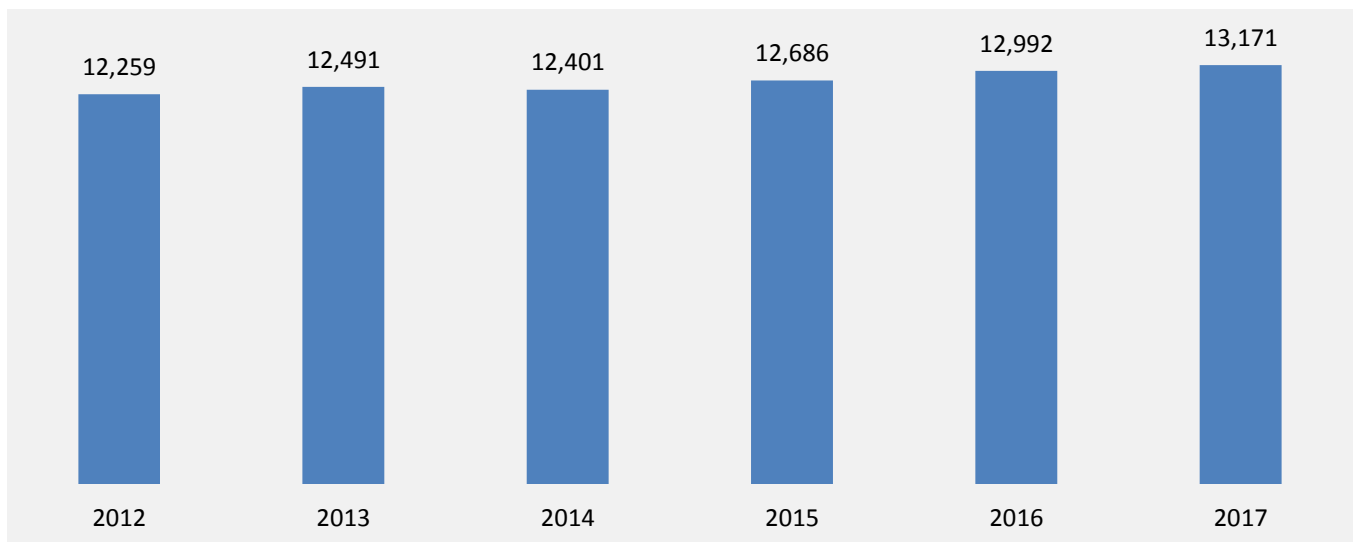


2018 Estimates	Health Science Professionals
Active employees Full-time Equivalents (FTEs)	17,862 (57% full-time, 29% part-time, 15% casual) 13,390
Most common occupation groups	Medical Tech – 14% Medical Radiation Tech – 10% Clinical Counsellor – 8% Occupational Therapist – 8% Social Worker – 8% Physiotherapist – 7%
Total annual payroll cost	\$1.34 billion
Cost of wages per FTE	\$74,645
Average age	43
Percentage of FTEs 55 years +	20%
Work locations	Hospitals, community healthcare, home support agencies, child development centres
Primary unions	Health Sciences Association of BC (85%) BC Government & Service Employees' Union (11%) Canadian Union of Public Employees (3%)

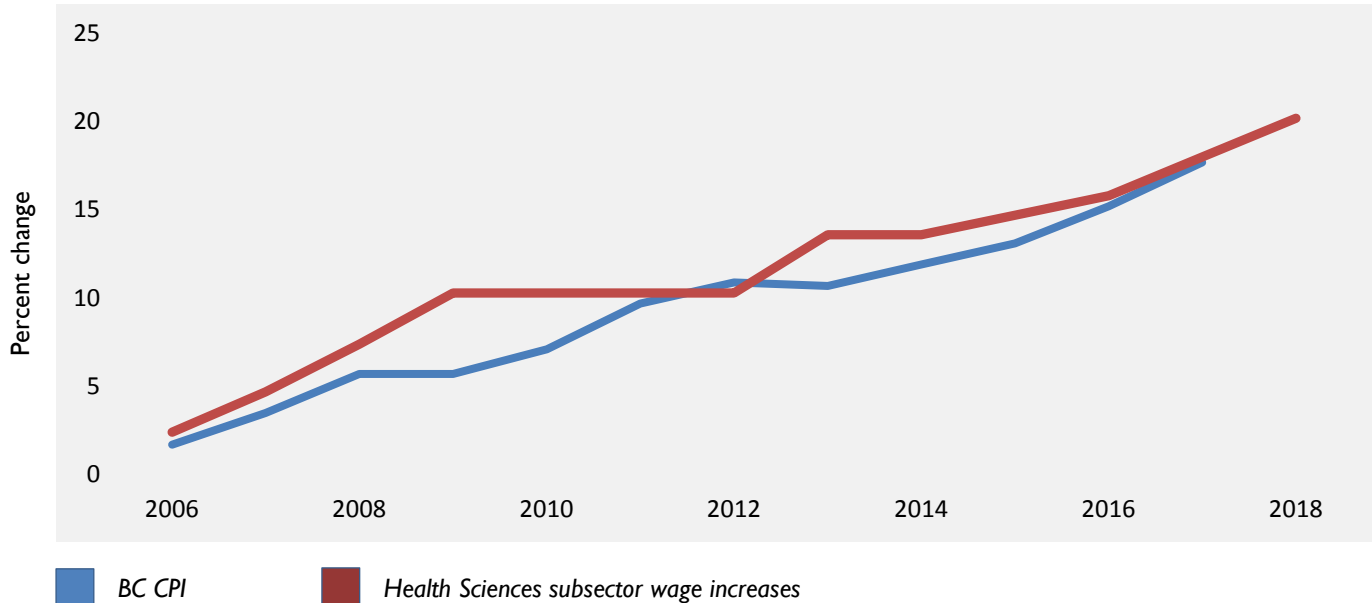
### Health Science Professionals full-time equivalents (FTEs) 2012-2017



The Health Sciences sector is made up of a diverse group of occupations with no one occupation making up more than 15 per cent of the bargaining association. The number of FTEs in the Health Science Professionals Bargaining Association (HSPBA) has steadily increased since 2014.

## Health Science Professionals cumulative wage increases vs BC CPI: 2006-2018\*

\*CPI data for 2018 is not yet available. Wage increases for 2018 are set by collective agreement.

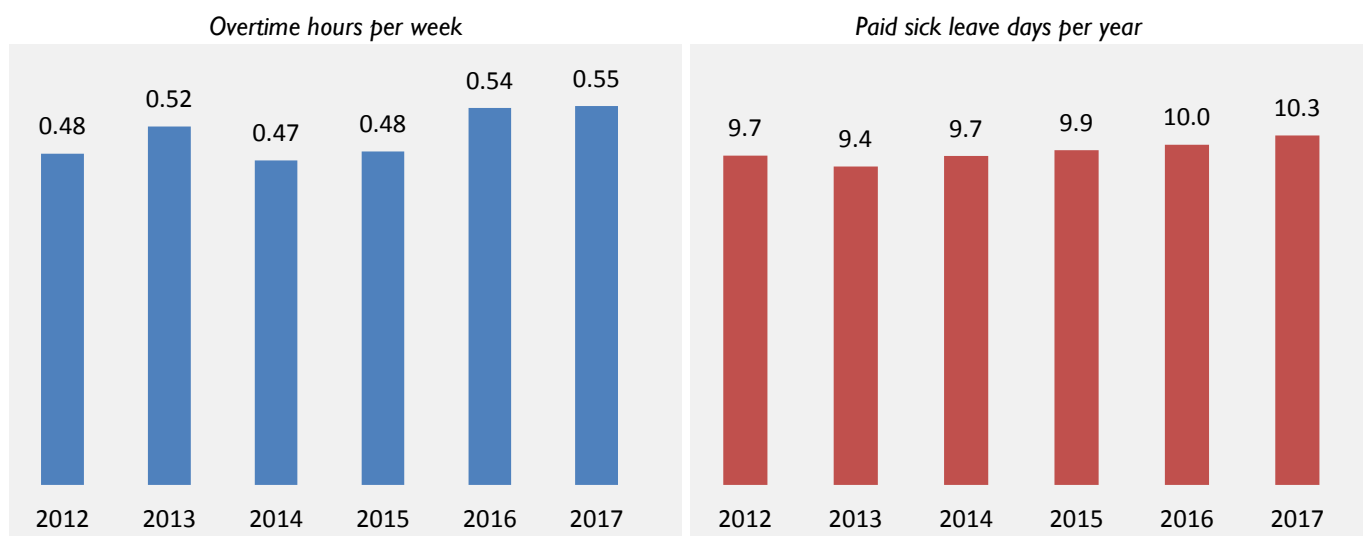


By year end of 2018, the average wage rate for employees in the Health Sciences sector will have increased by 20.2 per cent compared to 2005. Inflation from 2005 to 2017, as measured by the BC Consumer Price Index (CPI), was 17.7 per cent.

The average 2018 annual compensation in the Health Sciences sector is approximately \$100,287 (including the cost of wages, benefits, and non-employee specific costs), or \$51.23 per hour.

## Overtime and paid sick leave 2012-2017

Over the past six years, hours paid at overtime rates and sick leave days have increased slightly for Health Science Professionals. These figures include health authority and Providence Health Care data only.

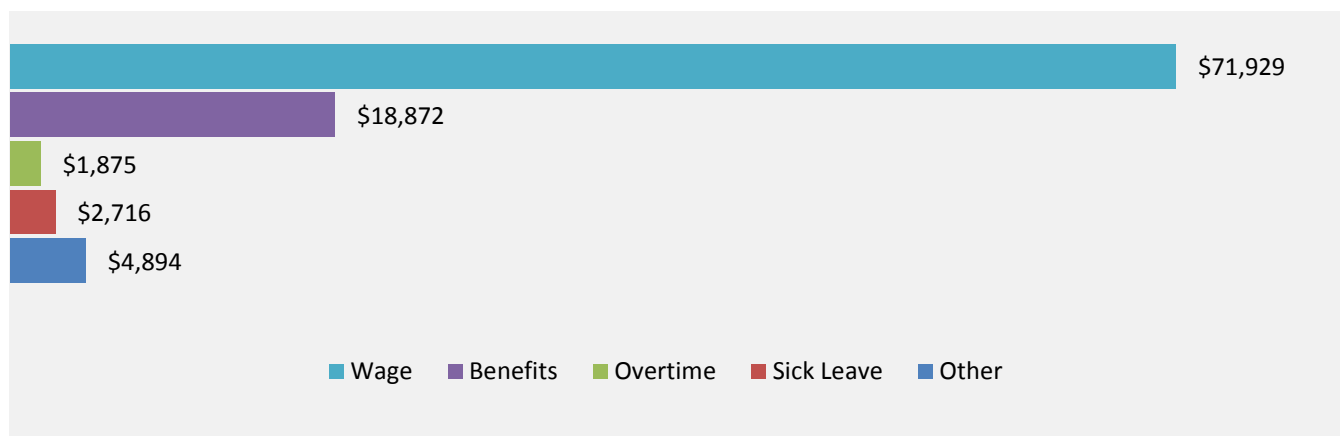


## Health benefits

In BC, employers contribute approximately \$75 million into the Joint Health Science Professionals Benefits Trust for the provision of dental, extended health, group life and long-term disability insurance. Other than premium for long-term disability insurance, where employees pay 30 per cent of the premium, employers pay 100 per cent of the premiums for dental, extended health, and group life insurance.

Regular Health Sciences sector employees and their employers also contribute to a defined benefit pension plan, the Municipal Pension Plan.

## Estimated annual costs per FTE (January 1, 2018)



Paid leaves except sick leave are included in “Wage.” Benefits include health & welfare benefits, statutory benefits and pensions. Premiums and allowances are included in “Other.”

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For additional information, please contact:

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*The Health Employers Association of BC (HEABC) is the accredited bargaining agent for more than 250 BC health employers. HEABC negotiates provincial collective agreements and provides a full range of labour relations and human resources services to its member organizations.*