

Ministry of Health

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December 2, 2022

MEMORANDUM TO: Hospital CEOs

FROM: Sylvia Jones, Deputy Premier and Minister of Health

RE: Expansion of Health Human Resources Programs

The Ministry of Health recognizes that hospitals continue to face increasing health human resources pressures and will continue to do so over the course of the Winter.

In response to these challenges the ministry is taking steps to immediately bolster Ontario's health work force by providing increased funding for the following programs:

1. **Enhanced Extern Program (EEP):** Funding for EEP will now be extended to all hospitals starting November 28, 2022, through to March 31, 2023. New hospitals joining the program will receive a notification of their funding allocation for the program. Hospitals currently participating in EEP will also receive an increase to their current allocations and will be notified of their new allocations.

EEP offers employment opportunities for qualifying nursing, medical, respiratory therapy, paramedic, physiotherapy, occupational therapy students and Internationally Educated Nurses (IENs) to work in an unregulated capacity on paid assignments.

2. **Supervised Practice Experience Partnership (SPEP) Program:** The ministry has been working in partnership with the College of Nurses of Ontario, (CNO) and Ontario Health (OH) to facilitate the implementation of the CNO's SPEP program. The ministry will be increasing its investment in the SPEP program. Starting on November 28, all hospitals that are participating in the SPEP program are eligible to submit applicable expenses for the salary of IENs in the program.

The CNO's SPEP program provides eligible IENs with the opportunity to meet their evidence of practice and language proficiency requirements. Details about the program, including how hospitals can apply can be found on the [CNO website](#).

- 3. Community Commitment Program for Nurses (CCPN):** The CCPN is a pre-existing ministry program that offers nurses a \$25,000 incentive in exchange for a two-year commitment to work at a hospital, LTC facility, HCC agency, primary care provider or mental health and addictions provider in a high-need area of Ontario. The \$25,000 is paid in eight installments over two years. The ministry is increasing capacity in the program, and we would encourage you to consider using this program as part of your staffing strategies

Details on how to apply for CCPN can be found on the [HealthForceOntario website](#).

Further details about program descriptions, eligible expenses, funding allocation and reimbursement processes (as applicable) associated with these programs will be provided in a separate email from David Lamb, Director of the Capacity Health Workforce Planning Branch at the beginning of next week.

Thank you for your continued commitment and support.

Sincerely,



Sylvia Jones
Deputy Premier and Minister of Health

- c: Dr. Catherine Zahn, Deputy Minister, Ministry of Health
Matthew Anderson, President and CEO, Ontario Health
Anthony Dale, President and CEO, Ontario Hospital Association
Dr. Karima Velji, Chief of Nursing and Professional Practice and Assistant Deputy Minister, Ministry of Health
Peter Kaftarian, Associate Deputy Minister, Ministry of Health
Alison Blair, Associate Deputy Minister, Ministry of Health
Melanie Kohn, Assistant Deputy Minister Hospital Capital Division
Patrick Dicerni, Assistant Deputy Minister, Health Programs and Delivery Division
Rhonda McMichael, Assistant Deputy Minister, Strategic Partnerships
John Whytock, Director, Communications Branch, Ministry of Health
Elham Roushani, Chief Financial Officer, Ontario Health
Jeffrey Graham, Director, Fiscal Oversight and Performance Branch, Ministry of Health
Jim Yuill, Director, Financial Management Branch, Ministry of Health
Sherif Kaldas, Director, Hospitals Branch, Ministry of Health
David Lamb, Director, Capacity and Health Workforce Planning Branch, Ministry of Health
Renee Mahalanobis, Director, Ontario Health Oversight Branch, Ministry of Health
Regional Leads, Ontario Health: Susan deRyk (Central and West); Anna Greenberg (Toronto and East); Brian Ktytor (North)