



Saskatchewan  
Health Authority

# Nursing Employment Opportunities

## 2023

### *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.



[www.saskhealthauthority.ca](http://www.saskhealthauthority.ca)

# About Us



# SHA Treaty Land Acknowledgement

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](http://www.saskhealthauthority.ca/trc)

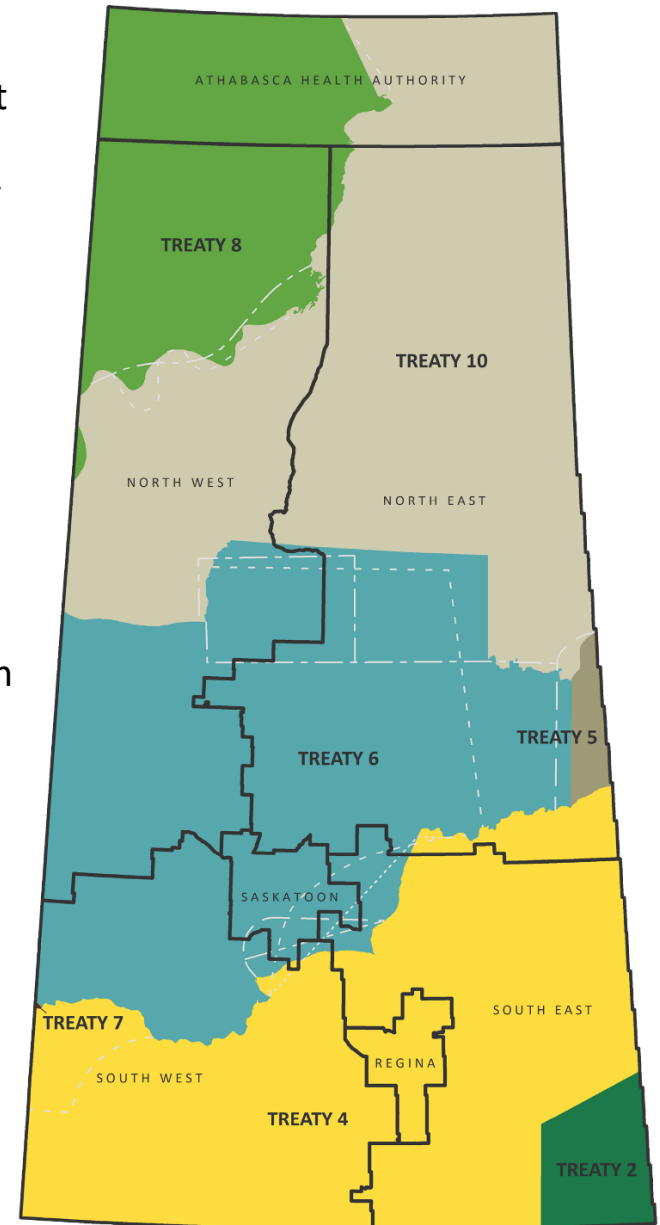


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## Treaty Territories and Saskatchewan Health Authority Areas

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



45,000+ EMPLOYEES

2,700+ PHYSICIANS

25,000 Volunteers

1.8 MILLION VIRTUAL CLINIC VISITS

537,000+ EMERGENCY ROOM VISITS

560+ Patient Family Partners

3.8 MILLION (21/22) GENERAL PRACTITIONER VISITS

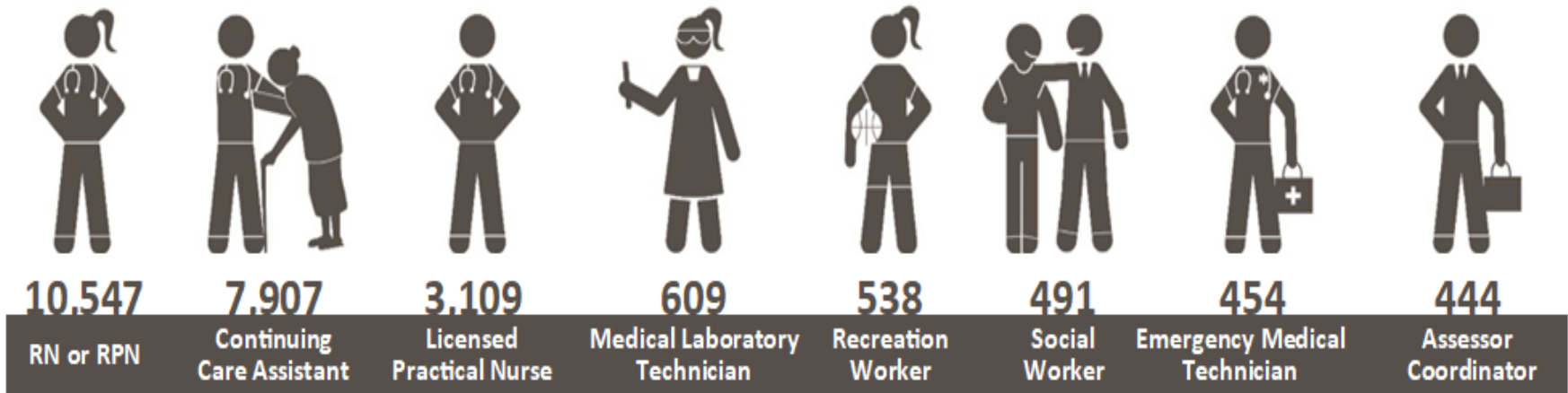
# Registered Nurses in the SHA



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## Occupational Groups by the Numbers

What is SHA's largest occupational group?



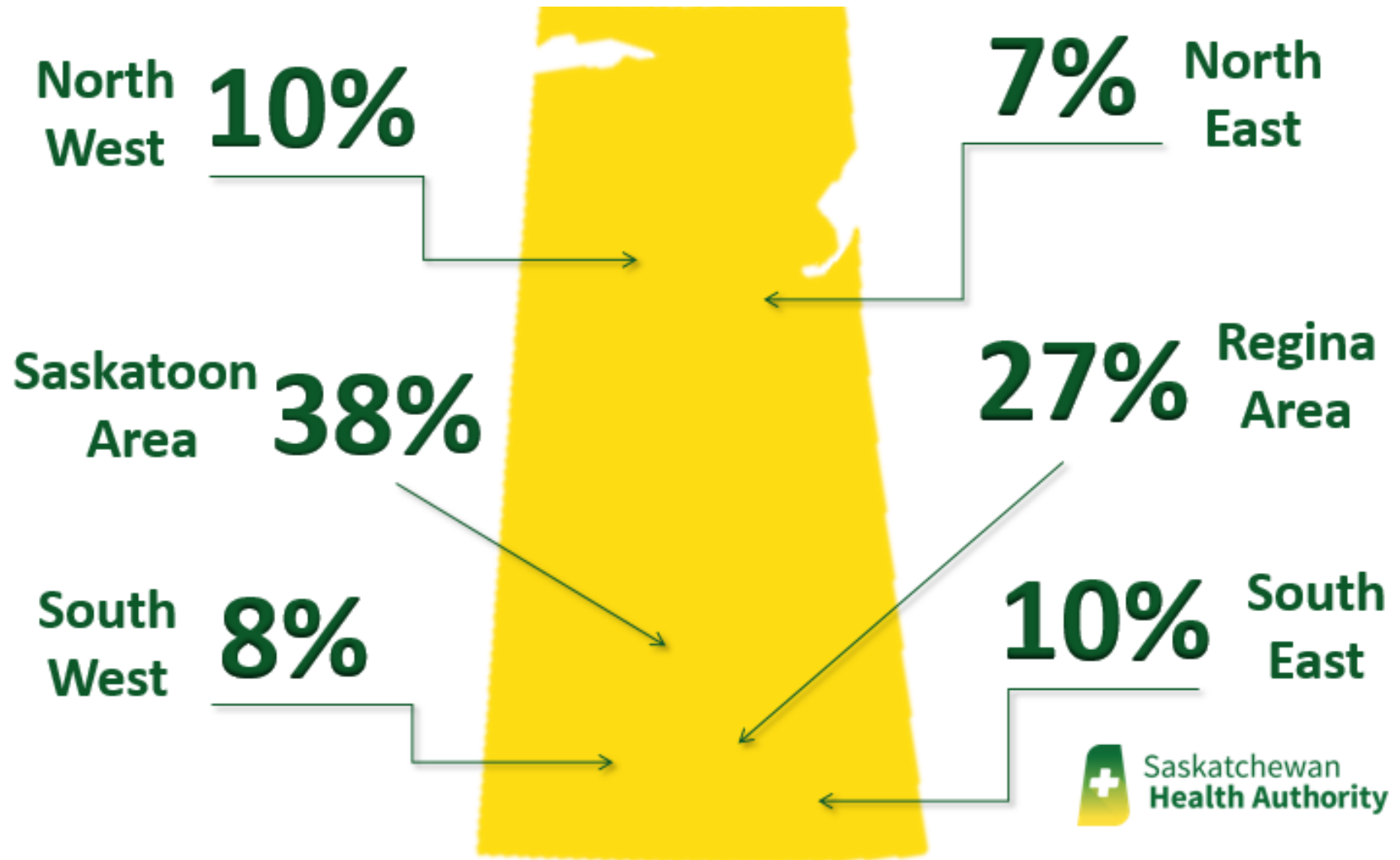
RNs make up nearly

# 25%

of our employees!

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## RNs by the Numbers





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## Where Do RNs Work?



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## Acute Care Facilities



**Sask. Hospital – North Battleford**



**Victoria Hospital – Prince Albert**



**Cypress Regional Hospital – Swift Current**



**Pasqua Hospital – Regina**

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## Long-Term Care Facilities



**Gull Lake Special Care Centre**



**Mainprize Manor – Midale**



**Pineview Terrace – Prince Albert**



**Parkridge Centre - Saskatoon**

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## 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...**



# Saskatchewan Health Authority

## 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

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## Why Work with Us?

### 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

# Saskatchewan Health Authority

## Why Work with Us?



Over 100 new jobs posted! Up to \$50,000 in incentives.

SEE JOBS

## 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.



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## Why Work with Us?

### 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](http://saskatchewan.ca) website for more info

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## Why Work with Us?

### 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

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## 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

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## Why Work with Us?

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



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## 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



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## Rural and Northern Opportunities



- Rural and Northern opportunities include **most areas/positions** outside of Saskatoon and Regina

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## 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



Meadow Lake Hospital



St. Joseph's Hospital – Gravelbourg



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## Rural and Northern Highlights



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



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# Next Steps



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## Job Opportunities while Attending School

### 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?**