



Interior Health

MOVING TO BRITISH COLUMBIA

— A GUIDE FOR NEWCOMERS —

Interior Health would like to recognize and acknowledge the traditional, ancestral, and unceded territories of the Dǎkelh Dené, Ktunaxa, Nlaka'pamux, Secwépemc, St'át'imc, Syilx, and T̓silhqot'in Nations, where we live, learn, collaborate and work together.



Who are we?

Interior Health was established as one of five geographically-based health authorities in 2001 by the Government of British Columbia. We are responsible for ensuring publicly-funded health services are provided to the people of the southern interior.

Guided by our core values of compassion, quality, safety, and integrity, we continually strive to live out our overarching vision - *health and well-being for all*.

Where are we located?

Interior Health is located in the Southern Interior of British Columbia. IH serves a large geographic area covering almost 216,000 square kilometers and includes larger cities as well as a multitude of more rural and remote communities. The health authority is split into four areas which include Thompson Cariboo Shuswap, Okanagan, Kootenay Boundary, and East Kootenay.

A map and more information can be found [here](#).



Does Interior Health offer relocation allowance?

Permanent and temporary placements may be eligible for financial relocation assistance to help you and your family with the move. Details should be discussed with the hiring manager or clinical recruitment specialist prior to accepting the offer and any relocation provided will require a 24-month return of service. *Casual hires are not eligible for this program.*

What about a signing bonus?

Eligible nurses filling eligible positions will receive up to \$20,000 in rural and remote communities and up to \$15,000 in urban and metropolitan communities, should they choose to accept a permanent position in eligible difficult-to-fill or high needs vacancies. *Eligible nurses will be required to sign a two-year return-of-service agreement.* [Learn more.](#)

What is the Provincial Rural Retention Incentive?

This [incentive](#) provides up to \$2,000 per quarter, pro-rated to productive hours, to nurses working in eligible rural and remote communities to a maximum of \$8,000 per year. Details should be discussed with the hiring manager or recruiter prior to accepting the offer.

How can I find accommodation?

[Kijiji](#), [Facebook Marketplace](#), and [Rentfaster.ca](#) are good places to start your search for rental properties. However, [Castanet](#) is a local news site that covers the Okanagan and Kamloops. Castanet does have a [classified section](#) that lists real estate and rentals.

Are there any additional resources available?

[Welcome BC](#) by the Ministry of Jobs, Tourism and Skills Training has many valuable resources, such as a [Newcomer's Guide](#), for people looking to relocate to British Columbia.

Connect With a Recruiter : IHRNRecruitment@InteriorHealth.ca



What activities are available in the region?

The region is a haven for outdoor enthusiasts, offering a wide array of activities to suit every interest. It's dotted with pristine lakes perfect for swimming, boating, and fishing. Numerous golf courses cater to players of all skill levels, set against stunning backdrops. Biking trails range from leisurely scenic routes to challenging mountain paths, providing adventure for all cyclists. Winter transforms the region into a skiing paradise, with world-class resorts offering both downhill and cross-country skiing. The southern interior of British Columbia promises endless opportunities for recreation and adventure.

[HelloBC.com](https://www.hellobc.com) is dedicated to telling stories of what is possible in BC.

What is the arts and culture scene like in the interior?

The region offers a vibrant tapestry of arts and culture. This picturesque area boasts a rich history, reflected in its numerous museums and heritage sites. Its thriving arts scene is showcased in galleries and local festivals celebrating everything from contemporary art to traditional crafts. Music enthusiasts can enjoy a diverse array of performances, from folk and jazz to classical concerts held in charming venues. The region's culinary landscape is equally impressive, with farm-to-table restaurants, award-winning wineries, and bustling farmers' markets offering fresh, local produce.

Together, these cultural elements create a dynamic and inviting atmosphere perfect for those looking to immerse themselves in the unique spirit of British Columbia's southern interior.

EXPLORE OUR COMMUNITIES



The Okanagan

[Armstrong](#)
[Coldstream](#)
[Enderby](#)
[Kelowna](#)
[Keremeos](#)
[Lake Country](#)
[Lumby](#)
[Oliver](#)
[Osoyoos](#)
[Peachland](#)
[Penticton](#)
[Princeton](#)
[Spallumcheen](#)
[Summerland](#)
[Vernon](#)
[West Kelowna](#)

Thompson Cariboo

[100 Mile House](#)
[Ashcroft](#)
[Barrière](#)
[Cache Creek](#)
[Chase](#)
[Clearwater](#)
[Clinton](#)
[Kamloops](#)
[Lillooet](#)
[Logan Lake](#)
[Lytton](#)
[Merritt](#)
[Revelstoke](#)
[Salmon Arm](#)
[Sicamous](#)
[Williams Lake](#)

Kootenay Boundary

[Castlegar](#)
[Fruitvale](#)
[Grand Forks](#)
[Greenwood](#)
[Kaslo](#)
[Midway](#)
[Montrose](#)
[Nakusp](#)
[Nelson](#)
[New Denver](#)
[Rossland](#)
[Salmo](#)
[Silverton](#)
[Slocan](#)
[Trail](#)
[Warfield](#)

East Kootenay

[Canal Flats](#)
[Cranbrook](#)
[Creston](#)
[Elkford](#)
[Fernie](#)
[Golden](#)
[Invermere](#)
[Kimberley](#)
[Radium](#)
[Sparwood](#)



Do I need to register with the British Columbia College of Nurses and Midwives?

Yes, in order to work in British Columbia, you must have provisional or practicing registration with the British Columbia College of Nurses and Midwives (BCCNM) prior to beginning employment.

You can apply for a position before you have your license! You just need your license before you start work, so don't delay your application process.

More Information : [Registered Nurses](#)

More Information : [Licensed Practical Nurses](#)

More Information : [Registered Psychiatric Nurses](#)

How do British Columbia's wages compare to my home province?

For registered nurses, [JobBank.gc.ca](#) has a [chart](#) that compares provincial registered nurses prevailing wage ranges in Canada.

Did you know? British Columbia is proud to offer some of the highest average wages to nurses in the entire country!

Are there minimum nurse-to-patient ratios?

The government has outlined the province's commitment to implement [minimum nurse-to-patient ratios \(mNPRs\)](#) in hospitals across British Columbia, marking an important milestone on the path to become the first jurisdiction in the world to have a minimum staffing standard of one nurse for every four patients in medical/surgical units 24 hours per day, seven days per week.



What is the Canada Student Loan Forgiveness Program?

The Government of Canada offers Canada Student Loan forgiveness to eligible family doctors, residents in family medicine, nurse practitioners, and nurses who work in under-served rural or remote communities that lack the primary health care they need. This change will help more Canadians get the health care they deserve.

For more information, visit [Canada Student Loan Forgiveness Eligibility](#).

If you are a nurse or nurse practitioner and you qualify, you could receive *up to* \$20,000 in Canada Student Loan forgiveness over a maximum of five years at \$4,000 per year.

As a non-British Columbia student, can I complete my student placement here?

Yes! Interior Health absolutely considers students from all across Canada. We look at the quality of the candidates against the needs that we have and we focus on co-op and student placements. Speak with your school about getting placed at Interior Health.

For more information, visit [BC Care Aide & Community - Nursing Student \(CACHWR.bc.ca\)](#).

Nursing students can work as an ESN after completing the second year of the nursing program.

For more information, visit [Employed Student Nurses \(BCCNM.ca\)](#).

THE APPLICATION PROCESS

ONE | **BROWSE**

Find your ideal career here!

Visit [Jobs.InteriorHealth.ca](https://www.jobs.interiorhealth.ca) to search and apply for current opportunities.

TWO | **APPLY**

Create your profile.

Visit our [application portal](#) to create a profile and apply for your dream job.

THREE | **PRE-SCREEN**

Your application is being reviewed.

If considered, a recruiter will reach out to schedule a pre-screen with you.

FOUR | **INTERVIEW**

If shortlisted, you will be contacted for an interview!

This is a chance for us to learn more about *each other* and *the role*.

FIVE | **REFERENCE CHECKS**

If your interview was successful, we will perform a reference check.

This will enable us to validate your employment history and achievements.

SIX | **OFFER OF EMPLOYMENT**

Congratulations, you got the job!

You will receive a verbal offer and written offer of employment via email.

SEVEN | **ONBOARDING**

You will be welcomed with support from colleagues and your manager.

You will complete learning modules, site tours, and orientation.

[CLICK TO EXPLORE OUR JOBS AND APPLY TODAY](#)