



Compensation and Benefits

With over 28,000 employees, the BC public service is one of the largest employers in the Province. Government employees in ministries and agencies provide an amazing amount and variety of services to the people of B.C.

We have a broad range of career opportunities that offer competitive salaries and comprehensive benefits. We recognize that fair compensation and benefits are integral to our ability to attract and keep employees who foster public service excellence.

Working in the BC public service you receive much more than a salary. Your earnings include benefits for health and wellness, life insurance, retirement and more - all things that recognize the true value of our employees.

Time off

- **Statutory holidays** - gives you 11 days off each year to recognize special days
- **Vacation** - gives you breaks each year
- **Special leaves** - allows you to take time away from work for personal matters
- **Maternity, Parental and Pre-Adoption Leave** - pays you an allowance when you are caring for your newborn or preparing for an adoption
- **Sick Leave** - covers your pay when you're ill or injured and unable to work
- **Long Term Disability** - pays a portion of your salary when you've been ill or injured for an extended time

A Vision for the BC Public Service

To achieve excellence

Service excellence - A professional public service that delivers the highest service quality and value for British Columbians

Work environment excellence - A dynamic work environment that promotes innovation, learning and results

People excellence - Passionate people who take pride in making a difference for those they serve

**Health & Wellness**

- **Medical Services Plan** - covers your family's BC Medical Services Plan (MSP) costs
- **Extended Health** - pays a significant portion of your family's healthcare costs not covered by MSP such as prescriptions, eye care etc.
- **Dental** - pays a significant portion of your family's dental care
- **Employee & Family Assistance** - counselling services to help you and your family when the need arises
- **Workers' Compensation** - provides replacement income and covers health care costs when you've had an accident or injury at work

Insurance

- **Employment** - provides replacement income for the birth or adoption of a child, or an illness or injury that doesn't qualify for sick pay
- **Life** - personal life insurance equal to three years of your annual salary
- **Spouse and Dependent** - optional life insurance for your family members

Retirement

- **Canada Pension** - income for when you retire or if you become disabled
- **Public Service Pension** - income for when you retire
- **Allowance** - a special retirement allowance based on your years of service

Awards &**Recognition**

- **Long Service** - recognizes employees for 25, 35 & 40 years of service
- **Employee Recognition** - recognizes employee ideas and initiatives that improve operations or service
- **Staff Appreciation** - ministry specific recognition for excellent performance

For further information on the benefits provided to the BC public service, please visit our web site at www.bcpublicservice.ca

Did You Know

- *For every \$1.00 our employees contribute to their public service pension, the BC Government matches it with \$1.18.*
- *New unionized employees receive 3 weeks vacation; 4 weeks if you're management.*
- *In addition to take-home pay, our employees receive an average of 23% more in benefits.*