Welcome to
Newfoundland and Labrador

Newfoundland and Labrador welcomes RNs from many different countries.

Positions are available in a variety of sectors: long term care homes, hospitals, and community care.

Full-time, part-time and casual jobs are available.
How to Become a RN in Newfoundland and Labrador

STEP 1: DETERMINE LICENSE ELIGIBILITY

**Submit a completed application form to the Association of Registered Nurses of Newfoundland and Labrador (ARNNL). The ARNNL advises whether you are eligible to obtain an interim license or practicing license. (Cost to process the completed application = $169.50 CDN)**

**Do NOT request an interim license at this point.**

**An application for eligibility is valid for two years from the date it is received by the ARNNL.**

**IENs are encouraged to initiate contact with RHAs to determine job opportunities while waiting for license eligibility.**

**An application is available on the ARNNL website: www.arnnl.ca.**

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STEP 2: JOB OFFER

**Once you have received notification that you are eligible for an interim license, please contact one of our four Regional Health Authorities (RHAs) and start the hiring process (submit resume/CV, complete interview, and obtain a job offer).**

**Please apply directly to a RHA.**
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**STEP 3: WORK PERMIT**

**Apply to Citizenship and Immigration Canada (CIC) for a work permit. Contact the Provincial Nominee Program (PNP) to expedite your work permit application.**

Office of Immigration and Multiculturalism  
Department of Human Resources, Labour and Employment  
Attn: Program Officer  
Provincial Nominee Program  
P.O. Box 8700  
St. John’s, NL A1B 4J6  
CÁNADA  
Tel: 709-729-5847  
Fax: 709-729-7381

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**STEP 4: OBTAIN A LICENSE**

**Contact the employer and determine exact start date for employment.**

**Request an interim license from the ARNNL to be effective on the day you will start working in this province. Remember, your application for eligibility in Step 1 is valid for two years and you may request an interim license at any point during that time, but should only do so once you have a job offer and work permit.**

**An interim license is valid for eight (8) months. During that period, all applicants are required to write the Canadian Registered Nurse Examination to obtain a practicing license.**
Orientation

- Regional Health Authorities offer comprehensive orientation programs to the workplace and community.
- Preparation tools are available to assist nurses to prepare for the Canadian Registered Nurse Examination.
- Courses on the Canadian health care system are available.
- The Association for New Canadians offers settlement and integration services for immigrants.

Salary and Benefits as per NLNU Collective Agreement

- Effective July 1, 2009, nurses on Step 1 will receive an annual salary of $55,458, and nurses on Step 6 will receive an annual salary of $68,679.
- Effective July 1, 2011, nurses on Step 1 will receive an annual salary of $60,001, and nurses on Step 6 will receive an annual salary of $74,295.
- Please refer to the NLNU website for further details on salary, other benefits, and normal hours of work.
Shift and Weekend Differentials

- **Shift Differential**: For all hours worked between 16h00 and 08h00, there is an additional $2.30/hour.

- **Weekend Differential**: For all hours worked between 00h01 Saturday and 24h00 Sunday, there is an additional $2.55/hour.

Shift Differential and Weekend Differential may be combined for a total of $4.85/hour if a nurse works between 16h00 and 0800 on the weekend.

Normal hours of work are 75 hours a fortnight.

On average, a nurse can make $350 per month in Shift and Weekend Differentials in addition to the base salary.

Leave Benefits

**Paid Vacation Leave**
- Less than 1 year of service: 12.5 hours per 162.5 hours of service
- 1-9 years of service: 150 working hours
- 10-24 years of service: 187.5 working hours
- More than 25 years of service: 225 working hours

Statutory Holidays: Nine per year

**Paid Sick Leave**: 15 hours per 162.5 hours of service

**Paid Family Leave**: 22.5 hours per year

**Maternity / Adoption / Parental Leave**: 52 weeks per year

Other Leave Benefits include: Compassionate Leave, Education Leave, Special Leave, and Unpaid Leave
Pension

Public Service Pension Plan (PSPP)
- Eligible to employees working full-time hours for at least a 4-month continuous period.
- Contribution is based on a percentage of regular salary only. Deductions are matched by the employer.

- Retirement Age:
  - Age 55-59 with a minimum of 30 years service paid into the PSPP
  - Age 60 with a minimum of 5 years service paid into the PSPP

Important Links:
- Four Regional Health Authority Employers
  - www.thinkeastern.ca
  - www.centralhealth.ca
  - www.westernhealth.nl.ca
  - www.lghealth.ca
- Association of Registered Nurses of Newfoundland and Labrador (ARNNL) www.arnnl.ca
- Newfoundland and Labrador Nurses Union www.nlnu.nf.ca
For more information, please visit our NEW website:
www.practicenl.ca/splash/

Or contact:

Elizabeth Murphy
Newfoundland and Labrador Health Boards Association
2nd Floor, Beothuck Building, 20 Crosbie Place
St. John’s, NL A1B 3Y8

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