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December 8, 2023

Dear Members;

Re: Reclassification of Clinical Hub Roles

Following the two-year Link and Referral Unit (LARU) pilot program, the union began working with HEABC and the BCEHS business operational support team to review this role, and ensure these members were being compensated for the additional training, skills and risks associated with the position. This then led into a review of Secondary Triage Clinician (STC) and Low Acuity Patient Navigator (LAPN) positions as well.

We are very pleased to announce that after working collaboratively with HEABC and the BCEHS business operational support team for the past six months, we've successfully completed a full reassessment of all three roles. Topics such as risk assessment, curriculum, comparable international positions, and wages were taken into account by the team and the following changes have been made.

- LAPN position has been reclassified with PCP-IV Off car Unit Chief/Planning Coordinator/Logistics Coordinator position and will be compensated accordingly.
- STC and LARU positions did not have a comparable role to any existing position in the APAD classification roles so a new salary schedule was created. These wages sit between the PCP-IV Off-car Unit Chief/Planning Coordinator/Logistics Coordinator and PCP-IV Community Paramedic salary schedules.

We would like to thank the members who were apart of the LARU pilot project, as their passion and drive to provide patient care resulted in a successful pilot program. And this directly led to the changes we see now in the BCEHS response model, as well as the recent LARU postings.

Please see the joint memo attached [HERE](#) for more information.

Sincerely,

Jason Jackson
Provincial President
Ambulance Paramedics & Emergency Dispatchers of BC
CUPE Local 873

/sd/MoveUp