

Introduction

As part of the Health Human Resources (HHR) Sustainability Initiative and the provincial New Graduate Nurse Hiring Commitments, Island Health will continue to commit to:

100% of RN/RPN New Graduate RN/RPNs will receive an offer of regular employment of at least 0.7 full-time equivalent (FTE) or greater for at least six-months.

Island Health endeavors to facilitate a positive practice and learning environment where New Graduates can thrive as they acquire and develop clinical skills and work towards honing their level of expertise. To enact the provincial New Graduate Nurse Hiring Commitments, Island Health has developed a New Graduate Nurse (RN/RPN) Hiring Strategy and is working in close collaboration with the Professional Practice New Graduate Transition Program. This collaboration will endeavor to strength practice and learning environments.

New Graduate Transition Program (NGTP) support

The Professional Practice New Graduate Transition Program (NGTP) is committed to best practice and supports New Graduates to strive towards Island Health's vision of *excellent health and care for everyone, everywhere, every time*.

Professional Practice is continuing to provide the New Graduate Transition Program, which endeavors to:

- Enhance recruitment and retention of a confident and competent new graduate workforce.
- Support continuing competency development and consolidation of practice during first year.
- Ease transition shock through intentional practice and mentorship support.

The core elements of the New Graduate Transition Program for New Graduate Nurses (RN/RPN) include:

- Automatic enrollment of all New Graduate Nurse (RN/RPN) hires into the NGTP.
- Protected time for transition activities:
 - 140 hours of protected orientation that includes:
 - Professional Development Workshops by Professional Practice.
 - Learning Plan(s) to articulate learning goals and track learning activities.
- Professional Practice New Graduate Navigators to provide guidance to New Graduates and practice support to operational leaders.

For More Information:

Visit the Professional Practice New Graduate Transition Program intranet pages:

- [New Graduate Transition Support: Graduates](#)
- [New Graduate Transition Support: Leaders](#)

Or contact Professional Practice via ProfessionalPractice@islandhealth.ca

Island Health New Graduate RN/RPN Hiring Strategy

Frequently Asked Questions (FAQs)

Frequently Asked Questions

Below are some of the most frequently asked questions. For additional questions pertaining to:

- Career Counselling and Hiring: TalentAcquisition@islandhealth.ca
- Practice Support: ProfessionalPractice@islandhealth.ca
- Provincial New Nurse Hiring Commitments: WorkforceStrategy@islandhealth.ca
- General employee questions: [HR Access Helpline](#).

Getting Started

1. Why are New Graduate Nurses (RN/RPN) being offered temporary positions or permanent lines?

In early 2023 through a collaboration with all Health Care Organizations and input from New Graduate Nurses (RN/RPN), and the provincial New Graduate Nurse Hiring Commitments were created. These commitments are to offer all RN and RPN graduates* a regular schedule for six-months. The schedule could range from part-time (0.7 Full Time Equivalent or FTE) to full-time (1.0 FTE). The intention of this change is to ensure that clinical mentorship and additional supports are available for New Graduate Nurses (RN/RPN).

*Unless a reasonable workplace accommodation is required as per the BC Human Rights Code.

2. What if a New Graduate Nurse (RN/RPN) wants a line less than 0.7FTE?

New Graduate Nurses (RN/RPN) will work a position of 0.7 FTE or higher for six-months*. If the position is less than 0.7 FTE, the position will be increased to 0.7 FTE for the six-month period and revert to the original FTE at the end of the six-month period.

*Unless a reasonable workplace accommodation is required as per the BC Human Rights Code.

3. When can New Graduate Nurse (RN/RPN) start?

Island Health strives to provide each New Graduate Nurses (RN/RPN) with a start date that best supports their transition into the workforce. New Graduate Nurses (RN/RPN) can work with the Operational Manager and Talent Acquisition to identify an appropriate start date. The British Columbia College of Nurses & Midwives recommends that prospective New Graduates apply for provisional license as soon as possible to prevent processing delays. Visit the [BCCNM provisional registration webpage](#) for more information.

At any time, a New Graduate Nurse (RN/RPN) may also reach out to talentacquisition@islandhealth.ca for an individual consultation to support the navigation of this process.

4. Can a New Graduate Nurse (RN/RPN) change the location of their six-month 0.7 FTE due to it not being a good fit after being hired?

While employed as a New Graduate Nurse (RN/RPN), all New Graduates are encouraged to connect with their manager regarding their individual circumstances, learning and career pathway goals, issues, concerns and successes.

Every effort will be made to support New Graduate Nurses (RN/RPN) in the most appropriate practice

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area for each individual. **Benefits, Accommodations, and Specialty Training**

5. Will New Graduate Nurses (RN/RPN) receive a full benefits package when hired into a 0.7 or higher FTE?

New Graduate Nurses (RN/RPN) will receive regular benefits for their six-month position as they are a regular employee for the duration of their position. If a New Graduate Nurse (RN/RPN) converts to casual status at the end of the six-months, For more information regarding benefits please visit [HR Access Helpline](#).

6. Are workplace accommodations available to New Graduate Nurse (RN/RPN) hired into six-month positions?

Consistent with our shared values, Island Health is committed to fostering an inclusive workplace where all Employees are treated with respect and dignity. We are also committed to meeting our obligations under the British Columbia Human Rights Code.

Island Health commits to providing a workplace that ensures equal opportunity free from discrimination based on race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, gender, sexual orientation, gender identity or expression, age, or criminal or summary conviction offence that is unrelated to the employment or to the intended employment.

Island Health provides reasonable workplace accommodation. The purpose of accommodation is to ensure that individuals who are able to work are not unfairly excluded from doing so when working conditions can be reasonably adjusted by Island Health. Island Health will provide reasonable workplace accommodation and make every effort to provide each New Graduate Nurse (RN/RPN) with a position that will align with their work requirements and a supportive learning environment. The New Graduate Nurse (RN/RPN) Hiring Strategy allows equal access to support which reduces competition and perceived inequity. For more information on workplace accommodation visit [Workplace Accommodations](#).

7. What if a New Graduate Nurse (RN/RPN) has an opportunity to proceed into specialty training before the six-month mark? Can they go into training?

It is encouraged that all New Graduate Nurses (RN/RPN) complete the six-month period prior to starting further specialty education to consolidate entry-level nursing practice.

Exception: New Graduate RN/RPNs engaged in a Specialty Learning Pathway

A small number of BSN graduates who participated in a post-secondary institute and health authority sponsored specialty nursing education pathway in their final year and/or final practicum of their BSN program.

- These graduates will already have a plan to support their transition into a specialty area of practice (e.g., Perioperative, ED, ICU) that will continue to be honored.
- There may be a Return of Service Agreement (ROS) consistent with the NBA agreement regarding specialty education.

BSN nursing students who completed electives in specialty education areas outside of formalized pathways will not necessarily be included in this exception.

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Applying and Navigating New Graduate RN/RPN Postings

- 8. Can a New Graduate Nurses (RN/RPN) apply to an existing external vacancy or only to New Graduate Nurse (RN/RPN) postings?**

To ensure that New Graduate Nurses (RN/RPN) are supported throughout the hiring process, New Graduate Nurses (RN/RPN) will apply to the New Graduate Nurse (RN/RPN) Expression of Interest (EOI) posting. This process will ensure standardization of candidate experience and access to dedicated supports.

- 9. What if a New Graduate Nurse (RN/RPN) is already an Island Health employee (i.e., Employed Student Nurse or Licensed Practical Nurse)? Can they apply for internal positions?**

All New Graduate Nurses (RN/RPN) should apply through the New Graduate Nurse (RN/RPN) EOI posting to ensure standardization of candidate experience and access to dedicated supports. This process includes internal staff. For more information regarding transfer of seniority please visit [HR Access Helpline](#).

- 10. If a New Graduate Nurse (RN/RPN) goes into a temporary line and the line is longer than six-months, what happens if they don't stay in it past six-months?**

It is the expectation of under the nurse's collective agreement that nursers fulling a temp-position remain in role for the duration of the assignment.

- 11. Can a New Graduate Nurse (RN/RPN) apply if a vacancy arises during the six-months?**

New Graduate Nurses (RN/RPN) are welcome to apply for positions as they complete their commitment period. It is recommended that they remain in their position for the six-month commitment period to transition to practice successfully.

Moving Forward

- 12. What happens at the six-month period?**

At the end of the six-month period, the New Graduate Nurse (RN/RPN) could remain in the position they have accepted, if the position is regular, or they may remain in the position until the end of the temporary position date. If a temporary six-month position was created for the New Graduate Nurse (RN/RPN) using Appendix X language, they would have the opportunity to apply/post into regular positions or move to casual status upon completion.

Connect with Us

Implementation of the Island Health New Graduate Nurse (RN/RPN) Hiring Strategy provides New Graduate Nurses (RN/RPN) with a standardized candidate experience, fair hiring practices, and comprehensive supports during their transition into practice.