

People Health Advisor

2025-145949

Salary Details

The salary range for this position is CAD \$38.13/Hr. - CAD \$54.82/Hr.

Job Summary

Come work as a People Health Advisor with Vancouver Coastal Health (VCH)!

Vancouver Coastal Health is looking for a People Health Advisor to join the People Health Team. This is a hybrid remote/in-office position. [Apply today to join our team!](#)

As a People Health Advisor with Vancouver Coastal Health, you will:

- Develop, implement and monitor safe stay at work and/or return to work plans for employees with injury or illness.
- Utilize support resources on the Team to develop a safe and suitable care pathway that allows and encourages employees to stay-at-work or return-to-work in a timely manner following injury or illness.
- Maintain full medical confidentiality within the scope of VCH's Accessing Employee Medical Information Policy.
- Coordinate disability case management of ill and injured employees, including early intervention and provision of services and referrals, to implement cost effective strategies to decrease absence and facilitate early return to work or stay at work.
- Maintain a high level of support for employees participating in disability management through frequent communication with the employee, collaborating with the employee and their care providers in development of goals and objectives compatible to the employee's disability, monitoring the progress of the employee, communicating and collaborating with managers and union representatives.
- Promote best practices in disability management through communication, provision of expert advice and training of employees, managers, union representatives, HR Advisors and others, as appropriate.
- Follow established guidelines and standards of practice throughout the care pathway.
- Assess employees' fitness for work based on bona fide medical and functional information.
- Develop, in collaboration with the employee and their care providers, individualized plans that facilitate an injured or ill employee's return to work or stay at work that meet's the employee's functional ability.
- Maintain and evaluate a comprehensive roster of preferred internal and external providers of rehabilitation services.
- Maintain accurate and up to date records of all employees enrolled in the disability management program.

Qualifications

Education & Experience

- University degree in kinesiology, occupational therapy, physiotherapy or other health-care discipline.
- Five (5) years recent related experience in a unionized health care environment or an equivalent combination of education, training and experience.
- Disability Management certificate (National Institute of Disability Management and Research).

Knowledge, Skills & Abilities

- Relationship management,
- Verbal and written communication,
- Negotiation/influence,
- Current computer literacy in Excel, PowerPoint, Word,
- Clinical reasoning,
- Creative solution-focused,
- Disability management,
- Health care jobs.

Closing Statement

As per Ministry of Health policy, all health care workers working in publicly-funded health care facilities are required to report their past receipt of certain vaccines or history of certain infections. Collecting these records will allow for offering of any missing vaccines, and for appropriate actions to be taken in the event of any future exposure to a communicable disease or during outbreaks. For all new hires and appointments to Vancouver Coastal Health, you will be asked to provide this information as part of the onboarding process.

WHY JOIN VANCOUVER COASTAL HEALTH?

VCH is a world class innovator in medical care, research and teaching, delivering service to more than one million BC residents. At VCH, we embrace thinking boldly, taking smart risks, and "going first" when we believe it will lead to the best possible outcomes for patients and their families. We invite you to join us in creating healthy lives in healthy communities by showcasing our passion for care, connection to the communities we serve and our culture of teamwork that makes VCH a great place to work.

- Comprehensive health benefits package, including MSP, extended health and dental and municipal pension plan
- Grow your career with employer-paid training and leadership development opportunities
- Wellness supports, including counselling, critical incident and innovative wellness services are available to employees and their immediate families
- Award-winning recognition programs to honour staff, medical staff and volunteers
- Access to exclusive discount offers and deals for VCH staff

At Vancouver Coastal Health, our vision of healthy lives in healthy communities inspires us and our values and pillars guide us. We support equitable practices, diverse teams and inclusive environments, which are vital to creating welcoming spaces where everyone can bring their whole selves to work and feel supported. We encourage applications from equity-deserving communities, including Indigenous Peoples and members of racialized groups, people with disabilities and people of all gender identities and expressions and sexual orientation.

Vancouver Coastal Health is proud to be recognized as one of BC's Top Employers, Canada's Best Diversity Employers and Canada's Top Employers for Young People in 2025.

Only short-listed applicants will be contacted for this posting.

[Apply on the VCH website.](#)