

MEMORANDUM OF AGREEMENT

BETWEEN:

HEALTH EMPLOYERS ASSOCIATION OF BRITISH COLUMBIA (HEABC)

AND:

**HEALTH SERVICES AND SUPPORT – COMMUNITY SUBSECTOR
BARGAINING ASSOCIATION (CBA)**

**Re: Recruitment and Retention – Ministry Funded One-Time Program Initiatives
April 1, 2024 to March 31, 2025**

WHEREAS:

- A. The Ministry of Health has introduced special funding commitments in support of B.C.'s Health Human Resources Strategy – Action 06 and 47.
- B. The Ministry has developed a number of new one-time recruitment and retention program initiatives to be supported through this committed funding, which are available for the 2024-2025 fiscal year period, from April 1, 2024 to March 31, 2025 (the "Program Initiatives").
- C. HEABC and the CBA are party to a Collective Agreement with a term from April 1, 2022 through March 31, 2025.
- D. HEABC and the CBA have agreed on terms applying to the one-time Program Initiatives for employees who are covered by the Collective Agreement ("CBA Employees").

NOW THEREFORE THE PARTIES AGREE AS FOLLOWS:

1. The Program Initiatives set out in this Memorandum of Agreement ("MOA") are available for the fiscal year April 1, 2024 to March 31, 2025. CBA Employees who are eligible for payment under the terms of this MOA will receive retroactive payment accordingly.
2. The terms of this Memorandum of Agreement apply to the Program Initiatives for the time periods identified in this Agreement, and are without prejudice and without precedent to the positions of the parties regarding terms for any other time period or other program initiative.
3. The total recruitment incentive amount provided to an eligible CBA Employee may not exceed:
 - a. \$30,000 for rural and remote communities in Northern Health
 - b. \$20,000 for rural and remote communities in health authorities outside of Northern Health
 - c. \$15,000 for urban and metro communities

4. If an CBA Employee meets eligibility requirements for a recruitment incentive under this MOA as well as an existing recruitment incentive that is available (including but not limited to an incentive set out in Appendix D), the CBA Employee will be entitled to receive the recruitment incentive that has the higher value of the two incentives.

Provincial Rural Retention Incentive (PRRI) April 1, 2024 to March 31, 2025

5. The Provincial Rural Retention Incentive (PRRI) is available for the time period between April 1, 2024 to March 31, 2025, and applies to CBA Employees working in the communities listed in Appendix B attached (the “Eligible Communities”).
6. Regular full-time and regular part-time CBA Employees employed by an HEABC member employer in an Eligible Community (the “Eligible CBA Employees”) are eligible to receive PRRI incentive pay as set out below.
7. Eligible CBA Employees will receive PRRI incentive pay based upon eligible productive hours, including all worked hours such as straight time and overtime hours, but not including any non-worked hours such as vacation, sick leave, union leave and non-required education leave (the “Productive Hours”). For clarity, employer-required education leave hours under Article 19.1 will be added to Productive Hours for the purpose of this incentive.
8. During the time period from April 1, 2024 to March 31, 2025, Eligible CBA Employees will receive PRRI incentive pay of up to \$2,000 quarterly to a maximum of \$8,000 for the year, prorated for Productive Hours based on a maximum of 412.5 Productive Hours in each quarterly period.
9. Casual CBA Employees employed by an HEABC member employer who are in a temporary position as per Article 12.1(b), or a temporary appointment as per Article 12.5, or a special project position as per Article 12.3(c) of the Collective Agreement as of the end of a fiscal quarter within the April 1, 2024 to March 31, 2025 fiscal year (an “Eligible Temporary Vacancy”) are eligible for PRRI incentive pay as set out in para. 8 above, based on their Productive Hours worked in the Eligible Temporary Vacancy.
10. CBA Employees who do not qualify for the full \$2,000 quarterly incentive payment in each quarter, but who work a total of 1650 Productive Hours from April 1, 2024, to March 31, 2025, as an Eligible CBA Employee and/or in an Eligible Temporary Vacancy will receive the maximum cumulative incentive of \$8,000. For clarity, the final quarterly PRRI payment may exceed \$2,000 if required in order for such an eligible CBA Employee to receive up to the maximum of \$8,000 in cumulative PRRI payments over the year.

Recruitment Incentive – Rural and Remote April 1, 2024 to March 31, 2025

11. To support filling vacancies in eligible rural and remote communities, the Recruitment Incentive – Rural and Remote (the “Rural and Remote Recruitment Incentive”) will be available for CBA Employees starting careers in rural and remote communities across B.C. that have been

identified by the Ministry of Health, as set out in Appendix C (the “Rural/Remote Communities”).

12. Eligibility of vacancies for the Rural and Remote Recruitment Incentive is contingent upon a set of provincial criteria that will be decided by the Ministry of Health (the “Identified Rural/Remote Vacancies”).
13. For purposes of the Rural and Remote Recruitment Incentive provisions below, an “Eligible CBA Employee” means an CBA Employee newly hired into a priority occupation listed in Appendix A (“Priority Occupation”), and who meets the criteria below:
 - a. CBA Employees who are new to a Rural/Remote Community are eligible, including CBA Employees who previously worked in urban/metro centres and who have relocated to a Rural/Remote Community, or who are new to B.C.’s public health sector.
 - i. CBA Employees who have moved to a Rural/Remote Community from another Rural/Remote Community are not eligible.
 - ii. To prevent destabilization, CBA Employees who were employed by a First Nation service provider or by the First Nations Health Authority, or by a private/affiliate long-term care/assisted living employer in the community within the last 12 months prior to their date of hire are not eligible.

Vacancies in Northern Health Authority

14. In recognition of higher vacancy rates and more complex challenges within the Northern Health Authority, Eligible CBA Employees who fill Identified Rural/Remote Vacancies in Priority Occupations with the Northern Health Authority during the period of April 1, 2024 to March 31, 2025, will be eligible for a \$30,000 incentive payment pro-rated based upon the full-time equivalent (FTE) of the position, with a 24 month return of service.
15. The Eligible CBA Employee will complete the Return of Service Acknowledgement in Appendix E. The Eligible CBA Employee must remain employed as a regular CBA Employee in the Rural/Remote Community for a period of 24 months, failing which the employer will recover the incentive payment made, on a pro-rata basis.

Vacancies Outside Northern Health

16. Eligible CBA Employees who fill Identified Rural/Remote Vacancies in Priority Occupations outside of the Northern Health Authority during the period from April 1, 2024 to March 31, 2025, will be eligible for a \$20,000 incentive payment pro-rated based upon the full-time equivalent (FTE) of the position, with a 24 month return of service.
17. The Eligible CBA Employee will complete the Return of Service Acknowledgement in Appendix E. The Eligible CBA Employee must remain employed as a regular CBA Employee in a Priority Occupation in the Rural/Remote Community for a period of 24 months, failing which the employer will recover the incentive payment made, on a pro-rata basis.

Threshold Eligibility for PRRI Incentive

18. CBA Employees who qualify for the Recruitment Incentive – Rural and Remote will not be eligible to receive the PRRI during the term of this MOA.

Maximum Recruitment Incentive

19. The Recruitment Incentive – Rural and Remote amounts above constitute the maximum total recruitment incentive amount that an CBA Employee may receive in respect of any incentives that are available within or outside of this MOA. For example, an CBA Employee who has received an incentive other than the Rural and Remote Recruitment Incentive and who is subsequently employed in a regular vacancy eligible for the Rural and Remote Recruitment Incentive may also receive a Rural and Remote Recruitment Incentive payment, but the combined total of these payments will be limited to the maximum Rural and Remote Recruitment Incentive that is available within the area (i.e. \$30,000 within an eligible Northern Health community, or \$20,000 in an eligible community outside of Northern Health) (the “Combined Payment Maximum”). The Rural and Remote Recruitment Incentive payable will be reduced as required to meet the Combined Payment Maximum.

Recruitment Incentives for Difficult to Fill Vacancies – Urban and Metro April 1, 2024 to March 31, 2025

20. Eligibility for the Recruitment Incentive for Difficult to Fill Vacancies – Urban and Metro (the “Difficult-to-Fill Vacancies Incentive”) will be based upon hire into priority occupations listed in Appendix A (“Priority Occupations”), into vacancies that have been identified as eligible vacancies in accordance with Provincial criteria determined by the Ministry of Health (the “Identified Vacancies”).
21. For purposes of the Difficult-to-Fill Vacancies Incentive provisions below, “Eligible CBA Employee” means an CBA Employee newly hired into a Priority Occupation, and who meets the criteria below:
 - a. CBA Employees who are new hires to HEABC member employers during the period from April 1, 2024 to March 31, 2025, including out-of-province hires, new graduates, or internationally educated healthcare workers, except for CBA Employees who have been employed by an HEABC member, or by a First Nation service provider or First Nations Health Authority, or by a private/affiliate long-term care/assisted living employer in B.C., within the last 12 months before their date of hire.
 - b. CBA Employees who are employed by an HEABC employer as a casual employee on April 1, 2024, and who have not held a regular position with an HEABC member employer, First Nation service provider, First Nations Health Authority, or private/affiliate long-term care/assisted living employer in B.C. for 12 months prior to their date of hire.
 - c. For clarity, CBA Employees employed by third party staffing agencies are not excluded, if otherwise eligible under the criteria above.

22. An Eligible CBA Employee who fills an Identified Vacancy in a Priority Occupation during the period from April 1, 2024 to March 31, 2025, will be eligible for a Difficult-to-Fill Vacancies Incentive in the amount of \$15,000, pro-rated based on the full-time equivalent (FTE) of the Identified Vacancy, with a 24 month return of service.

23. The Eligible CBA Employee will complete the Return of Service Acknowledgement in Appendix E. The Eligible CBA Employee must remain continuously employed as a regular CBA Employee in an Identified Vacancy in the Priority Occupation with the same employer and in an Identified Vacancy with the same or more FTE as their initial Identified Vacancy for a period of 24 months, failing which the employer will recover the incentive payment made, on a pro-rata basis. For clarity, the incentive payment amount is determined based on the initial Identified Vacancy hire and is not adjusted to reflect any changes to the Identified Vacancy during the employee's return of service.

Dated for reference May 17, 2024.

DocuSigned by:

James Suderman

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James Suderman

Executive Director, Negotiations and Member Services
Health Employers Association of BC (HEABC)

DocuSigned by:

Richard Tones

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Richard Tones

Director of Negotiations (BCGEU)
Community Subsector Bargaining Association (CBA)

APPENDIX A – Priority Occupations

The following occupations covered under the CBA have been identified as priority occupations and are eligible for the recruitment incentives detailed above:

- Community Health Workers
- Medical Laboratory Assistants
- Pharmacy Assistants
- Rehabilitation Assistants
- Detox Worker 1
- Detox Worker 2
- Residence Coordinator
- Support Worker 1
- Support Worker 2
- Program Coordinator

The parties to this MOA may add, by written agreement, additional occupations to this list during the term of this MOA, if directed to do so by the Ministry of Health.

APPENDIX B – PRRI Eligible Communities

a. 56 new communities are being added to the PRRI:

| Health Authority and Local Health Area | Community Name and Count |
|--|---------------------------|
| Fraser | 1 new community |
| 211 Hope | Hope |
| Interior | 23 new communities |
| 111 Fernie | Fernie |
| | Elkford |
| | Sparwood |
| 114 Windermere | Invermere |
| 115 Creston | Creston |
| 116 Golden | Golden |
| 121 Kootenay Lake | Kootenay Lake |
| 122 Nelson | Nelson |
| 123 Castlegar | Castlegar |
| 124 Arrow Lakes | Arrow Lakes |
| 133 Keremeos | Keremeos |
| 134 Princeton | Princeton |
| 139 Enderby | Enderby |
| 141 Revelstoke | Revelstoke |
| 144 100 Mile House | 100 Mile House |
| 145 North Thompson | Clearwater |
| 146 Cariboo-Chilcotin | Williams Lake |

| Health Authority and Local Health Area | Community Name and Count |
|---|---------------------------------|
| 147 Lillooet | Lillooet |
| 148 South Cariboo | Lytton |
| | Ashcroft |
| | Cache Creek |
| | Clinton |
| 149 Merritt | Merritt |
| Island | 10 new communities |
| 414 Southern Gulf Islands | Salt Spring |
| | Pender |
| | Galiano |
| | Mayne |
| | Saturna |
| 426 Alberni-Clayoquot | Bamfield |
| | Port Alberni |
| | Tofino |
| | Ucluelet |
| 433 Vancouver Island West | Gold River |
| Northern | 16 new communities |
| 511 Snow Country | Stewart |
| 514 Smithers | Houston |
| | Smithers |
| 515 Kitimat | Kitimat |
| 516 Sitkine | Atlin |
| | Dease Lake |
| 517 Terrace | Terrace |
| 521 Quesnel | Quesnel |
| 522 Burns Lake | Burns Lake |
| 523 Nechako | Fort St. James |
| | Fraser Lake |
| | Granisle |
| | Vanderhoof |
| 524 Prince George Rural | Mackenzie |
| | McBride |
| | Valemount |
| Vancouver Coastal | 6 new communities |
| 336 Bella Coola Valley | Bella Coola |
| 337 Central Coast | Bella Bella |
| 334 Powell River | Powell River City |
| | qathet |
| 333 Sunshine Coast | Gibsons |
| | Sechelt |

- b. 18 communities are currently covered by the prototype incentive program and will continue to receive the incentive under the expanded PRRI:

| Health Authority and Local Health Area | Community Name |
|--|---------------------------------|
| Interior | 2 prototype communities |
| 126 Grand Forks | Grand Forks |
| | Kettle Valley |
| Island | 4 prototype communities |
| 434 Vancouver Island North | Mt Waddington |
| | Port Alice |
| | Port Hardy |
| | Port McNeill |
| Northern | 12 prototype communities |
| 510 Haida Gwaii | Daajing Giids |
| | Masset |
| | Port Clements |
| 512 Prince Rupert | Prince Rupert |
| | Port Edward |
| 513 Upper Skeena | New Hazelton |
| 531 Peace River South | Chetwynd |
| | Dawson Creek |
| | Tumbler Ridge |
| 532 Peace River North | Fort St. John |
| | Hudson's Hope |
| 533 Fort Nelson | Fort Nelson |

APPENDIX C – Rural Practice Subsidiary Agreement Rural Retention Program community list

| Health Authority and Community | RSA Community Designation |
|--|---------------------------|
| Fraser | |
| Agassiz / Harrison / Seabird Island Band | C |
| Boston Bar / Boston Bar First Nation / Spuzzum | A |
| Hope / Chawathil / Peters First Nation / Shxw'Ow'Hamel First Nation / Skawahlook First Nation (Sq'ewá:lxw) / Union Bar Road / Yale | C |
| Samahquam | A |
| Skatin | B |
| Tipella | B |
| Interior | |
| 100 Mile House | A |
| Armstrong / Spallumcheen | D |

| Health Authority and Community | RSA Community Designation |
|---|---------------------------|
| Ashcroft / Cache Creek / Ashcroft Indian Band /Bonaparte Indian Band / Oregon Jack Creek Indian Band | A |
| Balfour / Procter | B |
| Barriere / Simpcw First Nation / Whispering Pines Indian Band (Clinton Indian Band) | B |
| Big White | B |
| Blind Bay | C |
| Blue River | A |
| Bridge Lake | A |
| Canal Flats | A |
| Canoe Creek Band / Dog Creek / Esk'etemc First Nation | A |
| Castlegar | B |
| Chase / Scotch Creek / Adams Lake Indian Band /Anglemont / Little Shuswap Indian Band / Neskonlith Indian Band | B |
| Christina Lake | A |
| Clearwater | A |
| Clinton / Highbar First Nations | A |
| Cranbrook / ?aq'am (St. Mary's) | A |
| Crescent Valley | B |
| Creston / Lower Kootenay Band | A |
| Edgewood | A |
| Elkford | A |
| Enderby / Splatsin Tsm7aksaltn | C |
| Fernie | A |
| Gold Bridge / Bralorne | A |
| Golden | A |
| Grand Forks | A |
| Grasmere / Tobacco Plains Band | A |
| Greenwood / Midway / Rock Creek | A |
| Invermere / Windermere / ?Akisq'nuk (Akisqnuk) /Shuswap Band | A |
| Kaslo | A |
| Keremeos | C |
| Kimberley | A |
| Kootenay Bay / Riondel / Crawford Bay | A |
| Lillooet / Bridge River / Cayoose Creek Indian Band (Sekw'el'was) / Lillooet Indian Band (T'it'q'et) / Xaxli'p First Nation / Xwisten | B |
| Logan Lake | C |
| Lumby | D |
| Lytton / Lytton First Nation / Kanaka Bar (T'eqt'aqtn'mux) / Nicomen Indian Band / Siska Indian Band / Skuppah Indian Band | A |
| Merritt/Coldwater Indian Band/Lower Nicola Indian Band/Upper Nicola Band | B |

| Health Authority and Community | RSA Community Designation |
|--|---------------------------|
| Miocene | A |
| Nakusp | A |
| Nelson | B |
| Nemaiah Valley / Xení Gwet'in First Nation Government | A |
| New Denver | A |
| Oliver | C |
| Osoyoos | C |
| Pavillion / Ts'kw'aylaxw First Nation | A |
| Princeton | A |
| Redstone Reserve | A |
| Revelstoke | A |
| Riske Creek / Toosey Band / Tl'esqox | A |
| Salmo | A |
| Salmon Arm | C |
| Savona / Skeetchestn Indian Band | B |
| Seton Portage / Seton Lake / N'Quatqua First Nation / Shalalth / Tsal'alh | A |
| Sicamous | C |
| Sirdar | A |
| Slocan Park | B |
| Sorrento | C |
| Sparwood | A |
| Spences Bridge / Cook's Ferry Indian Band | A |
| Sun Peaks | B |
| Tatla Lake / Alexis Creek First Nation (Tsi Del Del) | A |
| Tatlayoko Lake | A |
| Trail/Rossland/Fruitvale | B |
| Wardner | A |
| Wasa | B |
| Williams Lake / Soda Creek Indian Band (Xatsull First Nation) | B |
| Winlaw | A |
| Island | |
| Ahousaht (Flores Island) | A |
| Alert Bay / Namgis First Nation | A |
| Bamfield / Huu-au-aht First Nation | A |
| Campbell River / Campbell River Indian Band (Wei Wai Kum) /Dzawada'enuxw First Nation / Homalco First Nation | C |
| Chemainus / Halalt First Nation / Lyackson First Nation | C |
| Cobble Hill | C |
| Cortes Island / Klahoose First Nation | A |
| Courtenay / Comox / Cumberland / K'ómoks First Nation | C |
| Demam Island | C |

| Health Authority and Community | RSA Community Designation |
|--|---------------------------|
| Duncan / N. Cowichan / Cowichan Band | C |
| Gabriola Island | C |
| Galiano Island | B |
| Gilford Island / Kwikwasut'inuxw Haxwa'mis | A |
| Gold River / Mowachaht-Muchalaht First Nation | A |
| Holberg | A |
| Hornby Island | A |
| Hot Springs Cove / Hesquiaht | A |
| Kingcome (Dzawada'enuxw First Nation) | A |
| Kyuquot | A |
| Ladysmith | C |
| Lake Cowichan / Lake Cowichan First Nation | C |
| Lasqueti Island | A |
| Mayne Island | B |
| Mill Bay | C |
| Nitinat / Ditidaht First Nation | C |
| Parksville / Qualicum / Qualicum First Nation | C |
| Pender Island | B |
| Penelakut Island | C |
| Port Alberni | C |
| Port Alice | A |
| Port Hardy / Gwa'sala-Nakwazda'xw / Kwakiutl First Nation (Kwakwaka'wakw) / Tlatlasikwala First Nation | A |
| Port McNeill | A |
| Port Renfrew/ Pacheedaht First Nation | A |
| Quadra Island / Cape Mudge Indian Band | C |
| Quatsino / Quatsino First Nation | A |
| Saltspring Island | C |
| Saturna Island | B |
| Sayward | A |
| Shawnigan Lake | C |
| Sointula | A |
| Tahsis | A |
| Tofino /Tla-O-Qui-Aht First Nations | A |
| Ucluelet / Macoah / Toquaht Nation / Ucluelet First Nation (Yuulúʔiʔath) | A |
| Woss | A |
| Zeballos / Ehattesah First Nation / Nuchatlaht Indian Band | A |
| Northern | |
| Alexandria / Alexandria Indian Band / ?Esdilagh | A |
| Alexis Creek/TI'etinqox-T'in Government / Yeneskit'in Government /Yunesti'in | A |
| Atlin / Taku River Tlingit First Nation | A |

| Health Authority and Community | RSA Community Designation |
|--|---------------------------|
| Blueberry River First Nation | A |
| Burns Lake / Francois Lake | A |
| Canim Lake / Canim Lake Band | A |
| Cheslatta | A |
| Chetwynd / Sauteau / Sauteau First Nations | A |
| Dawson Creek | A |
| Dease Lake | A |
| Dease River First Nation | A |
| Doig River | A |
| Fort Babine | A |
| Fort Nelson / Fort Nelson First Nation | A |
| Fort St. James/Binche | A |
| Fort St. John/Taylor | A |
| Fort Ware | A |
| Fraser Lake | A |
| Granisle | A |
| Grassy Plains | A |
| Halfway River | A |
| Hartley Bay / Kulkayu | A |
| Hazelton / Gitanmaax Band / Glen Vowell (Sik-e-Dakh)/Hagwilget Village (Tse-ky-a) / Kispiox Band (Anspayaxw) | A |
| Houston | A |
| Hudson's Hope / West Moberly First Nations | A |
| Kelly Lake | A |
| Kitimat | A |
| Kitkatla / Gitxaala Nation | A |
| Kitsault | A |
| Kitwanga (Gitwangak Band) / Gitanyow / Gitsegulka | A |
| Lax Kw'alaams (Port Simpson) | A |
| Lhook'uz Dene Nation | A |
| Lower Post / Daylu Dena Council (Kaska Dena Council) | A |
| Mackenzie | A |
| Masset / Old Masset Village Council | A |
| McBride | A |
| McLeod Lake Indian Band | A |
| Metlakatla | A |
| Middle River | A |
| Nadleh | A |
| Nee Tahi Buhn | A |
| Port Clements | A |
| Prince George / Lheidli Tènnèh Nation | B |

| Health Authority and Community | RSA Community Designation |
|--|---------------------------|
| Prince Rupert | A |
| Prophet River First Nation | A |
| Queen Charlotte/Skidegate Band | A |
| Quesnel | A |
| Saik'uz | A |
| Sandspit | A |
| Skin Tyee | A |
| Smithers | A |
| Stellat'en | A |
| Stewart | A |
| Tachet | A |
| Tachie | A |
| Takla Landing / Takla Lake First Nation | A |
| Telegraph Creek / Tahltan Band | A |
| Terrace / Kitselas First Nation / Kitsumkalum Band | A |
| Tsay Keh Dene | A |
| Ts'il Kaz Koh (Burns Lake Band) | A |
| Tumbler Ridge | A |
| Valemount | A |
| Vanderhoof | A |
| Wet'suwet'en (Broman Lake) | A |
| Witset (Moricetown) | A |
| Woyenne (Lake Babine) | A |
| Yekooche | A |
| Vancouver Coastal | |
| Anahim Lake / Ulkatcho First Nation | A |
| Bella Bella / Waglisla / Heiltsuk | A |
| Bella Coola / Nuxalk Nation | A |
| Bowen Island | C |
| Klemtu / Kitasoo Band | A |
| Madeira Park | C |
| Mount Currie | B |
| Ocean Falls | A |
| Pemberton | C |
| Powell River | C |
| Rivers Inlet / Oweekeno (Wuikinuxv First Nation) | A |
| Savary Island | A |
| Sechelt/Gibsons | C |
| Squamish / Squamish First Nation | C |
| Texada Island | B |
| Whistler | C |

| Health Authority and Community | RSA Community Designation |
|--|---------------------------|
| Nisga'a | |
| Greenville / Nisga'a Village of Laxgalts'ap | A |
| Kincolith / Nisga'a Village of Gingolx | A |
| New Aiyansh (Nisga'a Village of Gitlaxt'aamiks)/Canyon City (Nisga'a Village of Gitwinksihlkw) | A |

APPENDIX D – Existing Recruitment Incentives in the Province

If an CBA member is eligible for the incentives listed in this document and another incentive provided by health authorities, they will receive the larger incentive. The health authority will report on eligibility of incentives to the Ministry of Health on a quarterly basis. Some identified Health Authority incentives include (not an exhaustive list):

- Interior Health - \$10,000 signing bonus for eligible rural communities
- Northern Health – \$10,000 incentive with a 2-year Return of Service

APPENDIX E - Return of Service Acknowledgement Forms

- **Rural and Remote Recruitment Incentive (Northern Health)**
- **Rural and Remote Recruitment Incentive (Outside of Northern Health)**
- **Recruitment Incentive for Difficult to Fill Vacancies – Urban and Metro**

Rural and Remote Recruitment Incentive (Northern Health)

Incentive Payment Return of Service Acknowledgement Form

1. Pursuant to the Recruitment and Retention MOA between the Health Services and Support – Community Subsector Bargaining Association and Health Employers Association of BC, dated May [XX], 2024, [Employee name] (“the Employee”) understands that they are eligible for a Rural and Remote Recruitment Incentive payment (“Incentive Payment”) in the amount of [up to \$30,000 pro-rated based upon FTE] based upon hire into an eligible position with Northern Health Authority (the “Employer”) that meets Provincial criteria for the Incentive Payment, with a return of service commitment of 24 months from the date of hire.
2. The Employee acknowledges and agrees that if not remaining employed in the regular eligible position in that rural/remote community with the Employer for 24 months from the date of hire, the Employee will be responsible for repayment to the Employer of the Incentive Payment received, on a pro-rata basis, and that the Employer may deduct any such amounts owed from outstanding wages.

DATED THIS _____ day of _____, 2_____.

(signature of Employee)

(signature of Employer)

**Rural and Remote Recruitment Incentive
(Outside of Northern Health)**

Incentive Payment Return of Service Acknowledgement Form

1. Pursuant to the Recruitment and Retention MOA between the Health Services and Support – Community Subsector Bargaining Association and Health Employers Association of BC, dated May [XX], 2024, [Employee name] (“the Employee”) understands that they are eligible for a Rural and Remote Recruitment Incentive payment (“Incentive Payment”) in the amount of [up to \$20,000 pro-rated based upon FTE] based upon hire into an eligible position with [employer name – for HAs other than Northern Health)] (the “Employer”) that meets Provincial criteria for the Incentive Payment, with a return of service commitment of 24 months from the date of hire.
2. The Employee acknowledges and agrees that if not remaining employed in the regular eligible position in that rural/remote community with the Employer for 24 months from the date of hire, the Employee will be responsible for repayment to the Employer of the Incentive Payment received, on a pro-rata basis, and that the Employer may deduct any such amounts owed from outstanding wages.

DATED THIS _____ day of _____, 2_____.

(signature of Employee)

(signature of Employer)

**Recruitment Incentive for Difficult to Fill Vacancies
Urban and Metro**

Incentive Payment Return of Service Acknowledgement Form

1. Pursuant to the Recruitment and Retention MOA between the Health Services and Support – Community Subsector Bargaining Association and Health Employers Association of BC, dated May [XX], 2024, [Employee name] (“the Employee”) understands that they are eligible for a Difficult to Fill Vacancies – Urban and Metro Recruitment Incentive payment (“Incentive Payment”) in the amount of [up to \$15,000 pro-rated based upon FTE] based upon hire into a Ministry-identified Difficult to Fill Vacancy with [employer name] (the “Employer”), with a return of service commitment of 24 months from the date of hire.
2. The Employee acknowledges and agrees that if not remaining continuously employed in a Difficult to Fill Vacancy position with the Employer that has at least the same or more FTE as the initial Difficult to Fill Vacancy position for 24 months from the date of hire, the Employee will be responsible for repayment to the Employer of the Incentive Payment received, on a pro-rata basis, and that the Employer may deduct any such amounts owed from outstanding wages. For clarity, the amount of the Incentive Payment above is determined based on the FTE of the Employee’s initial Difficult to Fill Vacancy position and is not adjusted to reflect any changes to the Difficult to Fill Vacancy position during the Employee’s return of service.

DATED THIS _____ day of _____, 2_____.

(signature of Employee)

(signature of Employer)