



Providence Health Care
How you want to be treated.

Respiratory Therapist FAQ

Frequently Asked Questions

We believe that improvement and innovation isn't a department, it's a mindset. We're a learning organization where continuous improvement, research, education and innovation are central to our Mission.



Hiring Contacts at Providence Health Care

Jaclyn Metza, Recruitment Specialist,
jmetza@providencehealth.bc.ca

Lena Farina, Patient Care Manager - Critical
Care and Respiratory Services
lfarina@providencehealth.bc.ca

FAQ's

WHAT IS THE STARTING SALARY?

As per the province-wide HSA Collective Agreement, the starting rate of pay is \$36.35/hour, which is \$2726.25 bi weekly and \$5929 monthly for a full time position (deductions will be made for benefits, pension, EI, taxes, etc.)

IS THERE RELOCATION ASSISTANCE?

You may be eligible for relocation assistance (up to \$5000.00 for out of Province and \$3000 for within BC).

WHAT ARE THE OPPORTUNITIES AVAILABLE?

There are a variety of options to choose from. We have regular full time (RFT), temporary and casual opportunities available both in acute care and pulmonary diagnostics.

WHAT ARE THE HOURS OF WORK?

Acute: 0700-1915, 1900-0715

Diagnostics: 0715-1500, 0800-1600

Overtime (OT): There is opportunity to pick up overtime! Our online shift bidding system, Andgo, makes it easy to apply for OT from home!

WHAT ARE THE ROTATIONS?

Acute: consists of a combination of 12 hour days and nights with 4-5 days off between sets

Diagnostics: 4-5 days, 8-9 hour days, Monday – Friday

Trades/Shift Swaps: Allows for more control over your work schedules – RTs are able to trade their scheduled shifts with a co-worker when needed.

WHAT TYPES OF BENEFITS DO YOU OFFER?

Regular Full Time, and Temporary positions offer employer paid health benefits. This includes Medical, Prescription Drugs and Dental Coverage, Extended Health Coverage Plan for things like Massage Therapy, Physio, Chiro and Vision etc. Life Insurance, Long Term Disability (LTD) and accidental death and dismemberment (only Regular positions are eligible for LTD). You will also be eligible to participate in the Municipal Pension Plan. Generous sick leave credits (earn 11.25 hours per month of service) up to a maximum of 1123.2 cumulative hours (if unused) additional paid leaves, Maternity and Paternity leave top up. 4 weeks of paid vacation to start, sick leave and vacation are both prorated based on the FTE of the position you are joining.

FAQ's

WHAT IS THE EMPLOYEE STUDENT RESPIRATORY THERAPIST PROGRAM ?

Take advantage of an opportunity to be employed with Providence Health Care while solidifying your skills as an RT student. We offer an Employed Student Respiratory Therapist (ESRT) position to qualified RT students. Please reach out to Lena Farina if you are interested or would like more information!

HOW DO I FIND YOUR POSTINGS AND APPLY FOR A JOB?

The easiest way to apply for RT opportunities is to visit our careers page at: <https://careers.providencehealthcare.org/> and you can browse by job category: "Allied Health" and filter by "Therapy & Rehab Services" or, you can enter "Respiratory Therapy" into the search bar. Then, you can scroll through the different postings available, apply, and upload your resume for the opportunities that interest you.

You can also email your resume directly to one of the contacts below and identify which posting/rotation you are interested in. After that, someone from our hiring team will contact you to discuss the different opportunities available and what your interests

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Lena Farina, Patient Care Manager - Critical Care and Respiratory Services lfarina@providencehealth.bc.ca

WHAT HAPPENS AFTER I APPLY? WHAT CAN I EXPECT?

After you have submitted your resume, someone from the hiring team will be in touch with you shortly afterwards to set up an interview and formal meet and greet. If you are successful in your interview, references will be collected and checked before proceeding with a job offer.

A request for resumes is circulated in January, with formal interviewing taking place throughout February and jobs offered in March. If you have any questions about the application or interview process, please reach out to one of the contacts provided below.

DO I NEED TO HAVE MY REGISTRATION TO BE CONSIDERED FOR A JOB?

No, you just need to have graduated from an accredited Respiratory Therapy Program. Note that you will also need to provide your proof of vaccination (both doses) against Covid-19.

FAQ's

WHAT DOES THE ORIENTATION PROCESS LOOK LIKE?

We recognize that the transition period after graduation is critical. We offer an extensive orientation process to ensure our new grads are supported including:

- 5 x 8 hour classroom days
- A minimum of 180 supernumerary buddy shift hours in each clinical area (ICU, CSICU, Wards and ER). We know everyone has different learning needs! We are committed to working with our orientees to tailor the orientation process to best meet individual needs.
- New grads will also benefit from a formal Mentorship Program, which is:
 - 3-month flexible and responsive following buddy shifts with carefully selected and trained supernumerary mentors
 - Focused on daily feedback, skill development, and fostering independence
 - Very flexible and adaptable to individual needs

WHERE DO PHC RTS WORK?

Everywhere!

- Intensive Care Unit
- Cardiac Intensive Care Unit
- High Acuity Unit
- Post Anesthetic Care Unit
- Cardiac Surgery Intensive Care Unit
- Medical/Surgical Wards
- Emergency Department
- Pulmonary Function Lab
- Interventional Bronchoscopy Suite
- Cardiac Stress Testing
- Neonatal Intensive Care Unit

At Providence Health Care, Respiratory Therapists are well-respected for their advanced practice skills and contributions to care and have been recognized for their work as recipients of the 2021 Mission Award. They are also well-positioned for career development and advancement within the organization.

New Horizons – The NEW St. Paul's Hospital!

We are moving! The new St. Paul's Hospital campus will open its doors in 2026 as the largest redevelopment project in British Columbia's history, driving innovation for multidisciplinary teams – including RTs! We hope that you will join us in making history!