

# Saskatchewan Rural and Remote Recruitment Incentive

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## 1. Program Overview

- The Ministry of Health is offering a one-time Rural and Remote Recruitment Incentive of up to \$50,000 to health care workers in high priority positions in rural and remote Saskatchewan locations. Applications will remain open while funds last.
- The Incentive is paid over three years for a matching return-of-service agreement to **new employees** of the Saskatchewan Health Authority (SHA) or Affiliate or Saskatchewan Cancer Agency (SCA) filling a **permanent full-time position** in one of the high-priority classifications in one of the rural and remote locations listed below:

High-Priority Classifications	
Registered Nurse	Combined Lab & X-ray Technicians
Registered Psychiatric Nurse	Medical Laboratory Technologists

Nurse Practitioner	Medical Laboratory Assistants
Licensed Practical Nurses	Medical Radiation Technologists
Continuing Care Assistants	

Rural and Remote Locations				
(As of April 1, 2025 and subject to change based on conditions of service)				
Arborfield	Esterhazy	Kipling	Nipawin	Shellbrook
Arcola	Estevan	La Loche	North Battleford	Spiritwood
Assiniboia	Foam Lake	La Ronge	Outlook	Swift Current
Balcarres	Fort Qu’Appelle	Lanigan	Oxbow	Tisdale
Beechy	Gravelbourg	Leader	Pinehouse Lake	Turtleford
Big River	Grenfell	Lloydminster	Porcupine Plain	Unity
Biggar	Herbert	Maidstone	Preeceville	Wadena
Broadview	Humboldt	Maple Creek	Prince Albert	Wakaw
Candle Lake	Ile-A-La-Crosse	Maryfield	Radville	Watrous
Canora (CEC)	Indian Head	Meadow Lake	Raymore	Weyburn
Carrot River	Kamsack	Melfort	Redvers	Wilkie
Central Butte	Kelvington	Melville	Rosetown	Wolseley
Cut Knife	Kerrobert	Moose Jaw	Rosthern	Wynyard
Elrose	Kindersley	Moosomin	Shaunavon (CEC)	Yorkton

- The three-year return in service is required to be completed in the same location/department and position identified in your letter of offer.

- The Rural and Remote Recruitment Incentive is considered taxable income, and a T4A will be provided for each corresponding year in which funds are received.
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## 2. Eligibility

Applications are currently open. (**Program updates effective April 1, 2025**)

Applicants must have begun employment, **within the last six months**, in a permanent full-time position in one of the high-priority classifications and an approved rural and remote location listed above before applying. Conditional letters of offer will not be accepted.

### New Employees:

- **Net New Employee** to the SHA or Affiliate or SCA or **new classification**. You must begin employment in a permanent full-time equivalent (PFTE 1.0) position and apply within **six months** of beginning that position.

**Note:** Beginning employment in anything other than the PFTE 1.0 position is not eligible for the Rural and Remote Recruitment Incentive.

### Former Employees:

- An individual who left employment with the SHA or Affiliate or SCA prior to September 7, 2022, and has returned to a PFTE 1.0 position in one of the high priority classifications (listed above) in one of the rural and remote areas.

### New Graduates:

- A new graduate, in one of the eligible classifications, and who is working with a grad license in a casual/temporary position, will have up to four months to write their exam to become fully licensed **and** obtain a PFTE 1.0 position. This is done concurrently. Once you have obtained a PFTE 1.0 position you will have up to **six months** to apply.

**NOTE:** If fully licensed before obtaining employment, the four-month grace period is not applicable. Fully licensed classifications **must** begin employment in a PFTÉ 1.0 position.

## Work Permit:

- An individual who is legally entitled to work in Canada is eligible to apply. Must provide documentation along with the application and meet the other noted eligibility criteria.

## Not Eligible:

- Current employees of the SHA or Affiliate or SCA.  
**Exception:** A current employee of the SHA or Affiliate or SCA who is working in one classification and becomes licensed in another high priority classification listed, is eligible to apply. All other criteria must be met. (i.e. LPN, RN)
- Individuals who complete or have completed an educational program whose classification does not change.
- Recruits from the SHA Philippines International Recruitment Initiative.
- Prior recipients of the Rural and Remote Recruitment Incentive.

## Related Items

### [Information and Frequently Asked Questions](#)

Find additional information about eligibility and answers to frequently asked questions about the Rural and Remote Recruitment Incentive.

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## 3. Funding

The Saskatchewan Rural and Remote Recruitment Incentive is allocated as follows:

- **\$50,000** allocated over three years for **Registered Nurses, Registered Psychiatric Nurses and Nurse Practitioners.**

- \$40,000 allocated over three years for **Combined Lab and X-Ray Technicians, Licensed Practical Nurses, Medical Laboratory Technologists and Medical Radiation Technologists**; and
  - \$30,000 allocated over three years for **Continuing Care Assistants and Medical Laboratory Assistants**.
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## 4. Application

### Rural and Remote Recruitment Incentive Application

- Applications are currently open.
- Applications must be submitted in a PDF format via email to [hhr@health.gov.sk.ca](mailto:hhr@health.gov.sk.ca). No photos of an application form or supporting documents will be accepted.
- Applications must include:
  - A completed application form;
  - A copy of the employee's signed letter of offer from the SHA or Affiliate or SCA; and
  - A copy of the work permit (if applicable).

### Having trouble loading the application form?

Problems are typically related to the type of browser you are using. The application form is in PDF format. Browsers such as Firefox or Google Chrome have their own built-in PDF viewer, which will not read a PDF form.

Read [Adobe's explanation on how to change the PDF viewer within your Browser to Acrobat Reader](#), which will open a PDF formatted document.

You may also try this:

- Right mouse click on the form you wish to open;
- Select "save target as";

- Save the form locally on your computer;
  - Use Acrobat Reader to open the form.
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## 5. Notification Process

- Applications will be reviewed as they are received.
  - Within four to six weeks of receipt of an application, applicants will be notified of the outcome by email.
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## 6. Requirements of Recipients

- Successful applicants will be provided a three-year Return-in-Service (RIS) Agreement.
- RIS Agreements must be signed and returned as per instructions in the approval letter. The first funding allocation will be issued within 30 days of Ministry signature.
- Recipients and the SHA or Affiliate or SCA will be contacted to confirm employment at 12 months. Recipients and the SHA or Affiliate or SCA will be contacted to confirm employment on or after the second and third anniversary date of employment commencing to determine eligibility for year two and year three payments.
- Failure to fulfil the RIS agreement may result in default of the agreement. If it is determined that there is default of the agreement, next steps for repayment and/or discontinuance of the RIS will be determined.

## 7. Contact Information

If you require any further information, please contact [hhr@health.gov.sk.ca](mailto:hhr@health.gov.sk.ca).

We need your feedback to improve saskatchewan.ca. [Help us improve](#)