



# YOUR BENEFITS AT A GLANCE SNAPSHOT

*Nursing Resource Group*

## JOIN US ON A JOURNEY TO WELLNESS

As the first province-wide health authority of its kind in Canada, First Nations Health Authority (FNHA) is transforming how health care is delivered to over 200 First Nations communities across BC.

Join our innovative and multicultural work family to become a wholistic wellness champion.

### MORE THAN JUST A JOB

A full-time or part-time career at FNHA provides a sense of direction and belonging, while also supporting personal and professional growth. Our team operates as a collective of compassionate individuals who are dedicated to making a tangible impact on the lives of many. We lead in practice with our culture and we support our family members to be leaders in wellness. We also provide added flexibility with four-week-on/four-week-off, fly-in/fly-out opportunities which give you added flexibility to join our team from anywhere in Canada.



In addition to providing competitive compensation, we offer extended **health, dental, life, AD&D, critical illness and trip cancellation insurance** and **disability leave** to help you improve your health and well-being.



We offer **time-off** including an extra week of paid vacation after one year of service and an array of **paid bonuses**, including support to help your life outside of work and in your community.



Build your financial health through your participation in the **Defined Benefit BC Municipal Pension Plan**, and the **Student Aid BC Program**.



We value your development and offer a supportive environment where you can enhance your skills through **in-house and external training opportunities**, including **work-related certifications** to enhance your career.

Take a moment to consider our total rewards offerings and see how FNHA is a leader compared to other employers.

**We look forward to welcoming you to our team!**

JOIN US ON A JOURNEY TO WELLNESS ♦ RICH WITH TRANSFORMATIVE OPPORTUNITIES ♦ AND REWARDING BENEFITS



First Nations Health Authority  
Health through wellness

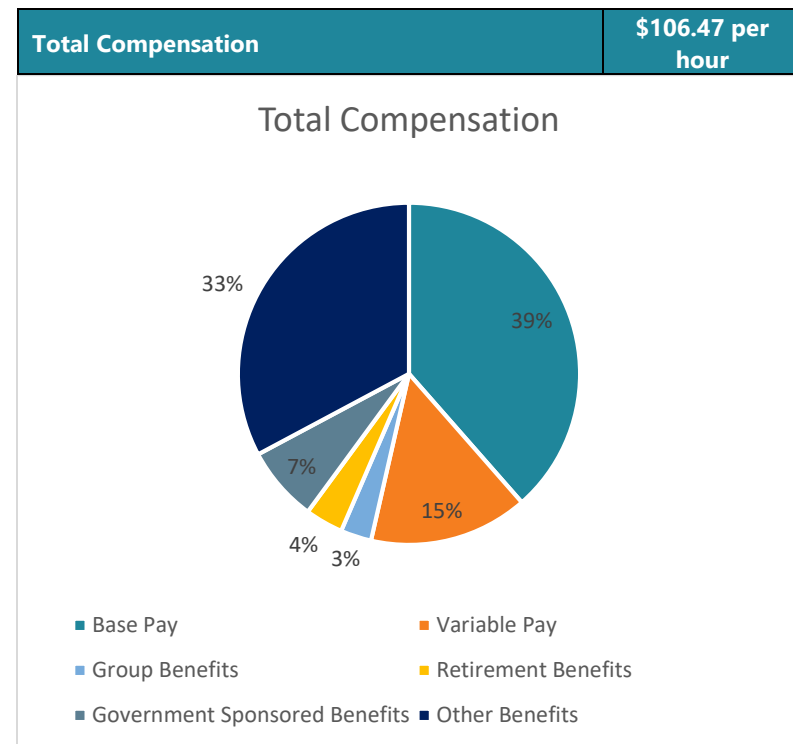


## A SNAPSHOT OF TOTAL REWARDS\*:

We value our employees' contributions to our success. Our goal is to provide a total compensation package that goes beyond your pay cheque. We offer rewards that help you plan and provide for your financial and wellness needs ranging from basic pay and variable pay to group benefits, government-sponsored benefits and other benefits.

Here's a snapshot of our Total Rewards based on a sample employee who works 7.5 hours/day for a total of 37.5 hours/week, four weeks on, four weeks off, or a total of 975 hours per year. When their total rewards are added together, **they earn total compensation of approximately \$106.47 per hour** and there's more! See the following page for additional benefits.

Total Rewards	FNHA contributes per hour
<b>Base Pay</b> Gross pay, holidays and vacation, overtime and paid time off	\$41.03
<b>Variable Pay</b> Additional hours premium, allowances such as Nurse in charge, Clinical Mentorship and Preceptorship, Expanded professional role, Recruitment	\$16.01
<b>Group Benefits</b> Life, AD&D, Critical Illness and Trip Cancellation insurance, disability benefits, Health and Dental benefits coverage	\$3.82
<b>Government Sponsored Benefits</b> CPP, EI, Workers' Compensation	\$7.58
<b>Retirement Benefits</b> Defined benefit pension plan with the British Columbia Municipal Pension Plan. <a href="#">Click here</a> for more on how the BC Municipal Pension Plan contributions work.	\$3.82
<b>Other Benefits / Allowances</b> Allowances for weather-protective clothing, retention, support for working in remote locations and student loan forgiveness	\$34.92



## WE OFFER FINANCIAL WELLNESS BENEFITS:



<b>Additional Hours Premium</b>	<b>\$75 per day</b> an employee is required to work in excess of their established four-week-on/four-week-off rotation.
<b>Call Back Premium</b>	<b>Minimum 30-minutes</b> call back pay at the applicable overtime rate for Nursing Resource Team members responding to call backs from a remote location. Three-hour call back pay if required to go into the clinic.
<b>Nurse in charge (NIC) allowance</b>	<b>Up to \$6,000 per year</b> for Community Health Nurses who are in Nurse-in-Charge positions (CHN Level 4)
<b>Expanded professional role allowance</b>	<b>Up to \$6,000 per year</b> (\$23.00/day) for nurses who have their Certified Remote Practice designation through the BC College of Nurses and Midwives.
<b>Clinical Mentorship and Preceptorship allowance</b>	<b>\$15 per day</b> for employees who mentor employees during their remote certification.
<b>Weather-protective clothing allowance</b>	<b>\$1,200</b> reimbursement for clothing to protect nurses against the elements ( <b>every three years</b> ).
<b>Retention allowance</b>	<b>\$16,500</b> retention allowance (provided as daily amount of \$63.25 after first year).
<b>Recruitment allowance</b>	<b>\$16,500</b> recruitment allowance (\$6,750 upon hire; \$9,750 after first year).
<b>Education Allowance</b>	Education allowance added onto bi-weekly pay for the highest level of education obtained. Allowance ranges from <b>\$605 - \$3,850</b> depending on the type of approved course and its duration. Examples include: Primary Care Skills Program, specialty training courses, university-level courses leading to certificates; bachelor's or advanced degree courses. An approved education allowance forms part of base pay upon hire



**Support for working in remote communities allowance**

The types and amount of support available are based on the point rating system for remote communities. See [Appendix A](#) in the Collective Agreement for more details about the point rating system.

Resource pool nurses with assignments **less than 3 months** will be provided the benefits outlined in the **Assignment Support Measures MOU** contained in the Collective Agreement. See [Appendix L](#) for more details. Some examples of support include:

- Free travel baggage allowances and coverage for excess baggage fees up to certain limits
- Housing provided that includes heat, hydro, communications (internet, TV, basic telephone), etc.

Nurses who are permanently employed in remote communities with assignments **longer than 3 months** will be provided all benefits of **FNHA's Support for Working in Remote Communities Policy**, which includes examples listed above, plus:

- Reimbursement for trips from the remote community for:
  - Non-elective medical or dental treatments
  - Vacation leave travel assistance
  - Compassionate or bereavement leave
  - Dependent post-secondary educational travel
- Relocation assistance up to \$24,150 for terms longer than 1 year



## PHYSICAL WELLNESS AND INSURANCE BENEFITS:

### Health and Dental Benefits

Extended Health Monthly Premiums (Health, Drugs, Vision and Travel Assistance)			
	FNHA pays	You pay	Total
<b>Single</b>	\$86.39	\$21.60	\$107.99
<b>Couple</b>	\$163.95	\$40.99	\$204.94
<b>Family</b>	\$183.92	\$45.98	\$229.90

Dental Monthly Premiums		
FNHA pays	You pay	Total
\$64.07	\$0.00	\$64.07
\$128.09	\$0.00	\$128.09
\$170.96	\$0.00	\$170.96

FNHA provides health benefits to supplement coverage available through the provincial health care plan. Examples include prescription drugs, semi-private hospital stays, medical equipment and supplies, paramedical practitioners (e.g., massage therapy, etc.), vision care and/or out-of-country emergency medical coverage. For 2023 FNHA is providing a \$1,000 Health Care Spending account to all Nurses who work an average of 18 hours within the rotation cycle to be eligible. FNHA also provides benefits reimbursement for dental services.

### Life, AD&D, Critical Illness, and Trip Cancellation Insurance

Life insurance provides financial protection to your beneficiary if you die (or to you, if your covered dependent(s) dies) by paying a lump sum amount to your beneficiary. FNHA-paid life insurance is 2 x earnings up to \$1M for you, \$7,500 for your spouse, and \$2,500 for each covered child.

Accidental Death & Dismemberment (AD&D) Insurance also provides a lump sum payment to your beneficiary in the event that you die or are seriously injured (i.e., loss of limbs, sight, hearing or mobility) as the result of an accident.

Critical Illness Insurance is offered at 10% of the Basic AD&D benefit to a maximum of \$10,000.

Critical Disease Insurance is offered at a percentage of the Basic AD&D benefit for the applicable, eligible covered disease, to a maximum of \$50,000.

Trip Cancellation Insurance provides coverage in the event a trip must be cancelled due to the insured person's unexpected sickness, injury or death or the injury or sickness of an immediate family member facing a life-threatening condition and requiring the insured person's care. The Trip Cancellation benefit is subject to a maximum of \$5,000 per insured person per coverage year.



## SICK LEAVE AND LONG TERM DISABILITY BENEFITS:

<b>Disability Benefits</b>	<p>The sick leave and long term disability plans provide a certain level of financial protection if you are unable to earn a living because of a disability resulting from an accident or illness.</p> <p>You will earn sick leave credits at the rate of <b>9.375 hours for each calendar month</b> that you received pay for at least <b>75 hours</b>, to a maximum of <b>17 weeks</b> of sick leave credits, and is taxable (non-taxable with status) upon receipt.</p> <p>Your long term disability plan provides you with <b>66 2/3% of your monthly earnings</b> to a monthly maximum of <b>\$15,000</b> which is taxable (non-taxable with status) upon receipt and will continue as long as you qualify under the plan, but not beyond age 65.</p>
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## VACATION AND TIME OFF BENEFITS:

<b>Vacation</b>	<table border="1"> <tr><td><b>Up to 1 year of service</b></td><td>15 days per year</td></tr> <tr><td><b>After 1 year of service</b></td><td>20 days per year</td></tr> <tr><td><b>After 5 years of service</b></td><td>22 days per year</td></tr> <tr><td><b>After 10 years of service</b></td><td>25 days per year</td></tr> <tr><td><b>After 27 years of service</b></td><td>27 days per year</td></tr> <tr><td><b>After 28 years of service</b></td><td>30 days per year</td></tr> </table>	<b>Up to 1 year of service</b>	15 days per year	<b>After 1 year of service</b>	20 days per year	<b>After 5 years of service</b>	22 days per year	<b>After 10 years of service</b>	25 days per year	<b>After 27 years of service</b>	27 days per year	<b>After 28 years of service</b>	30 days per year
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<b>Personal Leave</b>	<b>1 paid personal day</b> for any use each year, that does not count against sick or vacation days.												
<b>Family Responsibility Leave</b>	<b>5 days of paid family leave</b> each year (can be used when family responsibilities arise such as medical appointments or arranging for care or family members).												
<b>Maternity/Parental Leave Allowances</b>	Top up of Employment Insurance up to <b>93% of weekly pay rate</b> while on maternity or parental leave.												
<b>Time off to volunteer</b>	<b>1 paid day per year</b> that does not count against vacation or sick leave credits to volunteer in the community.												

Nursing Resource Group / Aug 2023

\*Note: This document was prepared for illustration purposes only. It does not guarantee employment or the payment of any amount of direct or indirect compensation. In all cases, the official policy, program documents and collective agreement will prevail.



## TRAINING BENEFITS:

<b>Remote certification training</b>	<b>Paid training costs of required courses and certification</b> to become qualified to work in a remote First Nations community, along with reimbursement to attend the annual Nursing Education Forum.
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## PENSION AND STUDENT LOAN FORGIVENESS BENEFITS:

<b>Defined Benefit Pension Plan</b>	FNHA and its eligible employees are required to participate in the British Columbia Municipal Pension Plan in accordance with the <a href="#">terms of that plan</a> . Your contribution will be 8.61% of gross regular earnings (in 2022). FNHA will contribute 9.31% of gross regular earnings. Note: Rates may change on an annual basis. Visit the <a href="#">British Columbia Municipal Pension Plan's website</a> for more details.
<b>Student Aid BC</b>	If you are a <b>nurse or nurse practitioner</b> and you qualify, you could receive up to <b>\$20,000</b> in support from the <a href="#">Student Aid BC Program</a> .