

Kronier Family Education Fund Guidelines for Bursaries

Purpose

The Kronier Family Education Fund supports staff learning and education initiatives that can demonstrably strengthen clinical practice or improve patient, client, or resident service. The goal of the fund is to assist staff to stay current with best practices which ultimately improves care to those that access our services.

Bursaries are available to all staff, leaders, and medical staff within the Richmond Community of Care (collectively referred here in as “staff”) who are pursuing their professional certification/qualification, post-secondary Certification/Diploma, Bachelor, Master or Doctorate degree (collectively referred herein as “education opportunities”).

There are \$2,000.00 CAD bursaries available each calendar year to total of \$20,000.

Funding is distributed according to various criteria, described below.

1. Application Process

- 1.1. A completed and signed application form must accompany all requests for educational funding.
 - 1.1.1. See process flow document and attached application form in appendix A for more details.
 - 1.1.2. The application must be approved by the applicant’s Manager and Director prior to the Richmond Education Committee’s review.
- 1.2. Funding for Bursaries will be approved once a year by the Richmond Education Committee (application deadline date).
- 1.3. Approval for time off during the education is subject to staffing and operational requirements and is to be approved by the applicant’s manager/leader.

2. Richmond Education Committee (REC)

- 2.1. The REC will be made up of 6 – 8 members who will represent a variety of healthcare professions.
- 2.2. The REC will meet quarterly.

3. Eligibility for Funding / Reimbursement:

- 3.1. All funding requests for current year’s tuition must be received via the Kronier Family Education Fund – Professional Certification/Qualification, Certification/Diploma, Bachelor, Master or Doctorate Degree up to \$2,000.00 CAD Scholarship Application which requires the applicant’s Manager’s and Director’s approval.
- 3.2. Applicants must submit comprehensive applications which answer each question.
- 3.3. Applicants must write a 1000-word essay reflecting on their practice, education and/or research and how it aligns with the VCH values and Strategic Priorities.
- 3.4. All funding requests must be reviewed and selected by the Richmond Education Committee.
- 3.5. Funding eligibility starts two years after start date of employment with VCH-Richmond, for regular full-time and part-time employees. For casual, total seniority hours must be more than 3744 hours.

- 3.6. If, between the time funding was granted and the time the education opportunity was completed, the staff member chooses to take employment elsewhere and / or no longer take shifts at VCH, they will no longer be eligible for reimbursement.
- 3.7. Applications must be consistent with the Richmond CoC's strategic direction, and, therefore, with the VCH values.
- 3.8. Funding will not be provided to cover staff time / salary to attend the education opportunity.
- 3.9. Staff are eligible to apply for funding twice over the course of three years or a maximum of \$10,000 over a five-year period.

4. Fund Distribution

- 4.1. The amount per calendar year for bursaries will be separate from the care area based allocations.
- 4.2. When selecting and approving bursaries, the Committee will make every effort to offer bursaries in as many departments as possible.
- 4.1. If the amount for the bursaries is not be fully utilized, the remaining funds will be redistributed into the general fund.

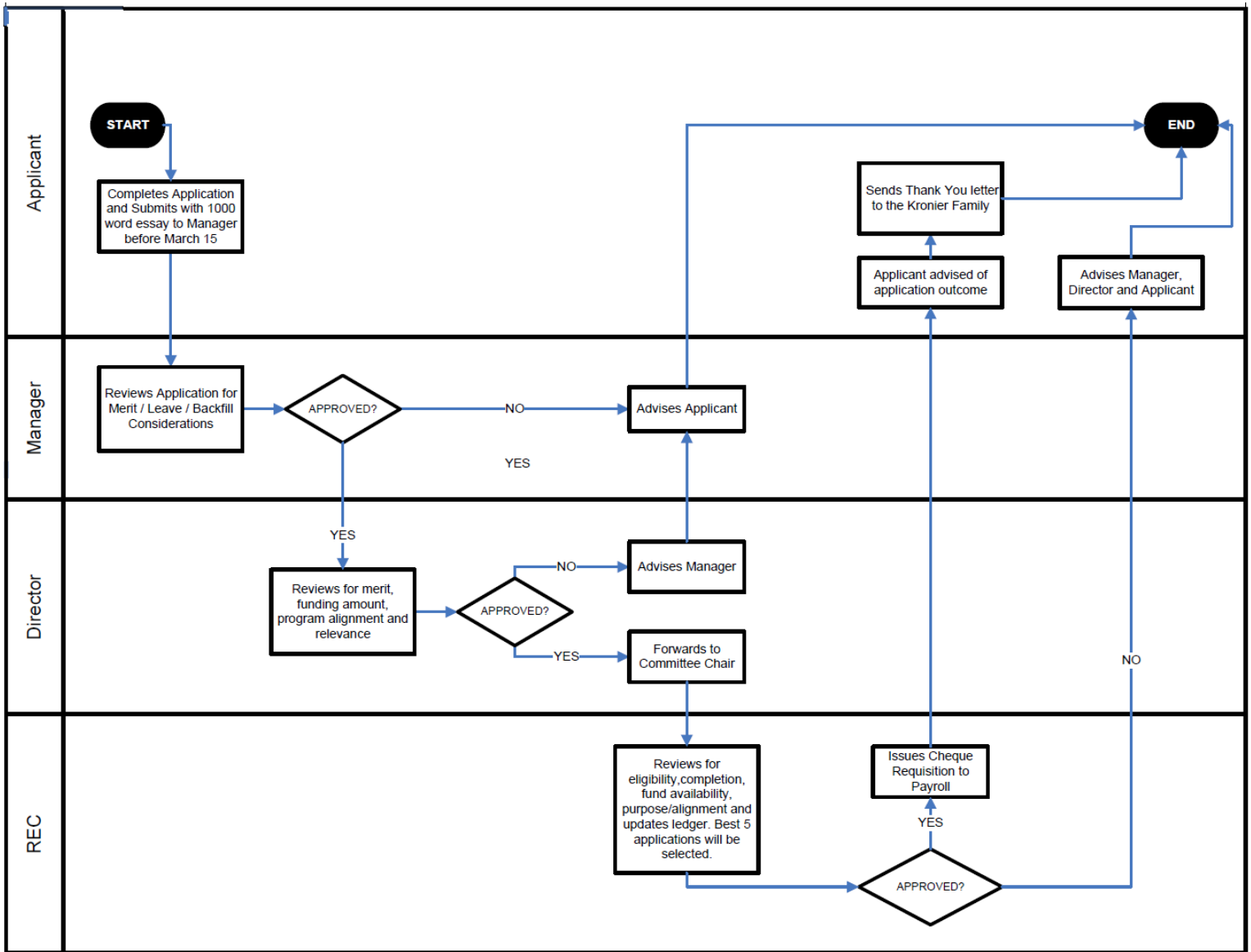
5. Reimbursement Process

- 5.1. Original receipts are required for all reimbursement requests.

6. Staff Obligations

- 6.1. Given the limited resources for education funding, it is expected that applicants who have received a bursary continue to work in Richmond for at least one year post education opportunity. Should a person leave prior to that time period being over, the applicant will be asked to pay back a pro-rated (monthly) portion of the funding.
- 6.2. Staff will be asked to share/write a letter of gratitude expressing how the education has impacted their practice to the donors who have funded their opportunity.
- 6.3 Staff must submit a detailed plan on how the education opportunity will contribute to their career objectives in the next five years.

Appendix A: Application Process



Appendix B: Bursaries Application Form.

Complete the [Kronier Family Education Fund Application Form](#) electronically and submit via email to richmondeducation@vch.ca.