

PHSA Employed Student Nurse Program

Frequently Asked Questions (FAQ)

This student FAQ will provide information about the 2023 Employed Student Nurse (ESN) and Employed Student Psychiatric Nurse (ESPN) program at PHSA.

A. Program Information & Eligibility/Requirements

- 1. What is the Employed Student Nurse (ESN) and Employed Student Psychiatric Nurse (ESPN) Program?**
 - The ESN/ESPN Program is a nursing employment opportunity for selected students who have successfully completed their Adult Medical/Surgical rotation (psychiatric rotation) and are enrolled in an approved Registered Nurse or Registered Psychiatric Nurse education program in British Columbia (BC). Please note BC Women's Hospital & Health Centre requires a maternity/newborn rotation
 - The ESN/ESPN program provides a paid opportunity for you, the student nurse to consolidate your validated clinical nursing skills and knowledge, and build your confidence by being paired with a current Registered Nurses (RN) or Registered Psychiatric Nurses (RPN), who will share their knowledge and expertise
 - Will practice according to [BCCNM Employed Student Nurse Practice Standards](#), hospital policies, and unit standard
- 2. What is the difference between an ESN/ESPN and a Student Nurse?**
 - Students are supported by a preceptor or a clinical instructor while completing their entry-level nursing education including clinical practicums
 - Employed students do not have a preceptor or clinical instructor but are instead paired with a regulatory supervisor while caring for patients/clients/residents
- 3. What programs hire ESN/ESPNS?**
 - BC Children's Hospital
 - BC Women's Hospital & Health Centre
 - BC Cancer
 - BC Mental Health & Substance Use Services
 - BC Centre for Disease Control

4. What qualifications must the ESN/ESPN have?

- Successfully completed your medical/surgical instructor-led rotation or relevant rotation in your program of choice. Please note for ESN/ESPN placements at BC Women's Hospital & Health Centre students must have completed their maternal/newborn clinical rotation.
- Be registered as an Employed Student Nurse with the British Columbia College of Nurses and Midwives (BCCNM) or are eligible for student registration
- Have current certification in CPR
- The ESN/ESPN will be self-directed, motivated, available, and demonstrate a keen desire to work in PHSA's specialized care delivery programs

5. I am an internationally trained nurse (IEN), am I eligible for the ESN program?

- In order to qualify for an ESN position, applicants must be enrolled in an approved Registered Nurse or Registered Psychiatric Nurse education program in British Columbia (BC)
- For IEN opportunities and pathways, please contact Talent Acquisition at careers@phsa.ca.

B. Expectations for the ESN/ESPN Program

6. Will the ESN/ESPN get an orientation?

- All ESN/ESPN will receive an orientation. This will differ slightly program to program
- Orientation will consist of Cerner training if needed, site specific orientation, unit specific orientation, and PHSA orientation including buddy shifts

7. What will my hours look like as an ESN/ESPN?

- Our ESN/ESPN programs offer 200-400 hours of hands-on experience with pay. This will be scheduled over (8 or 12) hour shifts 7 days/week including weekends and statutory holidays, depending on their availability

8. Is there a possibility to work while I study?

- Yes, while we normally plan our intakes and orientations around the nursing school's semester breaks, you can remain as a casual when returning to school and schedule shifts around your classes etc.

9. What is the pay of an ESN/ESPN?

- The rate of pay for our ESN/ESPN employees is set by the Nurses' Bargaining Association. As per the current collective agreement, the pay schedule for 2024 is \$32.13 per hour. Please note Forensic Service Pay Premium will also be applied for hires at our Forensic Psychiatric Hospital

C. Application Process

10. **How do I apply?**
 - Currently PHSA hires ESN/ESPN's once a year. We accept applications November 1-30. More information on what is required and where to send your application, can be found on our [ESN/ESPN web page](#).
11. **What does the hiring process look like? When should I hear back after I send my application?**
 - Shortlisting and interviews will be between 1-3 months after the application closes, and varies from program to program. Only shortlisted applicants will be contacted
12. **Is there anything you recommend to strengthen an application? What experiences and/or qualifications help a candidate's application?**
 - Take your time writing your cover letter! Our hiring leaders want to know why you are passionate about a career in their program. Be sure to include any practicums, courses or modules you have covered while studying
 - We are also keen to hear about any relevant volunteering, hobbies or work experience you do outside of your schooling
13. **When shall I apply for my ESN BCCNM License?**
 - Following a successful interview, the hiring leader will instruct you to begin your application for your ESN BCCNM license as soon as possible. You will need ask your school to complete the first section of the [10.1 Form](#) to confirm your current enrolment. The hiring leader will then complete their section of the form, and you can submit it to BCCNM by applying [here](#).
14. **Where can I self-identify as Indigenous if I am an Indigenous student?**
 - PHSA has a dedicated Indigenous Recruitment & Employee Experience team – our Sanya'kula Team provides support and builds community for Indigenous employees through such events and services as our Communities of Practice, careers services including resume and interview support, Indigenous Employee Network, a weekly coffee chat and more. We are striving to create an organization free from Indigenous specific racism and discrimination where Indigenous employees feel included and their cultures celebrated. If you identify as Indigenous and would like to be included in newsletters or receive any of the above-mentioned services, please reach out to sanyakula@phsa.ca. Any self-identification will be kept within the Sanya'kula team and will not be shared to any manager or individual outside the team

Still have questions?

Contact esn@phsa.ca