



EMPLOYER PAID BENEFITS

The Vancouver Island Health Authority (VIHA) offers a comprehensive compensation package for regular status employees, which include 100% employer paid benefits.

BC MEDICAL SERVICES PLAN

- Provides payment for medically required services from family practitioners, specialists, supplementary health care practitioners, laboratory & diagnostic service providers.
- Out of province applicants must live in BC for 3 months before they become eligible for coverage under the BC Medical Services Plan.

EXTENDED HEALTH CARE

- Includes out of country coverage.
- Pays for specialized services & supplies not provided under the provincial medical services plan such as prescription drugs, paramedical services, vision care & hospital accommodation differential costs. Some maximums apply.

DENTAL COVERAGE

- Provides for reimbursement of a percentage of the costs of basic, restorative & orthodontic services, subject to some maximums & wait times.

LIFE INSURANCE

- A lump sum death benefit that is doubled if death is the result of an accident.
- A lump sum payment on loss of sight or a limb.

SHORT &/OR LONG TERM DISABILITY

- Short-term sick leave benefits are provided if unable to work due to non-occupational injury or illness.
- Long Term Disability provides continuing income in the event of total disability.

PENSION PLAN

- Pension benefits are provided through employer & employee contributions to the Municipal Pension Plan.

PAID TIME OFF

- Paid vacation as per the Healthcare Collective Agreements or Non-Contract Terms & Conditions of Employment.
- Vacation starts at 4 weeks per year with additional time accrued based on years of service.
- 11 paid statutory holidays per year.

EMPLOYEE & FAMILY ASSISTANCE PLAN

- Access to free confidential counseling services to deal with a wide range of concerns, both personal & work related for all employees & their families.

OTHER BENEFITS

- Maternity, Paternity & Adoption Leave in accordance with the Collective Agreement. A supplemental employment benefit/wage top-up (SEB) may be payable to eligible employees
- Paid time off may be available in the event of a family crisis
- Unpaid Compassionate Care Leave may be available to care for a terminally ill family member. (in accordance with the Employment Standards Act).

BENEFITS FOR CASUAL EMPLOYEES

Limited health benefits may be available, on completion of the eligibility requirement of their Health Sector Collective Agreement. Casual employees under the Nurses & Paramedical Collective Agreements who purchase certain health benefits once eligible, & who work a minimum of 939.6 hrs between October 1 & the following September 30, will receive a refund of the premiums paid for those benefits, to a maximum of 12 month's premium. Casual employees also receive a premium in lieu of vacation & statutory holidays.



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