



ADMINISTRATION

REPORT #15/24

Meeting Date: April 8, 2024

Author: Diana Penney

Approved for Agenda: CAO Barry

To: CAO; for Regional Council
Re: RRETI Program Quarterly Review

For Information.

Issue:

The [NRRM Recruitment & Retention, Education & Training Incentive \(RRETI\) program](#) provides financial assistance and incentives to attract, retain, and train priority health care professionals to work in the Northern Rockies.

RRETI is open to eligible health care professionals recruited by, and working for, public, private, or nonprofit sector employers, in addition to secondary school students whose primary residence in the Northern Rockies region, including the Fort Nelson First Nation and Dene Tsaa Tse K’Nai First Nation (Prophet River Band)

An update concerning disbursements made through the RRETI program during Q4 – 2023 and Q1 – 2024 is provided below for information.

Background:

At the [November 14, 2023](#) Committee of the Whole meeting, Health Consultant, Doug Blackie provided Regional Council with the findings from a review of the RRETI program.

Following the RRETI program review, information was provided to Regional Council on [December 11, 2023](#) in Administration Report #71/23 which included as an attachment, an updated version of the RRETI program. Program updates included the delegation of RRETI application approvals to staff where consistent with the program, with a requirement for quarterly reporting to Council. Regional Council resolved that the revised Northern Rockies Regional Municipality Recruitment, Retention, Education and Training Incentive Program be adopted as presented (RM Resolution No. 367/23).

Analysis:

The information to follow reports on the successful applicants to the RRETI program and the relevant financial disbursements. There may have been successful applicants who have not yet met the eligibility criteria (e.g. completion of probationary period, proof of housing expense), and for whom no expense has been incurred to date. New residents recruited to health care professions can be identified where a welcome package has been provided.

2022 - 3 recipients - Total: \$9,750.00

Position	Welcome Package (\$1,500 value)	New Recruit Financial Incentive (varies by position)	Health Care Training Incentive (varies by position)	Housing Incentive	Transportation Incentive
Paramedic			\$2,000		
Lab Assistant		\$3,250			
LPN	\$1,500	\$3,000			
SUBTOTAL	\$1,500	\$6,250	\$2,000	\$0	\$0
TOTAL	\$9,750				

2023 - 5 new recipients - Total: \$25,575

Position	Welcome Package (\$1,500 value)	New Recruit Financial Incentive (varies by position)	Health Care Training Incentive (varies by position)	Housing Incentive	Transportation Incentive
Paramedic	\$1,500	\$3,250			
Physio Assistant	\$1,500	\$3,250			
Physician	\$1,500			NRRM Housing	
Physician	\$1,500			NRRM Housing	
Pharmacist	\$1,500	\$2,600	\$0	\$8,975	\$0
SUBTOTAL	\$7,500	\$9,100	\$0	\$8,975	\$0
TOTAL	\$25,575				

2024 – January 1, 2024 – March 31, 2024

3 new recipients - Total: \$14,554

Position	Welcome Package (\$1,500 value)	New Recruit Financial Incentive (varies by position)	Health Care Training Incentive (varies by position)	Housing Incentive	Transportation Incentive
Registered Nurse	\$1,500			\$4,009	
Lab Technician	\$1,500			\$1,200	
Lab Technician	\$1,500				
Physician				NRRM Housing	
Physician				NRRM Housing	
Pharmacist		\$2,600	\$0	\$2,245	\$0
SUBTOTAL	\$4,500	\$2,600	\$0	\$7,454	\$0
TOTAL	\$14,554				

To date in 2024, there are new confirmed hires (one Lab Technician/Manager and 2 Registered Nurses) with Northern Health that have been provided with the RRETI information and are expected to apply in the future, as well as an additional applicant to the RRETI program who has yet to confirm eligibility and claim the approved incentive.

Additionally, the condo donated by North River Midstream and Fort Nelson First Nation in 2023 was provided to a 3-month Practice-Ready Assessment physician candidate and transportation was provided from October 2023 - January 2024.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "D Penney". The signature is cursive and fluid, with a large initial "D" and a long, sweeping underline.

Diana Penney, Regional Health Recruitment Liaison