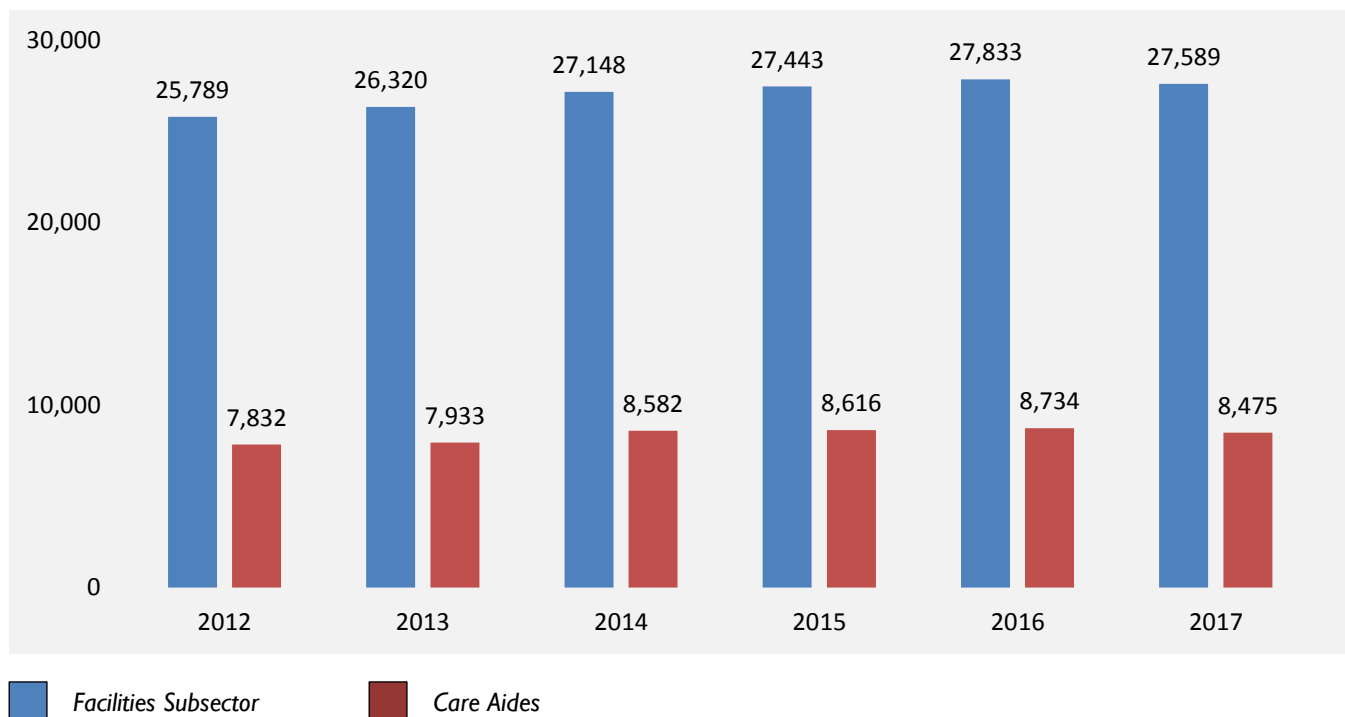


2018 Estimates	Facilities Subsector
Active Employees	41,238 (45% full-time, 23% part-time, 32% casual)
Full-time Equivalents (FTEs)	27,589
Most common occupation groups	Care Aide – 31% Clerical – 27%
Total annual payroll cost	\$1.83 billion
Cost of wages per FTE	\$44,812
Average age	46
Percentage of FTEs 55 years +	30%
Work locations	Hospitals, residential care homes, extended care
Primary unions	Hospital Employees' Union (91%) BC Government & Service Employees' Union (8%)

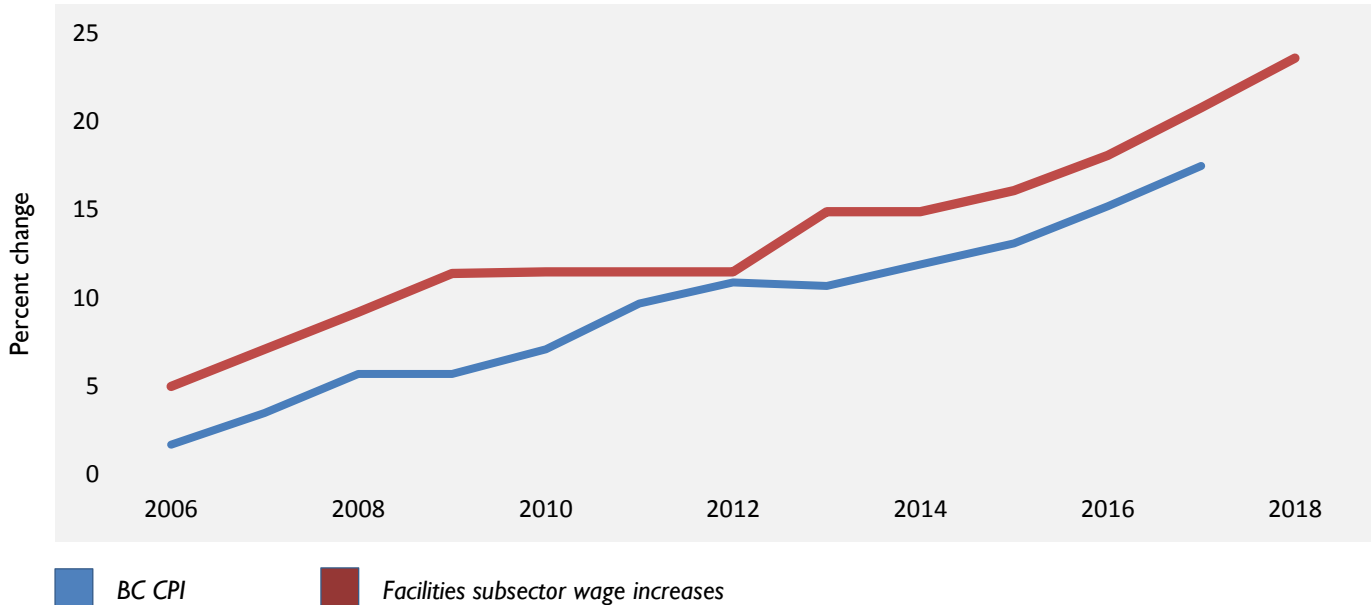
### Facilities subsector full-time equivalents (FTEs) 2012-2017



Care Aides are the largest occupation group within the Facilities Bargaining Association (FBA), making up approximately 31 per cent of FTEs. The number of full-time equivalent (FTE) employees in the FBA shows a drop in 2017 as some affiliates did not report employee information. This inconsistency is being rectified and the adjusted numbers will not show a decrease.

## Facilities subsector 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.

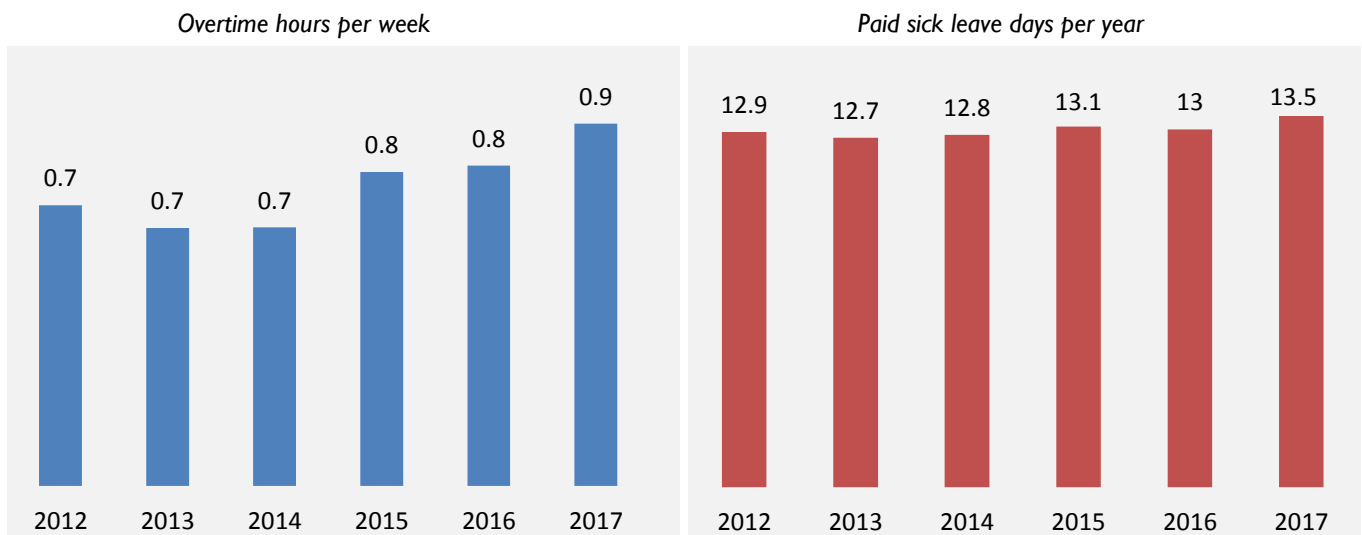


By year end of 2018, the average wage rate for employees in the Facilities subsector will have increased by 21.5 per cent compared to 2005. Inflation from 2005 to 2017, as measured by the BC Consumer Price Index (CPI), was 17.7 per cent.

The average annual compensation (2018) for one Care Aide FTE is approximately \$68,217 (including the cost of wages, benefits, and non-employee specific costs), or \$34.98 per hour.

## Overtime and paid sick leave 2012-2017

Since 2012, hours paid at overtime rates and sick leave days per year have increased slightly for Facilities subsector employees. These figures include health authority and Providence Health Care data only.

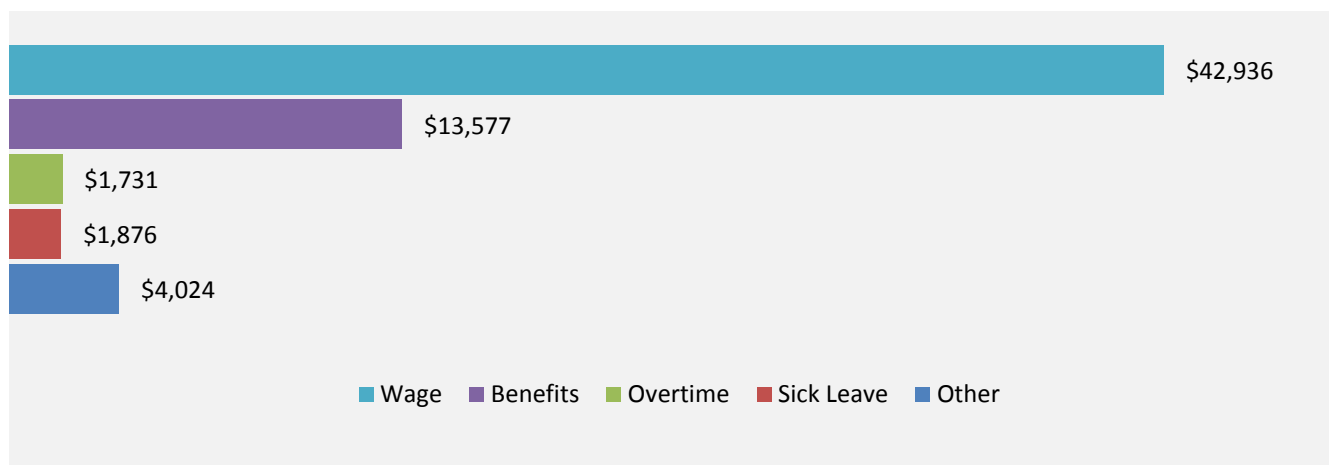


## Health benefits

In BC, employers contribute approximately \$127 million into the Joint Facilities Benefits Trust for the provision of dental, extended health, group life and long-term disability insurance. Employers pay 100 per cent of the premiums for dental, extended health, group life and long-term disability insurance.

Regular Facilities subsector 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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*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.*