
TCSA Policies & Procedures

Section 3: Corporate Services / Human Resources

Reference: 3.202

Policy Title: Educational Bursary for TCSA Employees to support Core Occupations

Policy Statement:

The TCSA recognizes that an important role of the Agency is to build local capacity by supporting the post secondary education of TCSA staff who are Tłıchǫ citizens especially in the core professional occupations of counseling, nursing, teaching and social work. *(also see TCSA policy 3.101 Educational Leave Without Pay)*

Purpose:

The purpose of this policy is to provide an additional measure of financial support to TCSA employees on approved educational leave without pay who have been accepted in post secondary programs of study leading to becoming a counselor, nurse, a teacher or a social worker. Counselors, nurses, teachers and social workers are core positions within the Agency and Tłıchǫ staff are underrepresented in these professional occupations. Encouraging local staff to complete these programs is part of a strategy to alleviate current recruitment problems, and support the future development of culturally appropriate programs and services.

Procedures:

1. TCSA staff must be Tłıchǫ citizens to access the bursary from the Tłıchǫ Government/TCSA Post secondary student support fund;
 2. To access the bursary, eligible candidates must be approved for educational leave without pay, and show proof of acceptance from a recognized college or university program leading to NWT certification in the profession of nursing, teaching and or social work. As there is currently no NWT certification for counselors, applications under this program must be reviewed and approved by the CEO;
 3. The bursary amount of \$3000 per semester will be provided at the beginning of the first semester of the program. Bursaries will be paid for following
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semesters upon written proof of the successful completion of the previous semester;

4. The Agency requires that employees who are granted educational leave without pay and provided educational bursaries, will provide a return of service of one year for each year that they are financially supported with educational leave without pay and a bursary.

Authorities:

TCSA Act 13; Education Act, 117; Hospital Insurance & Health and Social Services Administration Act, 10(10), 13(1)

Approval Dates: May 21st, 2009.
