

JOIN US ON

# A JOURNEY TO WELLNESS

As Canada's first and only provincial health organization of its kind, First Nations Health Authority (FNHA) is transforming how health care is delivered to over 200 vibrant First Nations communities across BC.

By joining our innovative and multicultural work family, you will become a wholistic wellness champion, walking with our community and meeting BC First Nations people where they are on their healing journey towards wellness.



YOUR BENEFITS AT A  
GLANCE SNAPSHOT

Nursing Resource Group



First Nations Health Authority  
Health through wellness



## MORE THAN JUST A JOB

A full-time or part-time career at FNHA provides a sense of direction and belonging and supports personal and professional growth.

We don't just work together — we support each other as compassionate individuals who love what we're achieving together to make a real difference in the lives of many. Our two, three and four-week, fly-in, fly-out placements give you added flexibility to join our team from anywhere in Canada.



Take a moment to consider our total rewards offerings — see how other offerings in the job market compare to our total value proposition.

We look forward to welcoming you to our team!



## YOUR BENEFITS AT A GLANCE



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 allowances and reimbursements to help support 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 provincial government's **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.





## A SNAPSHOT OF TOTAL REWARDS



## YOUR BENEFITS AT A GLANCE

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 you rewards that help you plan and provide for your physical and financial 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 a day for a total of 37.5 hours per week, five days per week, four weeks on, four weeks off, or a total of 975 hours per year. When their total rewards are added together, they can earn a total compensation of \$132.03 per hour.

### ASPECTS OF TOTAL REWARDS

#### Base Pay

Gross pay, education allowance, holidays and vacation, and paid time off.

#### Variable Pay

Additional hours premium, including overtime and allowances such as Nurse in Charge, Clinical Mentorship and Preceptorship, Remote Certified Practice, Recruitment, Weather-protective Clothing, Retention, Support for Working in Remote Locations.

#### Group Benefits

Life, AD&D, Critical Illness and Trip Cancellation insurance, disability benefits, Health and Dental benefits coverage.

#### Government Sponsored Benefits

CPP, EI, Workers' Compensation.

#### Retirement Benefits

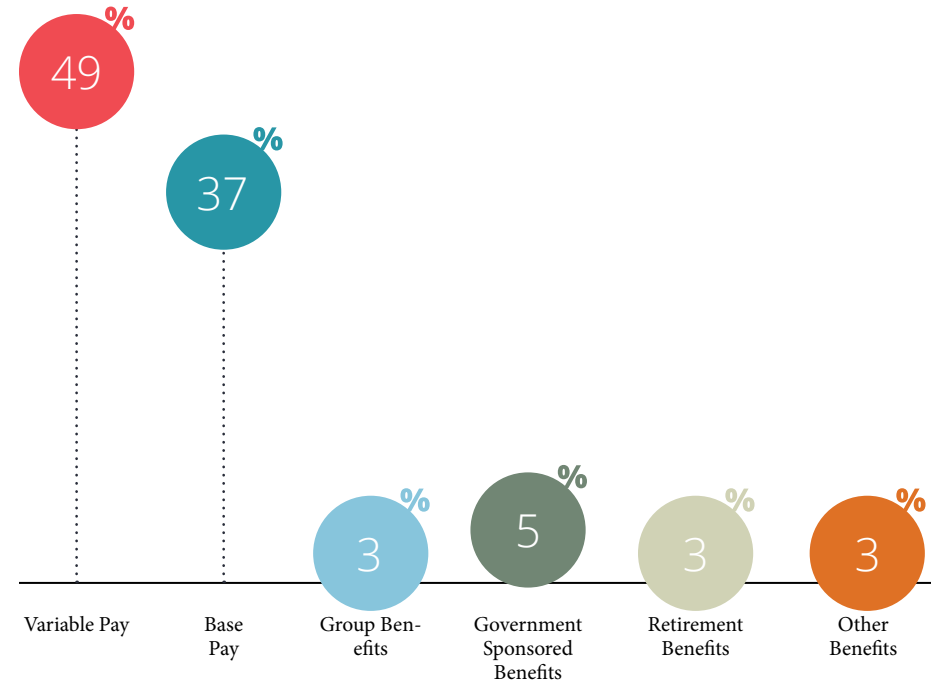
Defined benefit pension plan with the British Columbia Municipal Pension Plan.

[Click here](#) for more on how the BC Municipal Pension Plan contributions work.

#### Other Benefits

Student Loan Forgiveness.

### ESTIMATED SUMMARY OF TOTAL REWARDS



Note: This graphic 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 and program documents will prevail.





## WE OFFER FINANCIAL WELLNESS BENEFITS



## YOUR BENEFITS AT A GLANCE

<b>Additional Hours Premium</b>	<b>\$75 each day</b> an employee is required to work in excess of their established 2, 3 or 4 week on/off rotation.	<b>Clinical Mentorship and Preceptorship Allowance</b>	<b>\$15 each day</b> for employees who act as a teacher or instructor — mentoring employees during their remote certification.
<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>Weather-Protective Clothing Reimbursement</b>	Reimbursement of <b>\$1,200 every three years</b> for clothing to protect nurses against the elements.
<b>Nurse in Charge (Nic) Allowance</b>	<b>Up to \$6,000 per year</b> to Community Health Nursing Group positions for nurse team leaders for the performance of the duties of the position of nurse in charge (NIC).	<b>Recruitment Allowance</b>	<b>\$16,500</b> (\$6,750 upon completion of 150 regular hours of work and \$9,750 following 1,950 regular hours of work).
<b>Expanded Professional Role Allowance</b>	<b>Up to \$6,000 per year</b> (daily amount of \$23.00) for nurses after becoming certified to work in a remote community.	<b>Retention Allowance</b>	<b>\$16,500</b> (provided as daily amount of \$63.24).
<b>Education Allowance</b>	<ul style="list-style-type: none"><li>• An approved education allowance forms part of base pay upon hire Education allowance added onto Annual Pay (pro-rated on a bi-weekly basis for the highest level of education obtained.</li><li>• Allowance ranges from <b>\$605–\$3,850</b> depending on the type of approved course and its duration.</li><li>• Examples include: Primary Care Skills Program, specialty training courses, university-level courses leading to certificates; bachelor's or advanced degree courses.</li></ul>		





## WE OFFER FINANCIAL WELLNESS BENEFITS



## YOUR BENEFITS AT A GLANCE

### Support for Working in Remote Communities Allowance

Resource pool nurses whose assignments are **less than 3 months** will be provided the benefits outlined in the **Assignment Support Measures For Community Health Nurses in the Resource Pool Working in Remote Communities MOU**.

Refer to **Appendix P** in the Collective Agreement for more details. Some examples of support include:

- Free travel baggage allowances, and coverage for excess baggage fees up to certain limits.
- Daily support allowance to set maximums covering items such as: housing, heat, hydro, communications (internet, TV, basic telephone), etc.

Nurses who are permanently employed in remote communities whose assignments are **longer than 3 months** will be provided benefits as outlined in the **Support for Working in Remote Communities MOU**. The types and amount of support available are based on the point rating system for remote communities. Refer to **Appendix V** in the Collective Agreement for more details.

#### Some additional examples of support includes

- Reimbursement for trips from the remote community for:
  - › Non-elective medical or dental treatments
  - › Compassionate or bereavement leave
  - › Vacation travel assistance
  - › Dependent post-secondary educational travel





## PHYSICAL WELLNESS AND INSURANCE BENEFITS FOR PART-TIME AND FULL-TIME EMPLOYEES



## YOUR BENEFITS AT A GLANCE

### Health and Dental Benefits

#### Extended Health Monthly Premiums (Health, Drugs, Vision and Travel Assistance)

	FNHA Pays	You Pay	Total
Single	\$102.67	\$25.67	\$128.34
Couple	\$195.01	\$48.75	\$243.76
Family	\$218.77	\$54.69	\$273.46

#### Dental Monthly Premiums

	FNHA Pays	You Pay	Total
Single	\$102.67	\$25.67	\$128.34
Couple	\$195.01	\$48.75	\$243.76
Family	\$218.77	\$54.69	\$273.46

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.

FNHA also provides benefits reimbursement for dental services and a \$1,100 Health Care Spending Account (HCSA) to all Nurses who work and average of 18 hours within the rotation cycle.

### 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



## YOUR BENEFITS AT A GLANCE

### Disability Benefits

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.

You will earn Sick Leave credits at the rate of **9.375 hours for each calendar month** that you received pay for at least **75 hours**, to a maximum of 17 weeks of sick leave credits, and are taxable (non-taxable with status) upon receipt.

Your Long Term Disability Plan provides you with **66 2/3% of your monthly earnings** to a monthly maximum of **\$15,000** 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.



## VACATION AND TIME OFF BENEFITS

### Vacation

<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 4 years of service</b>	22 days per year
<b>After 6 years of service</b>	23 days per year
<b>After 8 years of service</b>	24 days per year
<b>After 10 years of service</b>	25 days per year
<b>After 12 years of service</b>	26 days per year
<b>After 14 years of service</b>	27 days per year
<b>After 16 years of service</b>	29 days per year
<b>After 18 years of service</b>	30 days per year

### Personal Leave

**1 paid personal day** for any use each year, that does not count against sick or vacation days.

### Family Responsibility Leave

**5 days of paid family** leave each year (can be used when family responsibilities arise such as medical appointments or arranging for care for family members).

### Maternity/Parental Leave Allowances

Top up of Employment Insurance up to **93% of weekly pay rate** while on maternity or parental leave.

### Time off to volunteer

**1 paid day per year** that does not count against vacation or sick leave credits to volunteer in the community.





## TRAINING BENEFITS



## YOUR BENEFITS AT A GLANCE

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### Additional Hours Premium

**Paid training costs of required courses and certification** to become qualified to work in a remote First Nations community, along with reimbursement to attend the annual Nursing Education Forum.



## PENSION AND STUDENT LOAN FORGIVENESS BENEFITS

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### Defined Benefit Pension Plan

- FNHA and its eligible employees are required to participate in the British Columbia Municipal Pension Plan in accordance with the [terms of that plan](#). Your contribution will be 8.61% of your annual gross regular earnings.
- FNHA will contribute 9.31% of your annual gross regular earnings.
- Note: Rates may change on an annual basis.
- Visit the [British Columbia Municipal Pension Plan's website](#) for more details.

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### Provincial Government's Student Aid BC Program

If you are a nurse or nurse practitioner and you qualify, you could receive up to **\$20,000** in support from the provincial government's [Student Aid BC Program](#).

