

## **HSPBA Professional Development Fund**

This Agreement made the 18<sup>th</sup> day of May, 2021

**BETWEEN:**

The Ministry of Health

(the MOH)

**AND:**

Health Science Professionals Bargaining Association

(the HSPBA)

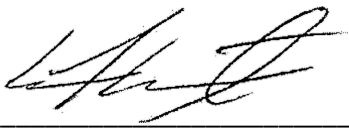
**WHEREAS** the Ministry of Health and the HSPBA share a common commitment and goal to sustain a highly trained workforce of health science professionals in the province, and

**WHEREAS** health science professionals must achieve and maintain rigorous educational standards to ensure that best practices continue to be achieved,

**THEREFORE THE PARTIES AGREE AS FOLLOWS:**

1. The Ministry of Health has allocated \$3 million for the Health Science Professionals Bargaining Association (HSPBA) as a professional development fund for its members. The funding is to be allocated to training and upgrading skills for HSPBA members working in professions experiencing shortages or rural and remote locations as well as ongoing required professional development for all HSPBA members;
2. The HSPBA Professional Development Fund is to be administered by the HSPBA; and
3. The HSPBA Professional Development fund monies will be disbursed to the constituent unions of the HSPBA on a pro-rate basis; and
4. All provisions of the HSPBA/HEABC Provincial Agreement continue to apply, including the leave provisions; and
5. All applicants, regardless of union membership shall be within the HSPBA bargaining unit and covered by the HSPBA/HEABC Provincial Agreement; and

6. The application must pertain to education/training commenced between April 1, 2021 and August 31, 2022; and
7. The education/training must pertain to professional development in a health science professional discipline being practiced in the public health care system; and
8. Eligible expenses for reimbursement include tuition fees, registration fees, cost of required books/materials, and other reasonable education-related expenses and may also include the reasonable costs of travel and accommodation, if the applicant must travel or temporarily relocate to attend education/training or related clinical placement; and
9. Reasonable funding guidelines will be established by each of the constituent unions to ensure that funds benefit as many members as possible; and
10. Up to 10% of the funds received by each constituent union may be used to cover administrative costs. This is in the sole discretion and for the sole benefit of each constituent union; and
11. The HSPBA will provide the Ministry, as soon as reasonably possible after funds have been fully disbursed, with an accounting of same, indicating the professions which have received funding and the programs which have been funded. An Annual Executive summary of the distribution of the fund will be provided at the end of each fiscal year that the fund is active.



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**EVAN HOWATSON**

**Executive Director, Labour & Agreements  
MINISTRY OF HEALTH**



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**M. JEANNE MEYERS**

**Executive Director, Legal Services and Labour Relations  
HEALTH SCIENCE PROFESSIONALS BARGAINING ASSOCIATION**