

Introduction

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

100% of New Nurse (LPN, RN, RPN) Graduates 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 Nurse Graduates can thrive as they consolidate and develop clinical skills and work towards honing their level of expertise. To enact the provincial *New Nurse Graduate Hiring Commitments*, Island Health has developed a *New Nurse (LPN, RN, RPN) Graduate Hiring Strategy* and is working in close collaboration with the Clinical Learning and Knowledge Services (CLKS), New Entrants Practice team. This collaboration will endeavor to strengthen practice and learning environments.

New Graduate Transition Program (NGTP) - Frequently Asked Questions

Below are some of the most frequently asked questions. Except where specifically indicated, the term nurse applies to LPN, RN, and RPN disciplines.

Getting Started

1. Why are New Nurse Graduates being offered temporary positions or permanent lines?

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

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

2. What if a New Nurse Graduate wants a line less than 0.7 FTE?

New Nurse Graduates will work a position of 0.7 FTE or higher for six-months*. If an available 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.

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

3. When can a New Nurse Graduate start?

Island Health strives to provide each New Nurse Graduate with a start date that best supports their transition into the workforce. New Nurse Graduates can work with Operational Managers and Recruitment Services to identify an appropriate start date. The British Columbia College of Nurses & Midwives (BCCNM)

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recommends that prospective New Nurse 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 Nurse Graduate may also reach out to RecruitmentServices@islandhealth.ca for an individual consultation to support the navigation of this process.

4. After being hired, can a New Nurse Graduate change the location of their six-month 0.7 FTE position due to it not being a good fit?

While employed as a New Nurse Graduate, all employees 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 each individual New Nurse Graduate to work in the most appropriate practice area.**

Benefits, Accommodations, and Specialty Training

5. Will New Nurse Graduates receive a full benefits package when hired into a 0.7 or higher FTE?

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

6. Are workplace accommodations available to New Nurse Graduates 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 Nurse Graduate with a position that will align with their work requirements and a supportive learning environment. The New Nurse Graduate Hiring Strategy allows equal access to support which reduces competition and perceived inequity. For more information on workplace accommodation visit [Workplace Accommodations](#).

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

It is encouraged that all New Nurse Graduates complete the six-month period prior to starting further specialty education to consolidate entry-level nursing practice.

Exception: New Nurse Graduates (RN) engaged in an undergraduate Specialty Learning Pathway

Those New Nurse Graduates (RN) who participated in a sponsored Specialty Learning Pathway in their final year and/or practicum and have a plan to support their transition into a specialty area of practice (e.g., Perioperative, ED, ICU) will continue with their Specialty Learning Pathway. There may be a Return of Service Agreement (ROS) consistent with the nurse's collective agreement.

New Nurse Graduates who completed electives in specialty education areas outside of formalized pathways will not be included in this exception.

Applying and Navigating New Graduate Nurse Postings

8. Can a New Nurse Graduate apply to an existing external vacancy or only to New Nurse Graduate postings?

To ensure that New Nurse Graduates are supported throughout the hiring process, New Nurse Graduates will apply to the New Nurse Graduate Multiple Openings posting. This process will ensure standardization of candidate experience and access to dedicated supports.

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

All New Nurse Graduates should apply through the New Nurse Graduate Multiple 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 Nurse Graduate 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?

The nurse's collective agreement contains language requiring Nurses in a temporary line remain in their role for the duration of the assignment, with limited exceptions. For more information, please visit [HR Access Helpline](#).

11. Can a New Nurse Graduate apply if a vacancy arises during the six-months?

New Nurse Graduates 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.

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Moving Forward

12. How do I apply for the one-time \$500 New Nurse Graduate bursary?

New Nurse Graduates who meet the following requirements will be eligible for a one-time \$500 bursary. This bursary will be available on an ongoing basis and retroactively applied to New Nurse Graduates who meet the eligibility requirements and started work on or after January 1, 2023.

- Graduated from a Canadian Institution within 18 months of starting their nursing position.
- Accepted an offer of regular employment (temporary or permanent) from Island Health at a minimum of 0.7 FTE for at least 6 months.
- Has not received or applied for the New Nurse Graduate bursary from another Health Care Organization.

New Nurse Graduates are entitled to only one bursary. It is expected that New Nurse Graduates will use professional and ethical decision making required of regulated professionals when applying for the bursary.

New Nurse graduates who meet the eligibility requirements can apply for the bursary by completing the [New Nurse Graduate Bursary Attestation Form](#).

The New Nurse Graduate bursary is a taxable benefit and Island Health is required to apply all statutory and contractually required deductions.

13. What happens at the six-month period?

At the end of the six-month period, the New Nurse Graduate 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 Nurse Graduate, 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 Nurse Graduate Hiring Strategy provides New Graduate Nurses with a standardized candidate experience, fair hiring practices, and comprehensive supports during their transition into practice.

For additional questions pertaining to the New Nurse Graduate Hiring Strategy, please contact:

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