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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, Provincial President, APBC/CUPE 873

**RE:** Update re Additional Permanent Resources and Second Round of Provincial Postings

### **Additional Permanent Resources**

BCEHS and CUPE 873 have come to an agreement that will see additional 38 resources permanently staffed in communities across the province.

The resources are the 37 that were temporarily staffed until October 31<sup>st</sup> under the COVID Surge Plan plus one community which was added due to increased transfer volume.

To better understand the overall resource requirements needed in these communities, BCEHS analysed surge unit data including the total time on task for 911 calls compared to that of time on task for transfer responses. The analysis identified that since January 2022, the surge units spent 31,343 cumulative hours, or 70 per cent of the time, engaged in inter-facility transfers and 13,382 cumulative hours or 30 per cent of the time responding to 911 events.

As you are aware, BCEHS is currently in the process of hiring over 200 paramedics across the province through our provincial posting process. To maintain momentum and leverage the recruitment process currently underway, BCEHS will post the remaining 190 net new positions 75 Primary Care Paramedic (PCP) and 115 Emergency Medical Responder (EMR) by December 2, 2022.

The PCP positions will be included in round two of the provincial posting process, while the EMR positions will be posted by station. The target date to place paramedics into these positions is no later than March 31, 2023.

Taking into account the current location of the resource, the patient care needs in the community, as well as requirements under the collective agreement, the leadership teams agreed to the expansion of permanent resources as well as hours of operation in the communities listed at the end of this memo.

### **Provincial Posting Process – Round Two**

The postings (Reg and Irreg) will go up by December 2<sup>nd</sup> and will include a list of all available vacancies. Applicants must complete a station selection and proxy form listing in order your preference for all the vacancies they wish to be considered for. The postings will be open for 14 days, after which the offering process will begin. Please note that you can submit an amendment to your station selection and proxy form until the posting closing date.

Offers should start approximately 10 days after the post closes. Vacancies will be offered in order of seniority to post-probationary employees first, PCP then EMR, and then to probationary PCP and EMR employees before externals are considered. Staff will be offered the position that is available to them in order of their preference **via e-mail**, offers will not be made via phone.

Additional new vacancies and subsequent vacancies will NOT be included in this round of posting, they will be filled in the subsequent posting rounds. Only vacancies listed on the posting will be offered. BCEHS Recruitment representatives are available to support the process and answer questions. Please email [BCEHSRecruitment@phsa.ca](mailto:BCEHSRecruitment@phsa.ca).

In the first round of provincial postings, over 100 people rescinded accepted positions. Before you apply for a vacancy, please think about whether you are ready to move and take into consideration the community, housing, your family, childcare etc. The purpose of this process is to get staff to the communities they really want to work in and reduce the movement of staff in the province.

**Please note:** Once Talent Acquisition emails an offer to an employee, they will have 48 hours to review and decline. If they do not respond within 48 hours, this will be considered an acceptance as per the MOA.

If you decline the offer, you will remain in your current position and will not be offered another position this posting round. If you accept, you will move on to the next step in the process, which will be a station-level post-shuffle process. Talent Acquisition will be completing this process with station unit chiefs, and will be connecting with station employees to complete station shuffle forms, should they wish to move within their station. Positions will be offered in seniority order.

If you choose to decline/rescind through this process, you will remain in your current position and may apply for future vacancies in the next round of postings. The position you declined/rescinded will be added to the next round of postings.



**Communities and plans for 38 resources**

Station & Community	Current Hours of Operation	Deployment Plan	Revised Hours of Operation
Station 106 Sidney	1100-2300	Transfer Car	09:00 - 21:00
Station 108 Campbell River	0700-1900	Transfer Car	07:00 - 19:00
Station 120 Nanaimo South	0600-1800	911 Car	06:00 - 18:00
Station 120 Nanaimo South	1800-0600	911 Car	18:00 - 06:00
Station 122 Nanaimo North	1500-0300	Transfer Car	12:00 - 00:00
Station 129 Port McNeill	0700-1900	911 Car	07:00 - 19:00
Station 130 Parksville*	0800-2000	911 Car	06:30 - 18:30 18:30 - 06:30
Station 137 Mill Bay	0900-2100	Transfer Car	09:00 - 21:00
Station 150 Courtenay	0530-1730	911 Car	08:00 - 20:00
Station 159 Ladysmith	0700-1900	Transfer Car	07:00 - 19:00
Station 205 Abbotsford	0500-1700	Transfer Car	05:00 - 17:00
Station 205 Abbotsford	0700-1900	Transfer Car	07:00 - 19:00
Station 205 Abbotsford	0900-2100	Transfer Car	09:00 - 21:00
Station 206 Chilliwack	0500-1700	Transfer Car	05:00 - 17:00
Station 206 Chilliwack	1000-2200	Transfer Car	10:00 - 22:00
Station 215 Mission	0600-1800	Transfer Car	06:00 - 18:00
Station 219 Pemberton	1200-0000	Transfer Car	12:00 - 00:00
Station 224 Whistler	1200-0000	911 Car	12:00 - 00:00
Station 229 Powell River	0700 - 1900	911 Car	07:00 - 19:00
Station 262 Vancouver UBC	0530-1730	Transfer Car	05:30 - 17:30
Station 268 Gibsons	0900-2100	911 Car	09:00 - 21:00
Station 269 Richmond	1300-0100	Transfer Car	12:00 - 00:00
Station 288 Surrey	0600-1800	Transfer Car	06:00 - 18:00
Station 288 Surrey	0800-2000	Transfer Car	08:00 - 20:00
Station 288 Surrey	0800-2000	Transfer Car	08:00 - 20:00
Station 288 Surrey	0600-1800	Transfer Car	06:00 - 18:00
Station 288 Surrey	0600-1800	Transfer Car	06:00 - 18:00
Station 315 Kamloops	0600-1800	911 Car	06:00 - 18:00
Station 315 Kamloops	1800-0600	911 Car	18:00 - 06:00
Station 315 Kamloops	0630-1830	Transfer Car	07:00 - 19:00
Station 329 Penticton	-	Transfer Car	10:00-22:00
Station 337 Vernon	1200-0000	911 Car	08:00 - 20:00
Station 341 Kelowna	0800-2000	Transfer Car	08:00 - 20:00
Station 341 Kelowna	1100-2300	Transfer Car	11:00 - 23:00
Station 341 Kelowna	1400-0200		
Station 341 Kelowna		911 Car	12:00 - 00:00
Station 771 Vanderhoof	0600-1800	911 Car	06:00 - 18:00
Station 771 Vanderhoof	1800-0600	911 Car	18:00 - 06:00



Station 856 Dawson Creek*	1500-0300	911 Car	07:00 - 19:00
		911 Car	19:00 - 07:00

***\*Bravo resources at Stations 130 Parksville and 856 Dawson Creek will convert to a 24/7 alpha car.***

This posting process will continue for up to four rounds as needed or until March 31, 2023, unless an agreement to further extend it is reached. This process is specific to PCP vacancies and does not include any specialized practice, dispatch, ACP, CCP, SOC or CP vacancies. All other vacancies will be posted as per the usual process. Vancouver Post recruitment will remain separate.

We ask that all CUPE employees verify that their seniority is correct, so we can move through the list efficiently. Please review the seniority lists located [HERE](#), if you believe there is an error please contact [hr@bcehs.ca](mailto:hr@bcehs.ca) as soon as possible. Provide details so information can be reviewed and corrected if needed before positions are offered.

We will be posting regularly on the BCEHS Facebook Ops group to keep staff informed of the status of the postings. The FAQs on the intranet will be updated [here](#) as required.

Sincerely,

Leanne and Troy

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 BC Emergency Health Services  
 Provincial Health Services Authority

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 Provincial President  
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