

LETTER OF INTENT
between
Treasury Board as represented by the
Regional Health Authorities listed under Part III,
First Schedule of the
Public Service Labour Relations Act
and
The New Brunswick Nurses' Union

Re: Pilot Project for Nurse Practitioners to be Placed in Fee-for-Service Physician Locums

Whereas a nurse practitioner ("NP") must attain 600 hours of clinical practice in each two (2) year period in order to maintain her registration in accordance with the requirements set out by the Nurses Association of New Brunswick ("NANB");

And whereas NPs are facing barriers to attaining the requisite number of clinical hours ("NP Hours") and therefore face the loss of their registration;

And whereas fee-for-service physicians are facing challenges in filling locums in their practice(s) and may wish to have NPs fill such locums;

And whereas it is understood that such fee-for-service physician locums would be of a short-term, temporary nature;

And whereas the parties agree that it would be in the best interest of the provincial health care system and the population of New Brunswick to cooperate to ensure NPs are able to maintain their registration and physicians are able to fill locums in a timely fashion to ensure the continuity of patient care.

Therefore, the parties agree to the following:

1. This Letter of Intent will apply where an opportunity for NP Hours occurs in a Regional Health Authority ("RHA") as the result of a fee-for-service physician locum ("the Locum").
2. NBNU members who meet the following criteria shall be considered for any such Locum that arises (the "Eligibility Requirements"):
 - a) Currently registered with NANB;
 - b) Currently eligible to practice as an NP;
 - c) Require NP Hours to maintain registration as an NP; and
 - d) Currently employed at an RHA in a classification other than RNCD.
3. Subject to the Eligibility Requirements all Locums will be awarded on the following basis:
 - a) Posting/Notice/Expression of Interest:

- i. When a Locum is available, the Hospital shall, within seven (7) calendar days post a notice of the position on the Employer’s Intranet site in all facilities in the Hospital for a minimum of fourteen (14) calendar days. A copy of the notice shall be sent to each local in the facility where the vacancy exists and to one (1) person for each bargaining unit, as designated by the Union;
- ii. The notice of posting shall contain the following information:
 - a) duties and location of the position;
 - b) nursing qualifications, nursing skills and other relevant skills required;
 - c) hours of work;
 - d) salary; and
 - e) anticipated commencement date.
- b) Need for NP Hours: the eligible employee with the greatest need of NP Hours shall be awarded the Locum, unless
 - i. even if she completes the Locum, she still would not have the number of NP Hours necessary to maintain her registration, and
 - ii. by completing the Locum, another NP could obtain the number of NP Hours necessary to maintain her registration.

In such a case, the Locum would be offered to the eligible employee, who as a result of accepting the Locum, will be able to acquire a sufficient number of NP Hours to maintain her registration.

- c) The “greatest need of NP Hours” shall be determined as follows:
 - i. first, with respect to how much time remains before the end of the two (2) year period during which she must acquire the NP Hours, with the person who is closest to her expiration period having the “greatest need”; and
 - ii. second, with respect to how many NP hours she has already acquired, with the person who has the fewest hours having the “greatest need”.

For greater clarity,

Scenario 1

- NP “A” has 1 year and 6 months before the expiry of her 2-year registration period and requires 450 hours to reach the 600 hour threshold;
- NP “B” has 6 months before the expiry of her 2-year registration period and requires 150 hours to reach the 600 hour threshold;

In Scenario 1, NP "B" would be the NP in the greatest need of NP Hours.

Scenario 2

- NP "C" has 1 year before the expiry of her 2-year registration period and requires 300 hours to reach the 600 hour threshold;


- NP "D" has 1 year before the expiry of her 2-year registration period and requires 301 hours to reach the 600 hour threshold;

In Scenario 2, NP "D" would be the NP in the greatest need of NP Hours.

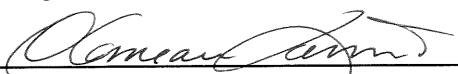
- d) In the event that two or more eligible employees have equal need of NP Hours, the Locum will be awarded based on their nursing qualifications, nursing skills and other relevant skills. When nursing qualifications, nursing skills and other relevant skills are relatively equal amongst two (2) or more applicants, the Locum shall be filled on the basis of seniority.
 - e) The Employer will make every reasonable effort to have the successful Applicant released from her regular RHA position within six (6) weeks. Her regular position shall be filled in accordance with Article 31.
4. NP Hours will be determined at the time of posting/notice of the Locum by reference to the official register as maintained by NANB.
 5. Locums will ordinarily be for a duration of eight (8) weeks to six (6) months. The Locum may be shortened at the discretion of the returning physician or successful Applicant; or, extended with the agreement of the parties.
 6. During the Locum, the successful Applicant will have ongoing access to practice support from her RHA.
 7. At the termination of the Locum, the employee shall be returned to her regular position within the RHA.
 8. For greater clarity, Articles 30 and 31 shall have no application with respect to such Locums, nor will such Locums be deemed to be a temporary assignment for the purpose of Article 31.01(b).

Dated at Fredericton this 20 day of August, 2018.

FOR THE EMPLOYER:

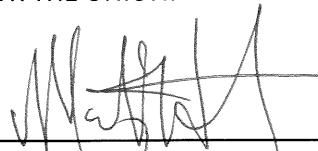


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FOR THE UNION:



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