



# Community Health Worker

Providing vital care for clients in our communities

THE ROLE

BENEFITS

ISLAND HEALTH

INDIGENOUS  
CULTURAL  
SAFETY

THE REGION

COMMUNITIES

CONTACT US



**SEARCH AND  
APPLY FOR  
CURRENT  
OPPORTUNITIES**

Community Health Workers are essential members of Island Health's community based care teams, providing personal care and assistance to support clients at home. This rewarding career touches the hearts of our communities.

Join our team and make a difference!

[islandhealth.ca/careers](https://islandhealth.ca/careers)

**APPLY NOW**



# The Role

## Community Health Worker

Beverly,  
Island Health CHW



*"I've been a Community Health Worker for over 20 years. The most important aspect of the job that I enjoy is building relationships with my clients. They are inviting you into their homes and they rely on you for quality care. This type of job requires patience and the ability to listen. Sometimes clients can be lonely and they just want to have someone to talk to. I think it's important to take your time and show them you care."*

*Working at Island Health offers job security, guaranteed hours and great benefits." - Beverly, Community Health Worker*

[CLICK HERE TO LEARN MORE ABOUT THIS ROLE](#)

### JOB SUMMARY

Island Health is seeking compassionate and caring Community Health Workers to support clients' independence in home settings, including assistance with activities of daily living, care plans and other tasks.

Our Community Health Workers are committed to promoting and maximizing their clients' independence and self-sufficiency at home.

### YOU ARE A GREAT FIT IF YOU HAVE:

- Patience, empathy and the desire to deliver the highest quality of care
- Registration with the BC Care Aide & Community Health Worker Registry (in good standing)
- Health Care Aide Certificate (or an equivalent combination of education and experience)
- Food Safe certificate
- Current level "C" Basic Life Saving Certificate
- Valid BC driver's licence and access to a vehicle

Mila, Amelia and Wilfreda,  
Island Health CHWs



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# Benefits

## Community Health Worker



### COMPENSATION AND BENEFITS

Many of our roles are eligible for our exceptional benefits package. Island Health is committed to health and wellness within and outside of the workplace.



dental coverage



extended health plan



prescription coverage



government backed pension plan



long term disability



paid time off

### WHY WORK HERE

This is a rewarding career that helps people gain access to healthcare they otherwise would not receive, and it makes a huge difference in their lives. We are committed to creating a healthier and better way of life for those we touch.

### SALARY

Hourly salary range: \$22.38 - \$24.47

### BENEFITS

We offer a variety of employment options (full-time, part-time and casual) for those who require flexibility.

Island Health recognizes the importance of a healthy work life balance. You will receive three weeks' vacation after your first year. Casual employees receive 10.2% of straight-time pay in lieu of vacation and holidays and access to medical and dental benefits after 180 hours.

### You will have access to:

- Internally posted job opportunities
- Shift Premiums and Special Leave Provisions

### SUPPORTIVE COWORKERS & SUPERVISORS

Our teams genuinely care about each other and support each other. Care team relationships are based on a foundation of respect, expertise and care.

### EDUCATIONAL OPPORTUNITIES

Education opportunities are available for providing complex client support.

### FLEXIBILITY

CHWs connect daily to discuss and review care plans. They also work independently and accept responsibilities for meeting their client's needs and managing their own schedules.

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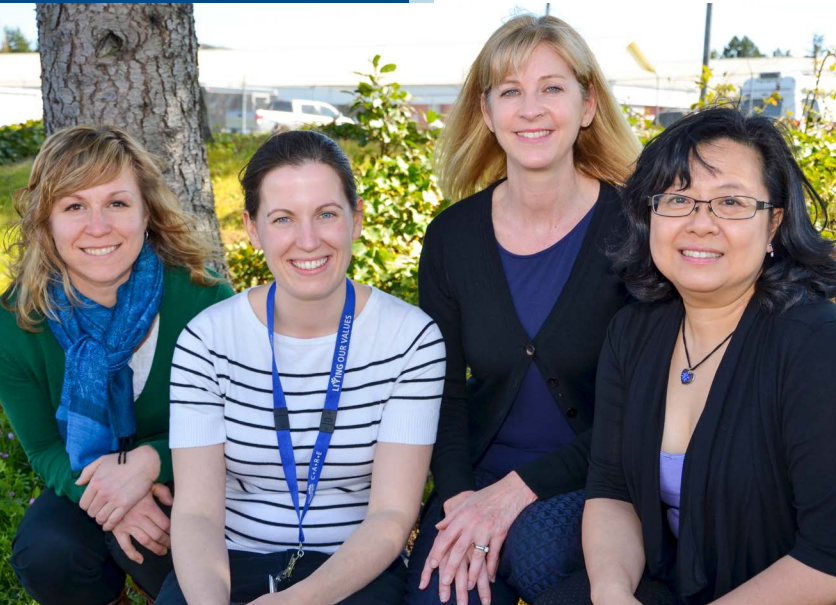
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# Island Health

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



## TERRITORIAL ACKNOWLEDGMENT

Before Canada and BC were formed, Indigenous peoples lived in balance and interconnectedness with the land and water in which the necessities of life are provided. Health disparities persist, which are due to the impacts of colonization and Indigenous-specific racism. Healthy lands, healthy people. Island Health acknowledges and recognizes these homelands and the stewardship of Indigenous peoples of this land. It is with humility we continue to work toward building our relationship.

## JOIN US AND MAKE A DIFFERENCE

Island Health offers innovative health care services through hospitals, clinics, health centres, community based health units, long term care and assisted living facilities throughout our diverse service region. As the largest employer on Vancouver Island, we employ more than 24,500 employees, 1,900 physician partners and 3,000 volunteers.

In collaboration with our many diverse and valued partners and in alignment with the provincial government's strategic vision, we are transforming our health care system to integrate culturally safe care to address racist behaviours and systemic racism.

Our commitment is to offer innovative and quality health care through professional development and research. We believe that strong relationships and community partnerships will assist us in supporting healthier and stronger communities and a better quality of life for our community members.

As we strive to meet the increasing demands on our health care system, our network of dedicated employees, physicians, volunteers, stakeholders and community partners are working to offer innovative and culturally safe care.

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# Indigenous Cultural Safety

Leading the way for a better tomorrow

*Dawn Thomas,  
Vice President, Indigenous  
Health and Diversity,  
Equity and Inclusion*



*Kathy MacNeil,  
President & CEO*



Cultural Safety is a process and an outcome based on respectful engagement that recognizes and strives to address power imbalances inherent in the health care system.

Senator Murray Sinclair, Chair of the Truth and Reconciliation 2015 Report (TRC) defined systemic racism as “when the system itself is based upon and founded upon racist beliefs and philosophies and thinking and has put in place policies and practices that literally force even the non-racists to act in a racist way.”

Island Health is aware of the importance of deepening our understanding of systemic racism so we can actively address health inequities. The Generational colonial beliefs and attitudes that created Indian Hospitals, Reserves, Day Schools, foster-care system and residential schools continue to this day.

Since the release of the TRC Report, Island Health, along with all BC health authorities, signed the Declaration of Commitment to embed cultural safety and humility into the delivery of all health and care services.

Island Health is committed to this ongoing learning journey to remove systemic racism through policy, process and procedure changes as well as increase awareness and capacity for staff, physicians, volunteers, contractors and students to create culturally safe engagement and environments. Our vision is excellent care for everyone, everywhere, every time.

In all of our recruitment efforts, we are seeking candidates who uphold these same values within and outside of the work environment. As a workforce and as community members, we must rise up to speak out against racism and discrimination.

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# The Region

## An ideal place to call home



- The island is 460 kilometres in length and it takes 8 hours to drive from Victoria to Port Hardy
- You can ski and golf in the same day
- Strathcona Park was BC's first Provincial Park (created in 1911)
- Explore some of the tallest and oldest spruce and cedar trees in the world
- Easy access to Vancouver by ferry, plane or float plane



### WHY LIVE HERE?

Popular for its mild winters and warm summers, Vancouver Island and the adjacent coastal communities are protected from harsh weather systems and benefit from its proximity to the coast. Kayaking, surfing, sailing, hiking, mountain biking, rock climbing, scuba diving and fishing are just some of the recreational activities that keep islanders busy year-round.

The relaxed pace, easy access to outdoor activities, and an abundance of art, music and festivals ensures that there is something for everyone. Whatever the lifestyle you are looking for, we have it here.

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# Communities

Spectacular scenery and endless year-round activities

With 150+ sites across the region, we offer a variety of work environments from small community hospitals to urban hospitals, including the traditional and unceded territories of the Kwakwaka'wakw, Nuuchahnulth and Coast Salish People.

#### **Kwakwaka'wakw territory:**

**Alert Bay, Port Hardy, Port Alice and Port McNeill** make up the Mt. Waddington region and offer rugged landscapes rich with cultural, wildlife and recreational experiences.

**Campbell River** is a seaside city surrounded by hiking and biking trails that challenge your sense of adventure.

**Comox Valley** is the place to ski and golf in the same day. Situated between Strathcona Provincial Park and the Strait of Georgia, this is an ideal spot to raise a family.

#### **Nuuchahnulth territory:**

**Tofino** is a surfing and storm watching hot spot. Famous for old growth rainforest and long stretches of pristine beaches.

**Port Alberni** is a prized fishing and water sports destination located in the heart of the island.



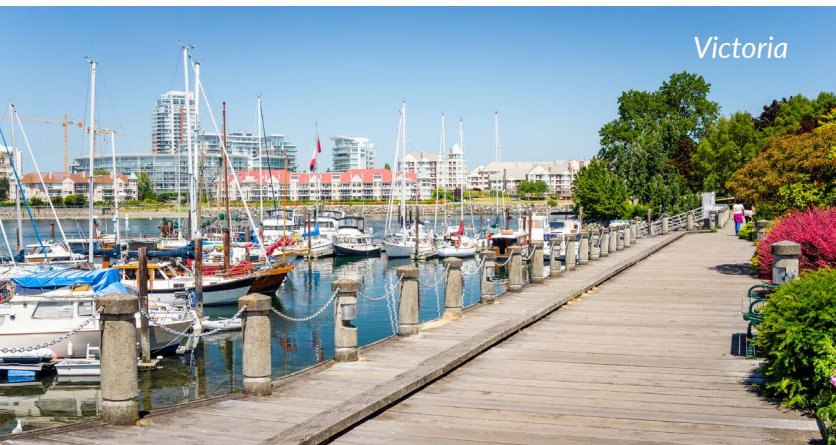
#### **Coast Salish territory:**

**Nanaimo** is located on central Vancouver Island and is a convenient access point to Vancouver. Watch cruise ships pass on one of the rocky beaches or downtown's waterfront park.

**Salt Spring Island** is the largest, most populated of the southern Gulf Islands with close to 12,000 permanent residents and is flourishing with artisans and spectacular ocean scenery.

**Cowichan Valley** offers easy access to Victoria and Nanaimo. This region boasts award-winning wineries, thriving farmlands and year-round markets.

**Victoria** is a vibrant urban centre with an abundance of local restaurants, shopping and nightlife. The historic architecture and culture contribute to its city charm.



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# Contact Us

Get in touch with us

Island Health offers a wide variety of career opportunities throughout the Island Health region. You can search jobs by location or job categories. There is something for everyone!

**Island Health Careers Page:**  
[www.islandhealth.ca/careers](http://www.islandhealth.ca/careers)

**Search Island Health Jobs:**  
<https://islandhealth.hua.hrsmart.com/hr/ats/JobSearch/index>

**Indigenous Employment Program:**  
[aboriginalemloyment@viha.ca](mailto:aboriginalemloyment@viha.ca)

**Island Health website:**  
[www.islandhealth.ca](http://www.islandhealth.ca)

**Medical Staff Careers:**  
[medicalstaff.islandhealth.ca/careers](http://medicalstaff.islandhealth.ca/careers)

**HR Access Helpline (for employees and job applicants):**  
[hraccess@viha.ca](mailto:hraccess@viha.ca)



*Island Health staff celebrating Pride Week*

**Interested in a career with Island Health? Take the next step in your career and join our team!**

If you are a **Community Health Worker** seeking employment with Island Health, don't hesitate to reach out and email our Recruiters at [TalentAcquisition@viha.ca](mailto:TalentAcquisition@viha.ca)



CHW Client

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