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PRACTICE MEMO

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TO: Members and Stakeholders

FROM: Douglas A Bungay MN RN
Director of Professional Practice and Policy

RE: Tuition Reimbursement

It is important to understand that funding for tuition reimbursement, for any course or program, comes from the provincial government (Department of Health and Wellness) via the Nova Scotia Nursing Strategy. The Nova Scotia Nursing Strategy is a comprehensive and coordinated approach to enhancing the quality of work life for nurses. The focus of the strategy is make sure that Nova Scotia has what it needs to keep experienced nurses here and to attract high-calibre recruits. CLPNNS manages an annual allotment of money from Nursing Strategy by administering tuition reimbursement to those who are eligible. It is equally important to recognize, that in the absence of Nursing Strategy, CLPNNS does not have the capacity to offer tuition reimbursement without taking the monies from members licensing fees.

To be eligible for tuition reimbursement under Nursing Strategy courses or programs must have completed a formal **accreditation/approval** process and the agency administering the course or program must be capable of issuing T4A slips. Currently, NSCC is the educational institution who meets the criteria for tuition re-imburement under the above criteria.

CLPNNS does recognize non-accredited/approved courses offered by private educators or employers. These courses have been **reviewed** by CLPNNS to ensure it contains necessary and appropriate content to meet the competency requirement for licensure for Nova Scotia. These courses, although meeting the necessary competency requirement for licensure, **do not** meet the criteria for tuition reimbursement under the Nursing Strategy because they have not completed the formal *accreditation/approval* process.

It is important to understand the difference between *review for content appropriateness* and *accreditation*. A review is an informal process and has minimal or no cost to the owner/proprietor/educational institution. Accreditation/approval is a formal process outlined in the LPN Act 2006. The owner/proprietor/educational institution seeking the accreditation/approval bears all the costs of the process.

Finally, it is also very important to understand transferability. The non-accredited/approved course *may be* transferable to all sites across Nova Scotia or may only be valid for the employer who sponsored the course. That said, other provinces or jurisdictions **may not** accept them as meeting the competency required for licensure in *their* jurisdiction. CLPNNS makes two recommendations if you are considering moving from Nova Scotia:

1. Complete an accredited/approved program, such as the one at NSCC;
2. Check with the potential jurisdiction to determine transferability of the course, before enrolling.