



Nurse Vancouver



Nurse Vancouver BC, Canada Frequently Asked Questions & Answers

This guide will address frequently asked questions regarding registration with CRNBC, immigration, accommodation, benefits and general relocation information. We encourage you to use the information links to access information that will ease your transition into the Metro Vancouver Region. You can also contact your Nurse Recruitment Specialist or Hiring Manager for any questions not addressed here.





REGISTRATION TO PRACTISE AS A NURSE IN BRITISH COLUMBIA

How do I obtain licensure and registration with CRNBC?

Visit CRNBC at www.crnbc.ca and get an application form that details the steps. You will be assessed on various requirements and must submit supporting documents and references. Please note: Applicants for registration must demonstrate fluency in English. If English is not your first language, an English test will be required to determine your fluency in both written and spoken English. Please ask us about the CRNBC Third Party Authorization if you are experiencing significant delays or obstacles.

Is there a fee to apply for CRNBC registration?

There is a processing fee of \$262.50 CDN and \$20.00 CDN Criminal Record Check. The cost to write the Canadian Nursing exam is \$600.00 CDN.

I have been asked to attend a Substantially Equivalent Competency Exam (SEC), what is this?

The SEC will be used when the CRNBC is unable to determine from paper documentation alone your ability to meet the entry level competencies for BC. The assessment could take up to 5 working days and has to be completed in Vancouver, Canada.

CRNBC has sent me a form called “Temporary Supervised Registration”, what do I do with it? Also, when should I start and end my temporary registration?

Complete the top section and sign and date the bottom. Send the form to your employer to complete and they will submit to the CRNBC on your behalf. Have your temp registration start on the 1st of the month that you will begin working. The end date will be for the following March 1st.

CRNBC has asked me for a reference from a Canadian employer, and I haven’t worked in Canada yet. What do I do?

To obtain full practicing registration you need to write the CRNE and get a Canadian reference – this is not required for temp registration. You may start work with a temp license and submit your reference to CRNBC after 8 weeks.

What if I fail the CRNE (Canadian Registered Nursing Exam)?

Due to changes in CRNBC policy, a registrant’s “Temporary Registration” may be cancelled if they fail the exam. If this happens, you will be eligible to sit the exam again, but may not be able to work until you successfully write the exam. Please note the exam is offered three times per year, in February, June and October. For more information please refer to the “Important Information Regarding the Canadian Nurse Examination (CRNE)” document on the Nurse Vancouver website.

When should I write the exam?

We advise that you work in the Canadian Health Care system for at least 2-3 months prior to writing this exam. This will give you an opportunity to become familiar with the terminology. Please note, you must register to write the exam to complete the “Temporary Supervised Registration” application. This must be complete prior to arriving in Canada.

How do I obtain licensure and registration with CRPNBC?

Visit www.crpnb.ca and get an application. You will be assessed on various requirements and must submit supporting documents and references. You must be a graduate from a basic Psychiatric Nursing Education Program that meets CRPNBC criteria. You will also undergo a Criminal Record Check, provide proof of graduation, and submit a copy of a passport or birth certificate with a photograph.

After I get temporary registration do I need to write an exam?

You must register for and then write the exam within 3 months of getting your temp registration. If you fail the exam, your temp registration is void and you must re-write to gain permanent registration. There is a maximum of 2 times you can write the exam.

OBTAINING A WORK PERMIT

How do I obtain a work permit?

Once we have a signed copy of your offer letter we contact the Human Resource Services Department of Canada (HRSDC) to obtain visa approval through a Labour Market Opinion (LMO) Letter. You should review the steps and find out more at the Canadian Citizenship and Immigration website: www.cic.gc.ca Please note spouses will be eligible to apply for an open work permit as your dependent. Also, children under the age of 18, should be listed as dependents and will be able to accompany you to Canada. Please note any children over the age of 18 are not eligible to relocate on your work permit. They must apply independently for a study or work permit.

How long is my contract?

Under the terms of your work permit you are eligible to work in Canada for 3 years. You may choose to extend your work permit for up to 5 years once you have arrived. If you wish to stay longer than 5 years you may be able to apply for permanent residency status.

What is Permanent Residency and PNP?

Permanent Residency allows you to stay in Canada indefinitely and work while you are here (as long as you are in Canada for 2 out of every 5 years). It is the step before you can become a Canadian Citizen.

The Provincial Nominee Program (PNP) can take more than 1 year to complete, and for this reason, we suggest that you enter Canada with a work permit and apply for the PNP once you have arrived, started working and have successfully completed your probationary period. For further information regarding this process please contact Health Match BC, a collaborative partner that assists BC Health Authorities in bringing international nurses to BC. The website is: www.healthmatchbc.org

The chart below should help you with understanding immigration options for international nurses:

Foreign Registered Nurse Recruitment Immigration Options

Requirements: Eligibility for an Interim Permit attained with the College of Registered Nurses of British Columbia (CRNBC) OR College of Registered Psychiatric Nurses (CRPNBC)

Employment Authorization (Temporary Work Visa)	Provincial Nominee Program (Permanent Residence Status)
Employer submits foreign worker application to Human Resources and Skills Development Canada (HRSDC) with BCNU approval.	Employer and Nurse complete PNP and Immigration forms and submit to Health Match BC for review.
HRSDC sends Employer Job validation letter approving foreign worker. The Employer sends the letter to the Nurse.	Health Match BC reviews and if application is complete, forwards to the Ministry of Economic Development for approval.
The Nurse submits this letter along with a temporary resident visa application, documents and fees to Citizenship and Immigration Canada (CIC) Visa Office	Ministry sends the Nurse a PNP nomination letter (copies the Employer in on the nomination).
CIC issues the Nurse an Immigration file number and instructs the Nurse to go for an Immigration medical (the medical results may take from a few weeks to several months to process depending on the country where the medical is done).	Nurse submits this letter along with Immigration application, documents, and fees to Citizenship and Immigration Canada (CIC) Visa Office.
Once applicant is notified of successful receipt of the temporary resident visa they can make their travel plans to Canada.	CIC issues the Nurse an Immigration file number and instructs the Nurse to go for an Immigration medical (the medical results may take a few weeks to several months to process depending on the country where the medical is done).
	Once applicant is notified of successful receipt of Permanent Resident Status, they can make their travel plans to Canada.

RELOCATION

Where do I start?

Contact Vancouversider (www.vancouversider.com) a local company owned by Bob and Judy Blacker. They can help you obtain a bank account and SIN number, organize transportation, secure temporary accommodation, obtain a driver's license, get temporary CRNBC registration or school registration, and many other services. Costs range from \$320-\$420 CDN. For an additional cost the Blackers will provide a full-day tour of Vancouver and surrounding areas. If Vancouversider is unable to assist you, contact your recruitment representative for further options or settlement services in the Fraser Valley, Chilliwack and Abbotsford areas.

Am I eligible for financial relocation assistance?

You are eligible for relocation assistance as an out-of-province or international hire. This money is a reimbursement upon commencement of employment. Contact your Recruitment Specialist for details.

How can I find temporary or permanent accommodation in and around the Metro Vancouver Region?

Housing/apartment rentals are advertised online or in the classified section of local newspapers. Below are some websites that you can access on-line for rental properties. Please note apartments generally come furnished with only major appliances such as refrigerator and stove. Furnished apartments are available but will be more expensive.

www.vancouver.craigslist.org
www.coastalrelocation.com
www.magnarelocationsservices.com
www.relocatecanada.com/vancouver
www.247apartments.com
www.renthome.ca

www.apartmentguide.ca
www.rentboard.ca
www.places4rent.ca
www.flyonthewallservices.com
www.gvrd.bc.ca
www.910beach.com

How much is rent, and when do I move in?

A 2-bedroom, 1,000 sq. ft. – 93 sq. metre apartment in a good location with modern appliances can be \$1,300-\$1,700 CDN/month. Outside downtown may be less. Move in on the 1st or 15th of the month. Most unfurnished accommodation require a one year lease.

Where should I live in the Metro Vancouver Region?

Each of our hospitals are located in communities that have their unique appeal. They all have coffee shops, boutique stores, gourmet restaurants, libraries and recreational community centres. You will want to consider transportation options and live close to the facility where you will be working. Your recruitment representative will be more than glad to provide you with more details.

Other Relocation Information Links

Nursing in the Metro Vancouver Region

- Nurse Vancouver: www.nursevancouver.com
- College of Registered Nurses of BC: www.crnbc.ca
- College of Registered Psychiatric Nurses of BC: www.crpnb.ca
- Meet and Greet Service – Vancouversider: www.vancouversider.com

Discover the Metro Vancouver Region

- Tourism BC: www.hellobc.ca
- Local news, happenings about town, links, etc.:
www.canada.com/cityguides/vancouver/index.html
- Vancouver 2010 Olympic Games: www.vancouver2010.com
- Fraser Valley: www.fraservalley.worldweb.com
- Affiliation of Multicultural Societies and Service Agencies:
www.AMSSA.org (a directory of multicultural organizations in BC)
- WelcomeBC www.WorkBC.ca
(More information on Multiculturalism and immigration Services in BC)

Moving to and Living in the Metro Vancouver Region

- Relocating to and around Vancouver:
<http://www.movingto.com/Vancouver.htm>
- Vancouver Sun: <http://www.vancouversun/index.html>
- Maps: www.mapquest.com
- Public Transit Information: <http://translink.bc.ca>
- Vancouver School Board: www.vsb.bc.ca
- Vancouver Neighbourhoods:
www.city.vancouver.bc.ca/community_profiles
- Real Estate: www.realitylink.org; www.apartmentguide.ca;
www.gvrd.bc.ca/housing/vancouver.htm; www.renthome.ca
- BC Columbia Government (including Ministry of Health Services):
www.gov.bc.ca/bvprd/bc/home.do
- Immigration: www.cic.gc.ca

EMPLOYEE BENEFITS

The following chart outlines the benefits and medical coverage available to RN's in regular full-time positions. Please note, benefits are provided for you, your spouse, and children under age 18 or who are a full-time students up to age 21. Eligible family must live in BC. Premiums are employer-paid but you will see a small tax deduction on your pay cheque. Your medical benefits will begin on the 1st of the month, after 3 months of work (including the month you start). You should purchase emergency/basic travel insurance in Canada or at home to cover you in the event of an emergency.

Coverage:	The following health and welfare benefits are in effect for regular employees full or part-time. Premiums for this plan are paid %100 by the Employer.
Medical	Coverage through the provincial Medical Services Plan
Dental	Coverage through Pacific Blue Cross
Extended Health	Coverage through Pacific Blue Cross
Life	\$50,000 basic group life coverage through Canada Life
Accidental Death & Dismemberment	Additional \$50,000 if death is ruled accidental; also includes eligible dismemberment benefits
Long Term Disability	Salary continuation plan based on employee's inability to perform duties of position as a result of illness or injury; a five-month qualification period must be made before an employee can file claim for this benefit
Vacation	Regular full-time employees entitled to vacation leave based on length of service (144 hours of vacation after 1-4 years of continued service). Regular part-time employees are entitled to vacation leave on a pro-rated basis.
Statutory Holidays	11 paid statutory holidays for full-time employees. 4.2% added to pay in lieu of statutory holidays for part-time employees.
Sick Leave	Accrual of .069 hours of sick leave credits for every paid hour
Pension	Contributions to the Municipal Pension Plan will commence upon completion of 3 months' employment for full-time employees. Pension contributions are optional for part-time employees.

* *Employee Benefits continued on page 5*

EMPLOYEE BENEFITS *Continued*

Coverage:	The following health and welfare benefits are in effect for regular employees full or part-time. Premiums for this plan are paid %100 by the Employer.
Medical	<p>3 month waiting period (please see below for exceptions) eg: Arrival date July 14 – coverage would begin October 1</p> <ul style="list-style-type: none"> • New employees coming from out of country please ensure you have sufficient coverage during the waiting period. • New employees from out of province please notify your medical provider to extend your coverage to cover you during the waiting period. • Please note, if you are renewing your visa; all documentation needs to be forwarded to MSP to continue your coverage without disruption. <p>*When visa renewals are done, dependants are no longer covered. Please arrange for coverage for the dependants through private coverage. See your Human Resources Assistant for further details.</p> <p>When a family moves to British Columbia from another part of Canada or another country, and the husband and wife arrive separately, the waiting period for family coverage begins on the later date of arrival. If a spouse will be arriving in B.C. 12 or more months after the arrival of the other spouse please contact MSP. For further information please refer to web site www.hlth.gov.bc.ca/msp or call MSP at 604-683-7151 or Toll free 1-800-663-7100.</p>
Dental	1st of the month after completing one month eg: Start date July 11 – coverage would begin September 1
Extended Health	1st of the month after completing one month eg: Start date July 11 – coverage would begin September 1
Accidental Death & Dismemberment	90 day waiting period eg: Start date July 11 – coverage would begin October 11
Long Term Disability	90 day waiting period eg: Start date July 11 – coverage would begin October 11

OTHER QUESTIONS

Where do I start?

We recommend that you arrive about a week ahead of your start date. This should be long enough to adjust to the time difference, settle into your temporary accommodation and start to look for a more permanent residence. This will also allow you some time to deal with other details of your relocation needs (i.e. obtain a bank account, Social Insurance Number, school registration for your children, etc.).

Does the hospital provide uniforms?

In general, our hospitals do not provide uniforms, however there may be circumstances where uniforms are available through your department. Please contact your hiring manager to discuss uniform requirements and dress code guidelines.

What can you tell me about taxes in Canada?

You will pay tax on the income you make in Canada. Tax rates work out to approximately 1/3 of your pay. At the end of every financial year (our tax year is January to January) each individual must file a tax return. This means you must send records to the government stating how much money you made, how much tax you paid, and any deductions that you might have.

Tax returns are due on or before April 30. For more detailed information on taxes in Canada, you can go to Revenue Canada's website listed here. There is a section specific for new arrivals to Canada.

<http://www.cra-arc.gc.ca/tax/nonresidents/individuals/menu-e.html>

What can you tell me about daycare?

This information will vary greatly depending on your needs and your location. Follow this link and click on the city where you will be living. Please note there are both public and privately operated daycare facilities and there can be waiting times for acceptance into each, so it is advised that you do some research prior to your arrival.

http://www.canadachildcaresdirectory.com/BC_Cities.htm

What can you tell me about schooling for my children?

As long as your work permit is valid for more than 1 year, your children will be able to attend elementary (usually 5yrs to 12yrs old) or secondary (13yrs to 17 yrs old) school without paying international fees. The school that your children attend, will depend on where you choose to live. The school district will place your child in the school that is nearest to your home, unless that school is full, in which case they will be placed in the next closest school. Follow this link and click on the city that you will be working and living in. This Government of BC Ministry of Education map will outline the process of registering your child/children:

<http://www.bced.gov.bc.ca/schools/bcmap.htm>

Children can normally be registered in elementary school up until about 2 months left in the school year without much trouble. The school year starts the first week of September and runs until mid June.

