

Practice Guideline

February 28, 2007

Financial or material remuneration of staff or Receiving Agencies for student placements is generally not appropriate.

Financial remuneration of students is generally not provided except in these circumstances:

- where there has been a provincial agreement between Receiving Agencies and profession-specific education programs
- when the student is in a co-operative education experience*.

Students and faculty are expected to pay for their own transportation, parking and vehicle insurance costs incurred during the course of the practice education experience.

Receiving Agencies generally do not reimburse students for expenses related to practice education experiences (e.g. lodging, transportation, meals). However, in certain circumstances, Agencies may reimburse some costs on an exceptional basis, pursuant to Receiving Agency policies (e.g. for some remote placements).

Guideline Details

Placement requests must not be accepted or denied on the basis of financial or material incentives either offered by the Placing Agency or requested by the Receiving Agency.

Any offers of financial or material remuneration could be directed to the Receiving Agency's fundraiser (e.g. Foundation).

Providing appropriate parties* in both Agencies have approved such arrangements, compensation to Receiving Agency staff for their support of practice education activities could be by the way of:

- a formal secondment
- a dual appointment
- payment for contracted work beyond regular working hours

Any other form of consideration (gifts, educational courses, etc.) should only be accepted if it does not violate Receiving Agency policy and/or professional 'codes of conduct'.

Rationale

When Receiving Agencies request or accept financial or material remuneration for placements when other Receiving Agencies don't, or when Placing Agencies offer to reimburse in some way for placements when other Placing Agencies do not or can not, there is a potential for creating inequity and unfairness in the system. Those Placing Agencies that cannot provide remuneration may not be considered equally when Receiving Agencies are faced with two or more competing requests. Remuneration should only be considered when the practice is consistent across a discipline, across Placing Agencies, and across Receiving Agencies.

* indicates term is defined under 'Definitions' section

This guideline is not to be confused with a contractual relationship where space or equipment is rented/leased.

Students in educational programs should expect to pay for expenses related to their schooling including the clinical experience. Faculty are employees of the Placing Agency and would be reimbursed according to their Agency's terms and conditions of employment.

Receiving Agencies may pay for other costs related to practice education experiences should the placement be in a location which is difficult for students to access (e.g. rural or remote locations).

Definitions

Co-operative education experience: formally integrates a student's academic studies with a paid work experience in co-operative employer organizations.¹

Appropriate parties: managers, supervisors, affected staff; program coordinator, faculty

References

1. Cooperative Education. "What is Co-op?" Carlton University, Ottawa, Ontario.
http://www.carleton.ca/co-op/employers/what_is_co-op.shtml. Retrieved May 5, 2006.

Regional Clinical Education. (February 2006) Student Practice Education Policy and Procedure DRAFT. Vancouver Coastal Health Authority, Vancouver, BC.