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**To:** All BCEHS Employees/Ambulance Paramedics of BC CUPE Local 873 Members

**From:** Leanne Heppell, Chief Ambulance Officer and Troy Clifford, President, APBC

**RE:** Safe Respectful Workplace Initiatives

All BCEHS employees have the right to a safe, respectful work environment that is welcoming, inclusive and free from harassment. As part of our commitment to improving our culture and the mental wellness supports we provide to our employees, we are moving ahead with several key respectful workplace initiatives in the coming months. This work has also been informed by input to both of our executive teams from staff who have shared their suggestions for improvements to the culture at BCEHS.

#### *External Review of our Culture*

These initiatives include having an independent external review done to enable BCEHS to get a better sense of any systemic issues or barriers that may exist in our organization. The review will help us better understand our current state as it relates to important issues such as inclusion, cultural awareness, harassment, bullying and discrimination at BCEHS. The review will also help identify ways to improve our current state and make recommendations that will help ensure BCEHS is a positive, safe and supportive workplace for all employees.

#### *Enhanced Respectful Workplace Policy and Training*

In addition to the review, we are also sharing the new enhanced Respectful Workplace Policy, which you can find [here](#). We will also be launching mandatory respectful workplace online learning to all staff March 1, 2022, including paid training for all frontline staff, to ensure we are all aware and understand our responsibilities, what the updated policy is and what our workplace expectations are of each other.

#### *Improved Reporting Process*

BCEHS Human Resources staff are also working on developing an enhanced and streamlined reporting process for those who experience harassment or bullying at work, to ensure that reporting these incidents is straightforward and confidential and that all reports are responded to and investigated in a timely manner.

There is no place for intimidation or harassment at BCEHS, and we want all staff to feel empowered to report any incidents that they have experienced or witnessed and know they will be safe to do so and that the reports will be taken seriously.

*Next Steps*

The process to find a proponent to conduct the external review has begun, and we expect this work to occur over the coming months – we will provide a further update on the process and timelines when the proponent has been selected and the work is about to begin.

Together, we will work to improve our culture and make BCEHS a stronger, safer and more respectful place to work!

Sincerely,

Leanne and Troy

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Executive Vice President &  
Chief Ambulance Officer  
BC Emergency Health Services  
Provincial Health Services Authority

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