Healthy People, Healthy Saskatchewan

The Saskatchewan Health Authority works in the spirit of truth and reconciliation, acknowledging Saskatchewan as the traditional territory of First Nations and Métis People.
We would like to acknowledge that we are gathering on Treaty 2, 4, 5, 6, 8, and 10 territory and the Homeland of the Dakota, Lakota and Métis.

Recognizing this history is important to our future and our efforts to close the gap in health outcomes between Indigenous and non-Indigenous peoples by knowing what the land and the traditional people of the land offer us.

I pay my respects to the traditional caretakers of this land.

www.saskhealthauthority.ca/trc

Treaty Territories and Saskatchewan Health Authority Areas

Depictions of Treaty boundaries are subject to variation. These boundaries are usually not surveyed and are estimated based on written descriptions.

This map displays the Pre-1975 Treaties (Historic Treaties) in colour, as provided by Crown-Indigenous Relations and Northern Affairs Canada. The grey lines indicate alternate boundaries compiled from various sources.
Vision, Mission, Values and Philosophy of Care

**VISION**

*Healthy People, Healthy Saskatchewan*

**MISSION**

We work together to improve health and well-being. Every day. For everyone.

**VALUES**

- **SAFETY:** *Be aware.* Commit to physical, psychological, social, cultural and environmental safety. Every day. For everyone.
- **ACCOUNTABILITY:** *Be responsible.* Own each action and decision. Be transparent and have courage to speak up.
- **RESPECT:** *Be kind.* Honour diversity with dignity and empathy. Value each person as an individual.
- **COLLABORATION:** *Be better together.* Include and acknowledge the contributions of employees, physicians, patients, families and partners.
- **COMPASSION:** *Be caring.* Practice empathy. Listen actively to understand each other’s experiences.

**PHILOSOPHY OF CARE:** Our commitment to a philosophy of Patient and Family Centred Care is at the heart of everything we do and provides the foundation of our values.
Saskatchewan Health Authority
About Our Organization

- 270 Facilities
- 9,000 Long-term Care Beds
- 64 Hospitals
- 2,500 Acute Care Patient Beds
- 153 Long-term Care Facilities
- 119 Health Centres

- 45,000+ Employees
- 2,700+ Physicians
- 25,000 Volunteers
- 560+ Patient Family Partners

- 1.8 Million Virtual Clinic Visits
- 537,000+ Emergency Room Visits
- 3.8 Million (21/22) General Practitioner Visits
Registered Nurses in the SHA
What is SHA’s largest occupational group?

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>RN or RPN</td>
<td>10,547</td>
</tr>
<tr>
<td>Continuing Care Assistant</td>
<td>7,907</td>
</tr>
<tr>
<td>Licensed Practical Nurse</td>
<td>3,109</td>
</tr>
<tr>
<td>Medical Laboratory Technician</td>
<td>609</td>
</tr>
<tr>
<td>Recreation Worker</td>
<td>538</td>
</tr>
<tr>
<td>Social Worker</td>
<td>491</td>
</tr>
<tr>
<td>Emergency Medical Technician</td>
<td>454</td>
</tr>
<tr>
<td>Assessor Coordinator</td>
<td>444</td>
</tr>
</tbody>
</table>

RNs make up nearly **25%** of our employees!
Saskatchewan Health Authority
RN by the Numbers

North West: 10%
Saskatoon Area: 38%
South West: 8%
North East: 7%
Regina Area: 27%
South East: 10%
Saskatchewan Health Authority
Where Do RNs Work?

270 FACILITIES

9,000 LONG-TERM CARE BEDS
64 HOSPITALS
2,500 ACUTE CARE PATIENT BEDS
153 LONG-TERM CARE FACILITIES
119 HEALTH CENTRES
Saskatchewan Health Authority
Acute Care Facilities

Sask. Hospital – North Battleford
Victoria Hospital – Prince Albert
Cypress Regional Hospital – Swift Current
Pasqua Hospital – Regina
Saskatchewan Health Authority
Long-Term Care Facilities

Gull Lake Special Care Centre
Mainprize Manor – Midale
Pineview Terrace – Prince Albert
Parkridge Centre - Saskatoon
Saskatchewan Health Authority
Primary Care & Community Health Facilities

Rosetown & District Primary Care Centre

Unity & District Health Centre

Red Coat Primary Health Care Clinic - Assiniboia

Tatagwa View - Weyburn
We Want You to Work With Us...
Why Work with Us?

- Varied and extensive employment opportunities
- Support through:
  - Onboarding
  - Mentorship
  - Learning & Professional Development
  - Strong/Supportive teams
- Commitment to Truth and Reconciliation
- Safe Workplaces
- Peer to Peer Resiliency and Wellbeing Supports
- Total Compensation
Unionized Environment

- SUN
- Negotiated Processes
- Wages and Benefits

Benefits

- Extended Health & Dental Plan
- Defined-Benefit Pension Plan
- Life & Disability Insurance
- Employee & Family Assistance Program
- Annual Vacation
Ministry of Health Incentives

• **Saskatchewan Rural and Remote Recruitment** – one time incentive - up to $50,000 for hard to recruit positions in rural and remote

• Incentive ranges from $30,000 to $50,000

• Paid over a three year period with matching RFS

• Targeted to Hard to Recruit positions including – Nurse Practitioner, RN, RPN, LPN, CCA, etc.
Ministry of Health Incentives

• **Graduate Retention Program** - up to $20,000 income tax credit to graduates of an eligible post secondary programs who live and work in SK.
  - Nurses and NP’s eligible for the Saskatchewan Loan Forgiveness Program may also qualify for the Graduate Retention Program

• **Final Clinical Bursary** – offered to students in an eligible health discipline that requires the completion of a final clinical placement as part of training

• Check out “Incentives for Health-Care Professionals” on the saskatchewan.ca website for more info
Loan Forgiveness

- **Student Loan Forgiveness Program** – up to $20,000 for nurses and nurse practitioners who practice in rural or remote communities.
  - Choose to work in a community of less than 10,000 people and you can qualify for Saskatchewan student loan forgiveness of up to $4,000 per year, for up to 5 years, to a maximum of $20,000.
  - Must be working in a designated rural or remote community with a population of less than 10,000.
  - Exceptions - Estevan, Weyburn and Lloydminster (Saskatchewan), which are also designated communities for this program.
Saskatchewan Health Authority

Why Work with Us?

Other Incentives

Availability of incentives are dependent on the location of hire and range from:

- **Bursary** - $2,500 to $5,000 for RFS of 1-2 Years
- **Signing Bonus** - $2,500 to $5,000 for RFS of 1-3 Years
- **Relocation** - $3,000 for RFS of 1 Year
## Saskatchewan Health Authority

### Why Work with Us?

<table>
<thead>
<tr>
<th>Type</th>
<th>Description</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nurse A</td>
<td>Psychiatric, ER, OR, and other general nursing positions.</td>
<td>$38.58 - $50.07</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Grad Nurse $33.30</td>
</tr>
<tr>
<td>Nurse B</td>
<td>Clinical Coordinator, Clinical Nurse Educator, Community Mental Health Nurse,</td>
<td>$42.04 - $52.44</td>
</tr>
<tr>
<td></td>
<td>Public Health Nurse, and other positions requiring specific experience.</td>
<td></td>
</tr>
<tr>
<td>Nurse C</td>
<td>Flight Nurse, Authorized Additional Practice (AAP) positions, and other</td>
<td>$45.83 - $56.14</td>
</tr>
<tr>
<td></td>
<td>positions requiring specialized experience and training.</td>
<td></td>
</tr>
<tr>
<td>Nurse Practitioner</td>
<td>Requires: Master of Science in Nursing, and registration as an NP</td>
<td>$52.59 - $62.91</td>
</tr>
</tbody>
</table>
Saskatchewan Health Authority

Why Work with Us?

SUN 2023-24 base hourly wages:
- Grad Nurse: $32.65
- Nurse A: $37.82 - $49.09

Premiums:
- $3.10 per hour for each hour worked on Saturday and Sunday
- $3.75 per hour evening shift differential
- 2x the regular rate of pay for overtime hours worked
Rural & Northern Opportunities
Rural and Northern opportunities include most areas/positions outside of Saskatoon and Regina.
Rural and Northern Benefits

- Lower cost of living
- Broader scope of practice
- Career advancement opportunities
- Work-life balance
- Sense of community
- Hard to recruit incentives
There's lots to love about life in Saskatchewan!

Sunshine
Saskatchewan is known as the sunniest province in Canada with four seasons to explore

Nature
Home to over 100,000 fresh water lakes, boreal forest, sand dunes, prairie and lots of room to play

Balance
Full-time, part-time, temporary and permanent positions available

Variety
Positions are available in communities of all sizes and scenery
Next Steps
Did you Know?

- There are varied classifications that students are eligible to work in prior to convocation, including:

- Positions include:
  - Recreation Worker
  - Assisted Daily Living Recreation Worker
  - Continuing Care Assistant
  - Unit Clerk
  - Unit Assistant
  - Food Services Worker
  - Environmental Services Worker
  - Laundry Services Worker
Grad Nurse Job Opportunities

Interested?

• Grad Nurse webpage for all the latest updates: https://www.saskhealthauthority.ca/careers-volunteering/careers/nurse-graduate

• Please submit your contact information through the Grad Nurse Expression of Interest so we can contact you about opportunities!

• We are proceeding with conditional offers before you get your Grad Nurse License
Questions, Please contact us!

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Thank you! Questions?