



# IMPROVING ACCESS TO HEALTH CARE IN NEWFOUNDLAND AND LABRADOR

## Primary Health Care

- + Increasing the number of nurse practitioner positions within the health care system
- + Collaborating with the College of Physicians and Surgeons on licensure to help address the long-term stability of the health care system
- + Exploring initiatives to expand the scope of practice for nurses
- + Expanding collaborative community team clinics
- + Established Patient Connect NL to connect individuals to a primary care provider
- + Improved access to mental health services by establishing mental health teams; expanding mobile crisis response services; and adding enhanced mental health and addictions crisis support to 811

## Recruitment and Retention

- + Engaging in recruitment and retention outreach provincially, nationally and internationally; most recently, launching a mission to recruit RNs from India
- + Introduced recruitment and retention measures for RNUNL, and select CUPE, AAHP, and NAPE frontline health care workers
- + Introduced Come Home 2022 incentives for ex-patriate Newfoundlanders and Labradorians and non-Newfoundland and Labrador residents

- + Established a Provincial Health Professional Recruitment and Retention Office
- + Launched the **Extraordinary Every Day** recruitment campaign
- + Continued investment in post-secondary programs to increase the number of qualified LPN, PCA, RN, and MD graduates, with a focus on rural areas
- + Working to create pathways and remove barriers for internationally trained health care professionals through navigation support
- + Implemented a bursary program to help internationally-educated nurses meet Canadian standards
- + Held a Nursing Think Tank in April 2022 with RNUNL
- + Introduced financial incentives and initiatives to address immediate nursing challenges:
  - + Retention bonuses; signing bonuses for casual RNs; double rate overtime until January 31, 2023; reimbursement of licensing fees for retired RNs; RN locum premium pilot project in Labrador-Grenfell Health; 24/7 mental health supports; exploring child care options; bursaries for third-year students in Bachelor of Science in Nursing
- + Reinstated signing bonuses to attract experienced health professionals, targeting difficult-to-fill positions with a one (1) year return-in-service agreement

- + Piloting a program to integrate Physician Assistants into the health care system
- + Incentivizing retired family physicians to provide locums by reimbursing licence and membership fees, and offering a bonus
- + Developing a Provincial Locum Recruitment Program to enable better and more equitable access to locums across the province
- + Introduced financial incentives to recruit and retain physicians:
  - + \$150,000 to new family physicians who open or join a practice in exchange for a five-year return-in-service agreement
  - + Income guarantee initiative for new family physicians in exchange for a two-year return-in-service agreement
  - + Increased compensation rates for physicians covering emergency departments in smaller rural health centres (Category B Facilities)
  - + Creating an annual retention bonus for salaried family physicians practicing in rural and remote locations
- + Offering financial support up to \$10,000 for Ukrainian physicians in Newfoundland and Labrador to offset licensing costs in exchange for a two (2) year service agreement
- + Issued Requests for Proposals to help improve the workplace environment, and for recruitment and retention of RNs and nurse practitioners
- + Approved a market adjustment of \$15,000 to improve Clinical Psychologist compensation
- + Allocated \$2 million for 24/7 ambulance and more than 20 new permanent positions, as well as \$5.4 million for air ambulance services
- + Enhanced the Medical Transportation Assistance Program to ensure fair and equitable access to medical programs
- + Implemented a travel subsidy for IVF treatments
- + Invested in virtual care to help with urgent care
- + Partnered with the University of Ottawa Heart Institute to increase access to cardiac surgery
- + Introduced same-day knee and hip replacement surgery and implemented a travelling orthopaedic team in St. Anthony and Carbonear to minimize wait times and improve access
- + Created a surgical task force to address surgical backlogs
- + Increased the number of out-of-hospital cataract procedures to 5,700 until the end of 2023-24 to address service backlogs and wait times

## Acute Care/Secondary Care Paramedicine

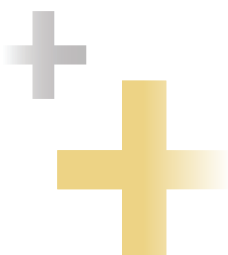
- + Provided \$60,000 in funding to Eastern Health to support students in the Radiation Therapy Program
- + Implemented virtual emergency room services to assist with reducing closures and diversions
- + Introduced financial incentives and more employee supports in paramedicine to help alleviate pressures experienced by emergency services staff

## Infrastructure Improvements

- + New hospital to replace St. Clare's Mercy Hospital
- + New emergency department at the Health Sciences Centre
- + New Western Memorial Regional Hospital
- + New adult mental health and addictions facility
- + New mental health unit in Labrador
- + Two new long-term care facilities in Central Health
- + New long-term care home in Corner Brook

## Advanced Changes to Legislation

- + Amended the **Medical Act, 2011** to make it easier for out-of-province doctors to practice in this province
- + Introduced legislation to create a single Provincial Health Authority



For more information visit

[gov.nl.ca/hcs/improving-access-to-health-care](http://gov.nl.ca/hcs/improving-access-to-health-care)

