

# Health

## Sector Profile



**CENTRAL  
OKANAGAN**  
ECONOMIC  
DEVELOPMENT  
COMMISSION

## It's All Here Now

The Central Okanagan, with a growing population, an international airport, and a competitive housing market, is the largest trading area between Vancouver, BC and Calgary, AB, Canada. The region offers a wide variety of activities, two public post-secondary institutions and seven unique communities to explore or call home. With less traffic and a lower cost of living than major cities – in fact, the Central Okanagan was named the most Cost Competitive Region in the Pacific by KPMG in 2016 – you can spend your spare time and money on a life you enjoy. With a collective attitude and culture that fosters entrepreneurship the possibilities are endless in the Central Okanagan. It's all here, now.

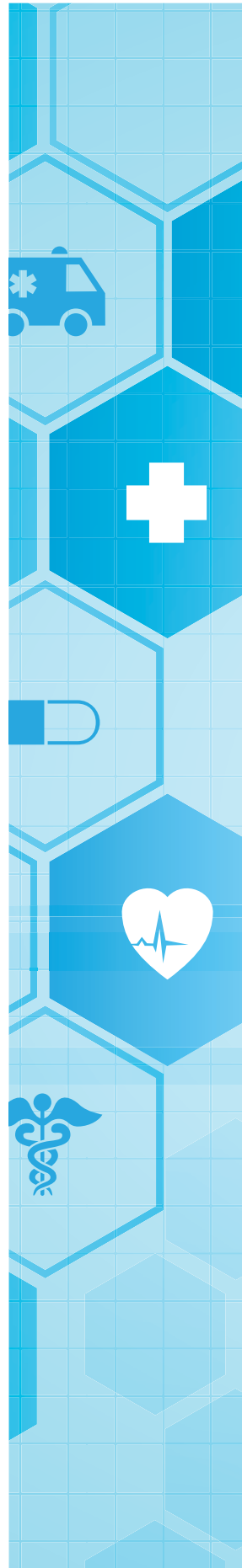
## Sector Overview

Health care is an important sector in the Central Okanagan with two distinct sector forms: health care services provided by Interior Health Authority, non-profit and for-profit healthcare businesses; and research and development. Interior Health Authority's service delivery region covers the entire Southern Interior of BC, supporting a population of 730,000 with an annual budget of \$2.3 billion, as the service delivery provider for Medicare services. Providing a wide range of integrated health-care programs and services The Interior Health Authority is the hub of health care for the Central Okanagan. Interior Health's services include in-hospital as well as a wide variety of other important services including:

- Prevention and Health Promotion
- Home and Community Care
- Residential Care
- Mental Health and Substance Use
- Environmental Safety & Public Health Protection
- Lab and Diagnostic Imaging Services

[Kelowna General Hospital](#) (KGH) a premier healthcare facility of Interior Health offers world class high-level, specialty medical care including emergency and trauma services, ambulatory and outpatient clinics, and diagnostic/paramedical services. KGH is also the site of the University of British Columbia's Medical School Clinical Academic Campus, a critical physician training facility developing the next generation of world class doctors, as well as the new state-of-the-art Interior Heart and Surgical Centre, enhancing their ability to provide superior intensive cardiac, perinatal and surgical care in the Interior of British Columbia. In addition to KGH there are over 44 medical facilities servicing the region providing care for individuals who seek services for prevention, diagnosis or treatment from health care professionals, including doctors, lab technicians, dentists, optometrists and chiropractors.

The strength of the regional health and technology sectors has been a catalyst for companies providing specialized tech-based health and medical solutions. The Central Okanagan has a growing population as well as supports an aging baby-boomer population with diverse and complex health services needs serviced by local firms and interconnected services. As it is nationally, the regional health services industry has a low unemployment rate and tends to be immune from economic fluctuations.





## Industry Highlights

- 8% of the region's workforce is employed in the health sector
- Interior Health Authority supports a population of 730,000 with an annual budget of \$2.3 billion
- KGH is the site of the University of British Columbia's Medical School Clinical Academic Campus – a critical physician training facility
- 44 medical facilities provide diverse and specialized care
- Partnerships with the tech sector have resulted in new technology applications in the health field including QHR Technologies electronic medical record platform
- Talent pipeline supported by responsive public post-secondary institutions and directed regional attraction and retention initiatives



Photo Credit: UBC Okanagan



Photo Credit: UBC Okanagan

# Health

## Employment Data

Employed Labour Force by Central Okanagan Census Sub-Division		
NAICS	Industry Description	Central Okanagan Census Division (Total)
621	Ambulatory Health Care Services	4,250
622	Hospitals	4,775
623	Nursing and Residential Facilities	2,215
<b>Total</b>		<b>11,240</b>

Source: Statistics Canada, Census 2016

Central Okanagan	Health
Total Businesses	1,485
W/O Employees	753
W/Employees	732
1-4	485
5-9	122
10-19	80
20-49	24
50-99	12
100-199	5
200-499	3
500+	1

Source: Statistics Canada, Census 2016



Photo Credit: UBC Okanagan



Photo Credit: UBC Okanagan

## Wage and Salary Information

NOC	Median Wage Thompson Okanagan	Median Wage British Columbia
3142 - Physiotherapists	\$37.00/HR	\$37.00/HR
3143 - Occupational Therapists	\$38.42/HR	\$38.42/HR
3211 - Medical Laboratory Technologists	\$32.05/HR	\$32.05/HR
3213 - Animal Health Technologists and Veterinary Technicians	\$20.50/HR	\$20.50/HR
3214 - Respiratory Therapists, Clinical Perfusionists and Cardiopulmonary Technologists	\$33.00/HR	\$33.00/HR
3215 - Medical Radiation Technologists	\$34.50/HR	\$34.50/HR
3233 - Licensed Practical Nurses	\$25.75/HR	\$27.00/HR
3234 - Paramedical Occupations	\$26.78/HR	\$26.78/HR
3222 - Dental Hygienists and Dental Therapists	\$41.00/HR	\$41.00/HR

Source: Economic and Social Development Canada, Wage Report, 2018





## Competitive Advantages

- State of the art hospital facilities KGH in Kelowna
- Highly-skilled and qualified local workforce
- Talent pipeline supported by responsive public post-secondary institutions and directed regional attraction and retention initiatives
- Top university and college research facilities supporting industry development



Photo Credit: UBC Okanagan

## Post-Secondary Support

The [University of British Columbia Okanagan Clinical Academic Campus](https://www.ubc.ca/okanagan/academic-campus) is located at the Kelowna General Hospital (KGH). The two-story, 3,200-square-metre building includes a 180-seat high-tech lecture theatre, videoconference suites, classrooms, a 10 room clinical skill teaching centre, a medical library, study space and offices.<sup>1</sup>

The [University of British Columbia Okanagan Campus](https://www.ubc.ca/okanagan/campus) is home to the Centre for Heart, Lung & Vascular Health. The Centre is an open-access research network focused on generating high-impact, fundamental bench science to translational clinical research and population health, utilizing expert-led core-shared facilities.

[Okanagan College](https://www.okanagan.bc.ca/) provides a diploma program in practical nursing. Okanagan College, in partnership with the University of British Columbia Okanagan Campus also offers years one and two of the four-year Bachelor of Science in Nursing program offered at the University of British Columbia Okanagan Campus. Both programs are recognized by the College of Registered Nurses of BC.

<sup>1</sup> [UBC Clinical Academic Campus smp.med.ubc.ca/about/sites/clinical.html](https://www.ubc.ca/okanagan/academic-campus)



Photo Credit: UBC Okanagan

## Tax Incentives

Residents and businesses enjoy a financial advantage with the Central Okanagan's competitive tax climate. BC has the lowest provincial income taxes for individuals earning up to \$121,000. Canadian federal government corporate taxes are some of the lowest among the G7 countries.

BC provides a suite of provincial tax credits and exemptions to encourage business investment and innovation. A summary of these credits and exemptions is listed below, and may be found [here](#):

### Research and Development

- Up to 35% Scientific Research and Experimental Development (SR&ED) tax credits plus 10% Provincial top up

### Investment Capital

- 30% refundable tax credit up to 60K per year on Venture Capital Corporation individual investment
- Corporations receive non-refundable credits without limit
- Employee Share Ownership Plan, employees can invest and claim 20% of their investment up to \$2,000 per year

### International Business

- Up to 100% refund of provincial corporate income tax for businesses in international lending, foreign exchange, management of international investments, treasury functions, factoring, administrative services, film distribution, and leasing property and insuring property outside Canada

### Registered Specialist Labour

- 100% refund of personal income tax paid by registered specialists recruited from abroad who perform qualifying work for the first two years, followed by partial refunds for the following three years
- Up to a 75% refund of provincial corporate income tax on foreign earnings from eligible patents related to life sciences; power from wind, solar, and tidal sources; wastewater treatment and fuel cell technology

### General Manufacturing

- No provincial sales tax on eligible machinery and equipment
- Manufacturers recover the five percent federal value-added tax (GST) through input tax credits
- 50% per year straight-line depreciation method for manufacturing or processing equipment
- Imports of advanced machinery and equipment are duty-free

Figure 1: Provincial and Federal Corporate Tax Rates, 2018

Communities	Small Corporate Tax Rate	General Corporate Tax Rate
British Columbia	2.0%	12.0%
Canada	10.0%	15.0%

Sources: TaxTips.ca, 2018

Figure 2: Municipal Mill Rates, 2018

Communities	Mill Rate, Residential	Mill Rate, Business	Mill Rate, Light Industry	Mill Rate, Major Industry
Kelowna	5.9038	14.8087	15.3971	28.5029
West Kelowna	5.8593	14.8301	14.7396	18.1937
Lake Country	5.4848	14.4566	23.1759	23.5347
Peachland	5.7165	13.0383	19.1122	5.2981

Sources: BC Stats, 2017



Photo Credit: UBC Okanagan





## Examples of Health Firms in the Central Okanagan

Catalyst Healthcare is a leading provider of medication safety and workflow solutions. Recognizing the need for a solution that fully integrated medication safety, workflow, and automation Catalyst developed oneMAR. oneMAR is an internet-based inventory tracking and communication tool that uses point-of-care bar-code scanning to ensure medications packaged and checked by the pharmacy are administered to the right patient at the right time. Today, Catalyst is the largest eMAR provider in Canada, and has the second largest footprint in North America. Full Time Employees: 11-50

ICAN Resource Group Inc., founded in 2011, supports independence for persons with disabilities through technology. The C9000 Assitive Device, an advanced assisted living device, is a retractable straw, sip-and-puff tube, and oral suction device that allows for individuals to reduce dependence on attendants.

CoreHealth Tech, founded in 2004, provides an all-in-one corporate wellness platform for workplace health and wellness programs. The CoreHealth platform simplifies and accelerates the delivery of corporate wellness programs. Full Time Employees: 5

Central Okanagan Regional Hospital District Board responsible for decisions and funding of capital expenditures for the hospital. The Central Okanagan Regional Hospital District funds a 40% share of the hospital facility construction and funding for the purchase of major equipment. Board Membership: 13



# LOCAL SUCCESS STORIES



## Empowering Providers, Connecting Patients

Applying new technologies to healthcare QHR Technologies was founded in 2004 and offers two products; Medeo Virtual Care App, and Accuro-EMR – the largest single electronic medical record platform in the country. QHR Technologies has led the way empowering providers and connecting patients to improve patient care and enhance the efficiencies of healthcare organizations. Now a division of Loblaw Companies Ltd., their mission is to unite Canadian healthcare, connecting providers and their patients to information and each other. Full Time Employees: 320