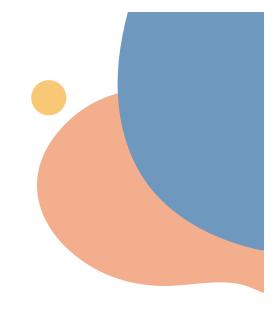# Retention Incentives

NURSES

Thank You Bonus – $10,000

- paid to front-line/non-management registered nurses, licensed practical nurses, nurse practitioners, and nurses occupying leadership roles who provide direct client care as a regular part of their role

- nurses working for publicly funded employers are eligible: Health Authorities, EMCI (LifeFlight, telehealth, medical communication centre), Continuing Care sector, Disability Support Program and nurses working in publicly funded schools as part of the School Health Partnership Program

Retention Incentive – $10,000

- additional funds paid in February/March 2024 to front-line registered nurses, licensed practical nurses, and nurse practitioners who remain working for publicly funded employers in 2023-2024 AND sign a two-year return of service agreement by March 31, 2024 (expiring March 31, 2026)

Return to Nursing Incentive – $10,000

- paid to nurses who have left the public system and who agree and are selected to return with a two-year return of service agreement signed before March 31, 2023 (including returning travel nurses)

HEALTHCARE WORKERS AND TEAM MEMBERS

Retention Bonus – $5,000

- Paid to a range of healthcare workers and team members in publicly funded positions

- Management are generally excluded with the exception of clinical managers whose majority of direct reports are clinicians providing direct patient care

NOVA SCOTIA

- Eligible employees who work in the Health Authorities, EMCI, Hearing and Speech Nova Scotia, Continuing Care sector, Disability Support Programs. Examples include:

  - clinical assistants
  - physician assistants
  - paramedics, transport operators, communications centre staff
  - telehealth staff
  - Members of Health Care, Support Services, Administrative Professional Bargaining Units
  - patient-facing clinical management
  - Non-Union/Non-Management Staff, incl. IT, HR, financial services, volunteer services
  - respiratory therapists
  - anesthesia assistants
  - speech language pathologists/audiologists
  - kitchen and food service staff
  - housekeeping staff
  - facilities maintenance (including trades)

  - security/protection staff (if employed by a health authority or continuing care)
  - shipping/receiving/transportation staff
  - engineering staff
  - clerical and office staff
  - mental health & addictions staff (incl. social workers) - *not psychiatrists, privately contracted counselling services*
  - physical rehabilitation staff (OT, PT)
  - laboratory and diagnostic imaging
  - residential rehabilitation worker
  - residential care worker
  - CCAs/Care Team Assistants
  - home support aides
  - long-term care assistants
  - ward clerks
  - unit aides

ADDITIONAL INFORMATION

- Amounts will be prorated based on the percentage of a full-time equivalent position an employee holds and when they were hired. For example, if an employee holds a 50 per cent position, they will be eligible for half of the bonus. If they started work after January 2023, they will be eligible for a portion of the bonus.

- Employees who received a signing bonus or signed a return of service agreement within the last two years are ineligible.

- Management are generally ineligible. Clinical, patient-facing managers whose majority of direct reports provide direct clinical patient care are eligible.

- Provincially funded incentives are only available to staff working for provincially funded employers. Bonuses and incentives are not available for those working in federally regulated groups, including First Nations health services, federal correctional facilities, or federally employed medical professionals.

- Employees working within the publicly funded system but not directly employed by a provincially funded health employer are ineligible for this program. Examples of exclusions: travel nurses, contracted security services, or catering staff hired under contract with NSH or IWK.

- Physicians and medical residents are not eligible for this program.

- Employees with questions regarding eligibility for retention incentives are asked to contact their employer.