

# Saskatchewan Health Authority

## INFO-SHEET

### About Saskatchewan Health Authority

- The Saskatchewan Health Authority (SHA) is the largest organization in Saskatchewan, employing over 40,000 staff and physicians. Together, we are responsible for the delivery of safe, high quality health care for the entire province.
- SHA is committed to providing coordinated quality services that are seamless, safe and patient-centered.
- To learn more about our organization, visit [saskhealthauthority.ca](http://saskhealthauthority.ca).

### Living in Saskatchewan

- Located in the heart of Western Canada, more than 1.13 million people live in the province of Saskatchewan. Saskatchewan is home to people of many faiths, backgrounds, and beliefs and is the traditional territory of First Nations and Métis people. Saskatchewan covers 651,900 km<sup>2</sup> – one-half of the province is covered by forest, one-third is farmland and one-eighth is freshwater. Known as the “Land of Living Skies”, the views are amazing, so are the people and the many opportunities the province has to offer.

### Rural & North

- Peaceful, quiet and small communities. However, remote locations require longer travel to larger cities.
- Lower cost of living.
- Saskatchewan is known for its hundreds of provincial parks across the province where you can relax, recharge or enjoy nature with family and friends.
- Experience country living: less traffic, less pollution. However, most areas don't have public transportation so it's advisable to obtain a driver's license and car.
- More space, more privacy, as they say less is more!



**Saskatchewan  
Health Authority**

### WORKING FOR SHA

#### Unions and Seniority

- Most positions in SHA are unionized, providing its members' rights and protection.
- Seniority is based on hire date and will start to accumulate when you commence employment in a unionized position.
- To learn more about different Collective Bargaining Agreements, visit [saho.ca/services/collective-bargaining](http://saho.ca/services/collective-bargaining).

#### Benefits

- The Saskatchewan Health Authority (SHA) provides an extensive benefits package including a defined pension plan, group life insurance, disability income plan and enhanced dental & extended health benefits.

#### License Reimbursement

- SHA will reimburse annual licensing fees that coincide with Collective Bargaining Agreements.

#### Relocation Assistance

- We offer relocation assistance if relocating for a Permanent Part Time or Full Time position (position eligibility will be considered based on organizational needs).

#### Northern Incentives

- If you choose to work in a qualifying northern community, there are additional northern incentives available.

#### Facilities and locations in SHA

- Visit [saskhealthauthority.ca/facilities-locations](http://saskhealthauthority.ca/facilities-locations) to know more about all SHA facilities. Note, selecting a certain facility will show you a map where it's geographically located in the province.



***saskhealthauthority.ca***

### *Healthy People, Healthy Saskatchewan*

The Saskatchewan Health Authority works in the spirit of truth and reconciliation, acknowledging Saskatchewan as the traditional territory of First Nations and Métis People.

	REGISTERED NURSE	LICENSED PRACTICAL NURSE	CONTINUING CARE ASSISTANT
<b>JOB SUMMARY</b>	The Registered Nurse (RN) has responsibility for the assessment, planning, implementation and evaluation of comprehensive client care. The RN is a competent clinical practitioner assisting individuals, groups and families with health-care needs ranging from uncomplicated to complex and rapidly changing status.	The Licensed Practical Nurse (LPN) promotes health and healing by functioning as a member of the care team to provide optimum care for convalescent, acutely/chronically ill, home care and long-term care clients, patients, and residents.	The Continuing Care Assistant (CCA) provides personal care and activities of daily living for clients, patients, and residents to encourage optimum level of functioning. The CCA supports clients, patients, and residents in meeting their physical, emotional, psychological, and spiritual needs.
<b>REQUIRED QUALIFICATIONS</b>	Degree in Nursing  Licensed with the College of Registered Nurses of Saskatchewan (CRNS)	Practical Nursing diploma or graduated from a nursing program located outside of Canada  Licensed with Saskatchewan Association of Licensed Practical Nurses (SALPN)	Continuing Care Assistant certificate or other international nursing education will be considered.
<b>BRIDGING REQUIREMENTS</b>	-Apply to National Nursing Assessment Service (NNAS)  -Apply to College of Registered Nurses of Saskatchewan (CRNS)  -Register for bridging programs as per assessment by CRNS.  -Begin work and write NCLEX exam to obtain full licensure	-Apply to National Nursing Assessment Service (NNAS)  -Apply to Saskatchewan Association of Licensed Practical Nurses (SALPN)  -Register for bridging programs as per assessment by SALPN.  -Begin work and write CPNRE exam to obtain full licensure	No bridging required
<b>LANGUAGE REQUIREMENTS</b>	<ul style="list-style-type: none"> <li>• IELTS Academic</li> <li>• CELBAN</li> </ul>	<ul style="list-style-type: none"> <li>• IELTS Academic</li> <li>• CELBAN</li> </ul>	<ul style="list-style-type: none"> <li>• IELTS General</li> </ul>
<b>WAGE</b>	Starts at \$37.82/hr (\$37.82-\$49.09)	Starts at \$36.16/hr (\$36.16-\$38.72)	Starts at \$23.17 CAD/hr (\$23.17-\$24.84)

For more information on all licensing bodies, please visit: [healthcareersinsask.ca/work/licensure/](https://healthcareersinsask.ca/work/licensure/)



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# Frequently Asked Questions

**Q: What does working in Rural/North/Remote look like and why it is different from Urban even though it's just one province?**

A: Locations in Rural/North/Remote area have less population, minimal to no public transportation, and facilities may have a different set up compared to urban areas or bigger cities.

**Q: What does Union mean? Seniority? Can I opt out? Is there a fee to be part of the Union? Benefits of being in a union?**

A: The Union is an organized group of workers who come together to make decisions about the conditions of their work. Ensuring fair treatment in the workplace is one of the key reasons people join. Being a member of union is a condition of employment, thus opting out is not possible. Different unions have different union fees, visit [saho.ca](http://saho.ca) for more information about Collective Bargaining Agreements.

**Q: Which family members can come with me to Canada when I immigrate?**

A: To know more about this visit [cic.gc.ca](http://cic.gc.ca)

**Q: What are my benefits, pension, vacation, sick time, etc. ?**

A: Each of the Collective Bargaining Agreements (CBA) have different provisions regarding eligibility for pension, benefits, vacation, sick time, etc. Visit [saho.ca](http://saho.ca) to view all collective bargaining agreements. Seniority is the length of time that a particular workers has been a union member working in a union job. To learn more regarding seniority on each CBA, please visit [saho.ca/services/collective-bargaining](http://saho.ca/services/collective-bargaining)

**Q: Why do I need to complete a Bridging Program before I can start working as a nurse?**

A: Nursing is a regulated profession in Canada, meaning you must have a license to work as a nurse. In Saskatchewan, the College of Registered Nurses of Saskatchewan (CRNS) and Saskatchewan Association of Licensed Practical Nurses (SALPN) are the regulatory bodies responsible for ensuring that all nurses meet the requirements for licensure in Saskatchewan. They determine what additional training is needed to obtain licensure. For Registered Nurse licensure requirements, visit [crns.ca](http://crns.ca) and for Licensed Practical Nurse, visit [salpn.com](http://salpn.com)

**Q: Can I choose where I can work? I want to be close to my relatives in Saskatchewan.**

A: It will be taken into consideration if you have relatives living in SK. However, there are multiple factors that will be considered when determining where your home facility will be.

**Q: Are uniforms/scrubs going to be provided?**

A: Only certain departments provide scrubs and most of them don't. Normal practice is that employees wear their own scrubs.

**Q: Brief information about WCB**

A: Saskatchewan Workers' Compensation Board (WCB) provides benefits and programs to injured workers in industries covered by The Workers' Compensation Act. Workers approved to get a WCB claim don't pay any costs. It is funded by premiums paid by Saskatchewan employers. Learn more at [wcbask.com](http://wcbask.com).

**Q: What settlement support will I receive?**

A: There are multiple settlement organizations across the province that specifically help new immigrants adjust in their community by providing various programs and services. SHA will connect newcomers to the settlement organization in their area.

## ACUTE VS LTC

**Long Term Care (LTC)** - a home-like facility that provides care and services for people who no longer are able to live independently or who require onsite nursing care, 24-hour supervision, or personal support.

**Acute Care** - (also known as hospital care) a type of secondary health care that is not received from a person's primary caregiver or doctor. Acute care is treatment that is necessary but only for a short period of time. Examples of Acute Care: Emergency Care, Urgent Care, Critical and Intensive Care, etc.



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