



Professional development funding criteria for HSA members

Background:

On January 24, 2008, the HSPBA entered into a Settlement Agreement with the government and the Health Employers Association of BC (the "Settlement Agreement") to resolve issues arising from the decision of the Supreme Court of Canada ("SCC") in Health Services and Support – Facilities Subsector Bargaining Association v. British Columbia (commonly referred to as the "Bill 29 Settlement Agreement").

The Bill 29 Settlement Agreement provided funding for professional development education (the "Fund").

Goal:

The goal of the Fund is to assist as many HSA HSPBA members as possible in achieving their professional development goals.

Eligibility:

1. An application must be submitted by one of the following deadline: November 15, 2009
2. The applicant must be an HSA member and must be in the Health Science Professionals Bargaining Association.
3. The course being applied for must occur after February 1, 2008 and within one year following the application deadline. For example, an application submitted by the November 15, 2009 deadline must be for a course occurring after February 1, 2008 and before November 15, 2010.
4. The course must relate to professional development in a health science professional discipline. It does not have to be the applicant's own health science professional discipline.
5. Applicants taking a course or courses that could be eligible for funding from the employer under Article 17 of the collective agreement must confirm that they have requested such funding and whether any funding was received.
6. Applications should be submitted by the application date closest to the start date of the course. Applications that are submitted prior to this may be deferred to the next deadline.



Funding guidelines:

7. Subject to sufficient funding and once an applicant is approved, the fund will reimburse the actual cost of tuition/course fees and books, minus any funding received from any other source, up to a maximum of \$10,000 or the cost of one-year (12 consecutive months), whichever is less.
8. The Fund may reimburse expenses for multiple courses that occur within a single year up to the maximum of \$10,000.
9. Expenses for one year or \$10,000, whichever is less, is the maximum that will be awarded to one individual. If you have already been awarded a bursary up to the maximum, you will not be eligible again.
10. The fund will not reimburse travel or accommodation costs.
11. Any funding for the course received from any other source will be subtracted from the amount that is considered by the Fund. This includes funding from another source that is designated for travel or accommodation. All financial support for the course is treated equally and is subtracted from the total cost that is considered by the Fund.
12. Successful applicants will be advised by letter when their application has been approved and the amount of the bursary that has been awarded.
13. Successful applicants must provide their Social Insurance Number and detailed receipting for all expenses. This information must be received within one-year of the application deadline. Payment will be made once satisfactory receipting has been received.

Some examples:

- The total cost of tuition and books for one-year is \$16,000 and the employer is paying half. The Fund will pay \$8,000.
- The total cost of tuition and books for one-year is \$20,000 and the employer is paying \$5,000. The Fund will pay \$10,000 since that is the maximum.
- The total cost of tuition and books for a five-day course held in Halifax is \$2,000. The employer is paying for travel and accommodation which will cost \$1,500. The Fund will pay \$500.
- The total cost of tuition and books for a course held in Vancouver is \$500. The applicant lives in Prince George and the employer is paying for travel and accommodation costs of \$800. The Fund will pay nothing since the employer contribution exceeds the cost of tuition and books.
- A program consists of eight courses costing \$400 each. One applicant completes all eight courses in one year. The Fund will pay \$3,200. A second applicant takes the same program, but takes five courses in the first year and three courses in the second. The Fund will pay \$2,000.

Priorities:

14. If there is insufficient money available to fund all eligible applications according to the above criteria, priority will be given to applications for professional development that will demonstrably:
 - improve the applicant's employment security or future employment opportunities; or
 - create opportunities for leadership relating to health science professional disciplines. ■

