on.ca/en/pro/programs/northernhealth/docs/tuition_prog_guidelines.pdf</a></p>
<p>Nursing Community Assessment Program</p>	<p>Provides reimbursement to employers for travel and accommodation expenses incurred by nurses (and their spouses if applicable) for the purpose of assessing nursing employment opportunities in communities with a Rurality Index of Ontario (RIO) score of 40 or over.</p> <p>This program is available to all practicing nurses in Ontario including Registered Nurses, Registered Practical Nurses and Nurse Practitioners interested in relocating to a community with a RIO score of 40 or greater.</p> <p>The program is also available to Ontario nursing graduates under the Nursing Graduate Guarantee initiative and Ontario nursing students (RN and RPN) in the last year of their respective programs.</p> <p>To be eligible to participate in this program, the organization must have a permanent nursing position available for the nurse that is funded by the MOHLTC.</p> <p>The employer will invite the nurse for the community assessment visit. The employer will then contact the Underserved Area Program (UAP) of the MOHLTC to receive written approval prior to the visit taking place as per the program guidelines to ensure that travel and accommodation costs for the nurse (and spouse if applicable) will be reimbursed. The employer will then submit a claim for reimbursement of eligible expenses to the UAP.</p>

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	<p>The nurse must have a valid nursing registration with the College of Nurses of Ontario (CNO) to practice or Temporary Registration with the CNO if they are a recent nursing graduate. A nursing student must show evidence in writing that he/she is eligible to obtain a certificate of registration, within one year of the visit date, subject to the rules and regulations of the CNO.</p> <p><a href="http://www.health.gov.on.ca/en/pro/programs/northernhealth/ncav.aspx">http://www.health.gov.on.ca/en/pro/programs/northernhealth/ncav.aspx</a></p>
Ontario Nursing Workforce Alliance	<p>A partnership of health care organizations focusing on the sharing of resources. It is an exciting program that was initiated in 2010 in partnerships with the Nursing Secretariat of the Ministry of Health and Long Term Care. London Health Sciences Centre, in London Ontario, is the current program administrator.</p> <p>This initiative partners “Hub Organizations”, large academic acute care centres with “Satellite Organizations”, rural remote acute care centres that are experiencing challenges when hiring nursing staff. This partnership allows for the sharing of nurses between the two organizations.</p> <p>Both experienced Registered Nurses and new graduates are utilized for this program. The Nursing Graduate Guarantee program can be leveraged to hire and prepare new nurses in a unique education and orientation program. Equipped with appropriate qualifications, the ONWA nurse will provide short and long term placements in rural and remote communities experiencing staffing shortages.</p> <p>This initiative allows cooperative and collaborative sharing of expertise in nursing practice and patient-centered care between nurses and the partner sites in ONWA. ONWA nurses have the opportunity to gain valuable knowledge, skills and experience working in diverse health care environments. Support and knowledge sharing between a large academic health care facility and smaller community based organizations is the foundation of ONWA.</p> <p>ONWA nurses are employees of the Hub Organization and will be provided with a leave of absence (LOA) in order to work at the Satellite Organization for an agreed term(length varies 3-12 months). Travel expenses and accommodation costs will be paid to the ONWA nurse by the Satellite Organization as negotiated.</p> <p><a href="http://www.lhsc.on.ca/About_Us/ONWA/">http://www.lhsc.on.ca/About_Us/ONWA/</a></p>

**Government Nursing HHR Initiatives Not Specific to Rural/Remote Areas:**

<b>Program</b>	<b>Description</b>
Nursing Graduate Guarantee	<p>Uses the HealthForceOntario Nurses' Career Start Gateway to link New Graduate Nurses with employers. Funding is provided to create bridging positions to support New Graduate Nurses in finding full-time employment immediately upon graduation and to provide them with an orientation that will lead to permanent employment in many cases. These employment opportunities will be available to the hospital, long-term care, home care, mental health, public health, and primary care sectors.</p> <p><a href="http://www.healthforceontario.ca/en/Home/Nurses/Training_%7C_Practising_In_Ontario/Nursing_Strategy/Nursing_Graduate_Guarantee/Program_Overview">http://www.healthforceontario.ca/en/Home/Nurses/Training_%7C_Practising_In_Ontario/Nursing_Strategy/Nursing_Graduate_Guarantee/Program_Overview</a></p>
Nursing Career OriENTation	<p>The Nursing Career OriENTation (NCO) Initiative is designed to support internationally-educated nurses (IENs) newly registered in Ontario by providing them with a full-time job opportunity (bridging position). The NCO provides up to 26 weeks of temporary, full-time employment in a supernumerary (i.e. above regular staffing complement) position to support eligible nurses' transition into practice, and provides them with the opportunity to apply and compete for permanent, full-time employment.</p> <p><a href="http://www.healthforceontario.ca/en/Home/Nurses/Training_%7C_Practising_In_Ontario/Nursing_Strategy/Nursing_Career_OriENTation">http://www.healthforceontario.ca/en/Home/Nurses/Training_%7C_Practising_In_Ontario/Nursing_Strategy/Nursing_Career_OriENTation</a></p>
Late Career Nurse Initiative	<p>Assists organizations with retention of Late Career Nurses (LCNs), by recognizing LCNs as an asset, and as an integral component to quality care for Ontarians. This initiative aligns with Ontario's Action Plan for Health Care and its objective of providing high quality care, in the right place. It also supports the HealthForceOntario goal of supporting initiatives that contribute to healthy work environments.</p> <p>Organizations employing permanent full time and permanent part time Registered Nurses (RNs), Nurse Practitioners (NPs) and Registered Practical Nurses (RPNs), who are 55 and older and providing direct patient care in the Hospital, Long -Term Care, and Home care sectors are eligible to apply for funding. The funding provided remunerates organizations for salary replacement dollars, thereby allowing LCNs to participate in less physically demanding roles for 20% of their time for a minimum of 10 weeks and a maximum of 16 weeks in a fiscal year. LCNs benefit from the opportunity to engage in nursing related activities that use their extensive knowledge and skills in roles that are less strenuous. The benefit to employers is significant, as retaining experienced nurses enriches patient care.</p> <p><a href="http://www.healthforceontario.ca/en/Home/Employers/Late_Career_Nursing_Initiative">http://www.healthforceontario.ca/en/Home/Employers/Late_Career_Nursing_Initiative</a></p>
Nursing Education Initiative	<p>Provides education grants to support nurses' knowledge and skills through professional development. All nurses currently registered to practise in Ontario – including RNs and RPNs – can apply. RNs must apply to RNAO; RPNs must apply to RPNAO.</p>

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	<a href="http://rnao.ca/education-funding/nei">http://rnao.ca/education-funding/nei</a> <a href="http://www.rpnao.org/practice-education/nursing-education-initiative">http://www.rpnao.org/practice-education/nursing-education-initiative</a>
HealthForceOntario Marketing and Recruitment Agency	<p>Government-funded agency that provides career resources and other supports to nurses, physicians and other health professionals.</p> <p><a href="http://www.healthforceontario.ca/en/Home/Nurses/Training_%7C_Practising_In_Ontario/Career_Assistance">http://www.healthforceontario.ca/en/Home/Nurses/Training_%7C_Practising_In_Ontario/Career_Assistance</a></p>
Grow Your Own Nurse Practitioner	<p>The Grow Your Own Nurse Practitioner Program was developed to fill vacancies among government funded NP positions. It allows the opportunity to use Ministry funds - currently allocated to a nurse practitioner position - to sponsor a local registered nurse to obtain his/her NP education. The funding will be used to pay the RN's salary while he/she is in school and to reimburse education-related expenses. In exchange, the new NP must agree to a return of service commitment to the agency.</p> <p><a href="http://www.health.gov.on.ca/english/providers/program/nursing_sec/materials.html">http://www.health.gov.on.ca/english/providers/program/nursing_sec/materials.html</a></p>
Telemedicine Nurse Initiative	<p>Ontario Telemedicine Network (OTN) worked with the Local Health Integration Networks (LHINs) to develop and execute plans to support the hiring and training of 191 Telemedicine nurses to support the delivery of virtual patient consultations, assessments, training, and knowledge exchange. OTN also established the Clinical TMC Certification Program as the best practice standard for nurse training in Telemedicine.</p>

#### **Government Physician HHR Initiatives Specific to Rural/Remote Areas:**

<b>Program</b>	<b>Description</b>
Community Visit Program	<p>Provides reimbursement for travel and accommodation expenses incurred by health care professionals and their spouse within Ontario, for purposes of assessing practice opportunities in an eligible community of the province.</p> <p><a href="http://www.health.gov.on.ca/en/pro/programs/northernhealth/cav.aspx">http://www.health.gov.on.ca/en/pro/programs/northernhealth/cav.aspx</a></p>
Northern and Rural Recruitment and Retention (NRRR) Initiative	<p>Offers taxable financial incentives to each eligible physician who establishes a full-time practice in an eligible community of the province. The grants range between \$80,000 and \$117,600 paid over a four-year period. The grants will be awarded based on eligibility criteria and considerations related to total NRRR Initiative budget allocations</p> <p><a href="http://www.health.gov.on.ca/en/pro/programs/northernhealth/nrrr.aspx">http://www.health.gov.on.ca/en/pro/programs/northernhealth/nrrr.aspx</a></p>
Ontario Physician Locum Programs	<p>Provides centralized and coordinated locum physician assistance for hospitals, communities and physicians across the province. OPLP also offers advisory and information services to hospitals, communities and physicians to promote local solutions for physician coverage.</p> <p><a href="http://www.healthforceontario.ca/en/M4/Ontario_Physician_Locum_Programs">http://www.healthforceontario.ca/en/M4/Ontario_Physician_Locum_Programs</a></p>

Program	Description
Northern Physician Retention Initiative	<p>Established as an initiative under the 2000 Ontario Medical Association (OMA) Framework Agreement to enable eligible physicians in northern Ontario to receive the equivalent of a \$7,000 retention incentive paid at the end of each fiscal year in which they continue to practice full-time in Northern Ontario. The NPRI is targeted to general/family practitioners and specialists who continue to practice full-time in Northern Ontario. Northern Ontario is defined as the Districts of Algoma, Cochrane, Kenora, Manitoulin, Nipissing, Parry Sound, Muskoka, Rainy River, Sudbury, Thunder Bay and Timiskaming.</p> <p><a href="http://www.health.gov.on.ca/en/pro/programs/northernhealth/npri.aspx">http://www.health.gov.on.ca/en/pro/programs/northernhealth/npri.aspx</a></p>
Rural & Northern Physician Group Agreement	<p>The Rural and Northern Physician Group Agreement (RNGPA) is intended to redress the historic shortage of primary care and other related services delivery in eligible rural and northern communities. RNGPA physicians are responsible for providing access to the full range of services listed in the agreement. In exchange, participating physicians receive financial incentives.</p> <p><a href="http://www.srpc.ca/PDF/RNPGA.pdf">http://www.srpc.ca/PDF/RNPGA.pdf</a></p>
Northern Ontario School of Medicine	<p>The Northern Ontario School of Medicine (NOSM) first welcomed MD students in September 2005 as the first new medical school in Canada in over 30 years, and only the second new medical school in North America during a similar period. It is the first Canadian medical school hosted by two universities, over 1,000 kilometres apart. NOSM serves as the faculty of medicine for Lakehead University in Thunder Bay and Laurentian University in Sudbury. The School has developed and delivers a distinctive model of distributed, community-engaged, and socially accountable, medical education. In addition, NOSM is the only Canadian medical school to be established as a stand-alone, not-for-profit corporation, with its own Board of Directors and corporate by-laws.</p> <p>Across the region, NOSM learners (medical students, residents, and learners from other health disciplines such as rehabilitation sciences, dietetics, and physician assistants), are gaining relevant clinical experience under the guidance of health professionals in community hospitals, clinics, and family practices. The School brings together over 70 community partners, over 1000 clinical, human, and medical sciences stipendiary faculty, and more than 200 employees. NOSM's success is very much a result of many partnerships and collaborations with individuals, communities and organizations including Aboriginal and Francophone, hospitals and health services, physicians and other health professionals, universities and colleges, information communication technology organizations, and other medical schools.</p> <p>With learners distributed across the North, communities have a vital role in welcoming and supporting students so that they develop a better understanding of living and working in a Northern Ontario community.</p> <p>NOSM is a made-in-the-North solution that is attracting attention from around the world for its innovative model of community-engaged medical education and</p>

<b>Program</b>	<b>Description</b>
	research, while staying true to its social accountability mandate of contributing to improving the health of the people and communities of Northern Ontario.  <a href="http://www.nosm.ca/about_us/default.aspx">http://www.nosm.ca/about_us/default.aspx</a>