

## British Columbia Nurses Union - Salary Information

### BC RN Wage Scale

Registered Nurses and Registered Psychiatric Nurses in BC have a 9-step wage scale. New graduates start at Level 3 Step 1 (\$5,773 monthly / \$35.53 hour). For every 1,950 hours worked, salary increases by 1 step.

Effective First Pay Period after April 1, 2020									
	First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year	Seventh Year	Eighth Year	Ninth Year
<b>Level 3 (RN/RPN)*</b>	5,773	5,995	6,218	6,438	6,662	6,884	7,106	7,317	7,580
	35.53	36.89	38.26	39.62	41.00	42.36	43.73	45.03	46.65
<b>Level 4 (RN/RPN)</b>	6,865	6,988	7,141	7,323	7,543	7,721	7,944	8,159	8,415
	42.25	43.00	43.94	45.06	46.42	47.51	48.89	50.21	51.78
<b>Level 5 (RN/RPN)</b>	7,312	7,364	7,505	7,700	7,932	8,119	8,341	8,552	8,814
	45.00	45.32	46.18	47.38	48.81	49.96	51.33	52.63	54.24
<b>Level 6 (RN/RPN)</b>	7,611	7,673	7,814	8,010	8,251	8,447	8,676	8,885	9,141
	46.84	47.22	48.09	49.29	50.78	51.98	53.39	54.68	56.25

\*Level 3 = Front line / bedside RNs/RPNs

### Premiums and Qualification Differential

#### Shift and Weekend Premiums

- Evenings: \$0.70/hour
- Nights: \$3.50/hour
- Weekends: \$2.30/hour (2300 hours Friday to 2300 hours Sunday)

#### Super Shift Premiums

- Nights on weekend: \$1.00/hour
- Total nights on weekends: \$6.50/hour

#### On-Call Premiums

- \$5.75/hour for the first seventy-two (72) hours on-call in a calendar month
- \$6.25/hour for all additional hours on-call in that calendar month

### About Us

Island Health is one of five regional health authorities in British Columbia and provides health care and support services to over 750,000 residents on Vancouver Island, the surrounding islands and the mainland communities north of Powell River. With more than 24,500 employees, 1,900 physician partners and 3,000 volunteers, Island Health is the largest employer on Vancouver Island. At Island Health, we believe that our values guide our actions and relationships, shaping how we make decisions and plan for the future.

*Excellent health and care for everyone, everywhere, every time*

<http://www.islandhealth.ca/careers>



# Employer Paid Benefits

**WE offer an exceptional benefits package, including employer paid premiums for medical, dental, extended health and life insurance, plus four weeks annual vacation after your first year of employment.**

## 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 and 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 to 20 days per year with additional time accrued based on years of service.
- 12 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 975 hours 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.