

Questions and Answers for 1000254069 Updated February 26th, 2024

1. Is there a pool of Nurses associated with each Health Centre?

Answer: Yes, ISC HCPs and Contract HCPs with applicable credentials (licensure and training certification) will be available to work in the provinces (regions) in which their credentials apply. Therefore the Health Facilities, based on each province (region), could be staffed by HCPs that have the credentials applicable to that province (region).

2. Is there a Union involved?

Answer: Yes, there are unions representing the HCPs.

3. Will there be a need for an HR module or Payroll module?

Answer: Could you please elaborate further on the HR module/ component? No, for the Payroll module.

4. Will there be a need to track tasks within this opportunity?

Answer: Could you please elaborate further on this question?

5. To dig a little deeper with this scenario. (1) Would a HCP be able to be scheduled at multiple Healthcare Facilities within their Province if they are holding the appropriate skill set (credentials)? (2) Will there be geographical limitations to the HCP's or open to accept any posted shift in their Province? (3) And if they live close to the border of the next Province will they be able to receive posted shifts from that Province?

Answer:

(1) Yes

(2) An HCP can accept shifts in multiple facilities ensuring adequate travel time between locations is arranged. Most travel is via airlines with limited flights over a large geographical area.

Also, see FR-021 in the SOW – instances in which an HCP cannot be scheduled into a specific Health Facility/ community.

(3) The HCP can be scheduled in any province/ region in which they have the applicable credentials (licensure and training certification).

6. Will the Union Collective Agreements (CA's) be available to evaluate? Are there more than one Union per Province working alongside each other? If so, how would the shift offering be handled (rules)?

Answer: All Collective Agreements are posted online for viewing. There are HCP's with multiple CA's staffed in each facility. Shifts are filled first by regularly scheduled staff and then vacancies based on availability of HCP's.

7. Will you need to track HR elements to be offering shifts to HCP's who:
- have seniority / hire date / hours worked etc. - No
 - accru time in time-banks / could affect time off requests - No
 - track credentials / renewals - Yes
 - wage grids / wage rates - No
 - discipline tracking / reporting – Yes
 - WSIB tracking - No
 - and more...

Who will be providing Payroll? We can work with them to integrate the data for a smooth transition. Payroll is not an element of NNS

8. Will the HCP's be required to document the services they provide to the clients / patients? In some cases there might be a specific need or task needed to be accomplished during that visit. This could affect who gets offered the shift.

Answer: No.

9. **(NEW)** - Can you briefly explain a typical shift request? Would the HCP be called out to a Health Centre to see a single person, spend the day there (seeing many people), or be there for an extended period of time (example; 1 week)?

Answer: HCP's are typically scheduled for 2-4 week assignments, working a regular 7.5 - 12 hour shift with after-hours standby during the week and 24 hour standby on weekends.