



# 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 18 days 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.

