SUBJECT: Nursing Graduate Guarantee Initiative BOH09011 (City Wide)

RECOMMENDATION:

That the Board of Health approve the temporary addition of 4.0 FTE new nursing graduates for up to six months each, funded by the Ministry of Health Nursing Graduate Guarantee Initiative.

EXECUTIVE SUMMARY:

The Nursing Graduate Guarantee Initiative is part of the Ontario Ministry of Health and Long-Term (MOH-LTC) Care’s Health Human Resource Strategy. It is an initiative aimed at ensuring that every new nursing graduate who wishes to work full time in Ontario will have that opportunity. The MOH-LTC will provide 100 percent salary dollars and benefits for up to 26 weeks for each of the participating new graduates. Public Health Services is proposing to hire 4 full time new graduate nurses for six months each through this program. The new graduate can not be counted in or used as part of the PHN staffing complement while participating in the Nursing Graduate Guarantee Initiative. The new graduate is provided with an extended orientation above staffing complement for a minimum period of three months during which the new graduate cannot apply for any permanent or temporary positions. The new graduate will continue to be provided with an extended orientation above staffing complement for an additional three months (up to six months total), unless s/he is bridged into a permanent, full time position at an earlier date.
BACKGROUND:

The Nursing Graduate Guarantee Initiative is part of the Ontario Ministry of Health and Long-Term (MOH-LTC) Care’s Health Human Resource Strategy. It is an initiative aimed at ensuring that every new nursing graduate who wishes to work full time in Ontario will have that opportunity. Newly hired nursing graduates are considered ‘supernumerary’ or extra at all times while participating in the Nursing Graduate Guarantee. This includes the six week additional follow up temporary full time work if the new graduate does not secure a permanent position. The new graduate can therefore not be counted in or used as part of the PHN staffing complement while participating in the Nursing Graduate Guarantee Initiative. The new graduate is provided with an extended orientation above staffing complement for a minimum period of three months during which the new graduate cannot apply for any permanent or temporary positions. The new graduate will continue to be provided with an extended orientation above staffing complement for an additional three months (up to six months total), unless s/he is bridged into a permanent, full time position at an earlier date.

Family Health Division will coordinate the orientation for the New Graduates. The new graduates will be assigned a formal PHN mentor from the Public Health Nurse Orientation Project Team in Public Health Services. A learning plan will be developed by the new graduate and mentor, with input from the program manager. The learning plan will be used to monitor the new graduate’s progress and to guide his/her progress. Orientation to meet goals of the learning plan will include a variety of teaching strategies and delivery methods to educate on competencies. The main focus of the learning plan will be developing in-depth skills and knowledge related to the populations served and interventions provided within Public Health Services. Orientation will include time spent in all of the Public Health Services Divisions with PHNs in different roles and other disciplines such as public health inspectors, health promotion specialists. The new graduate will be encouraged to attend relevant training sessions offered on and offsite that will contribute to his/her development of a broad range of PHN competencies.

ANALYSIS/RATIONALE:

The Nursing Graduate Guarantee will provide the following benefits to Public Health Services:

- The MOH-LTC will provide 100 percent salary dollars and benefits for up to 26 weeks for each of the 4.0 participating new graduates.
- PHS will be able to augment existing recruitment and retention strategies for public health nurses through this comprehensive program.
- This initiative will build capacity across PHS as each new graduate receives a comprehensive orientation to each Division compared with the present approach of orientation to usually just one program within a single Division.
- The current orientation program in the Family Health Division is four weeks of classroom instruction plus 2-4 weeks of observations compared to the new graduate guarantee initiative which has 3-6 months of orientation and includes observation of the broader scope of work done in Public Health Services.
This initiative offers the following benefits to all PHS public health nurses:

- The addition of confident and well-prepared new graduates as members of the team positively impacts all PHNs.
- The initiative will provide leadership opportunities for experienced PHNs to mentor the next generation of nurses, imparting their valuable knowledge and expertise.
- This initiative will be an important retention strategy to keep senior PHNs and will contribute to making the City an employer of choice for new public health nurses.
- If a new graduate(s) is bridged to a permanent full-time position before the end of the six month period, PHS can re-invest the remaining Nursing Graduate Guarantee funds into other initiatives to support existing front-line public health nurses (e.g. additional professional development opportunities).

**ALTERNATIVES FOR CONSIDERATION:**

PHS could continue to provide the current less comprehensive approach to orientation of new public health nurses funded out of existing program budgets.

**FINANCIAL/STAFFING/LEGAL IMPLICATIONS:**

- The MOH-LTC will provide funding for the 4.0 temporary, full time, above staffing complement positions for six months.
- If the new graduate is bridged to a permanent position after three months, the remaining funding will be re-invested into current PHN roles or opportunities.
- PHS must commit to funding an additional six-week, full time, above staffing complement position for the New Graduate if they cannot be bridged into permanent full time employment within six months. This would be managed through gapping from PHN vacancies if needed. After the six week period they would be moved into temporary PHN vacancies.

**POLICIES AFFECTING PROPOSAL:**

The hiring of the new graduates will be implemented in accordance to City of Hamilton Human Resources policies.

**RELEVANT CONSULTATION:**

ONA Local 50 (Public Health) has been consulted regarding this initiative and has signed a Letter of Understanding.
CITY STRATEGIC COMMITMENT:

By evaluating the “Triple Bottom Line”, (community, environment, economic implications) we can make choices that create value across all three bottom lines, moving us closer to our vision for a sustainable community, and Provincial interests.

Community Well-Being is enhanced. ☑ Yes ☐ No
Public services and programs are delivered in an equitable manner, coordinated, efficient, effective and easily accessible to all citizens.

Environmental Well-Being is enhanced. ☐ Yes ☑ No

Economic Well-Being is enhanced. ☑ Yes ☐ No

Does the option you are recommending create value across all three bottom lines? ☐ Yes ☑ No

Do the options you are recommending make Hamilton a City of choice for high performance public servants? ☑ Yes ☐ No

Life-long learning is supported.