

Provincial Posting: Round Seven



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A seventh round of provincial postings for regular, irregular, and regular part-time scheduled PCP positions will begin shortly. The three (3) postings will be live today, November 1, and will include a list of all vacant:

- Regularly scheduled PCP positions, estimated to be 111;
- Irregularly scheduled PCP positions, estimated to be 80; and
- Regular part-time scheduled PCP positions, estimated to be 74.

How it will work:

- **Regular PCP positions:**
 - To ensure efficiency of the offering process, Talent Acquisition will call on the regularly scheduled PCP positions first, with staggered start dates of January, February and possibly March.
- **Irregular PCP positions:**
 - Where possible, Irregular PCP positions will be offered in conjunction with the regular position. While the remaining will be offered once the regular position offering process is nearing completion. The Irregular vacancies will have staggered start dates of January, February and possibly March.
- **Regular Part-Time PCP Positions:**
 - Regular part-time PCP positions will be offered simultaneously with regular and irregular positions, and will also have staggered start dates of January, February and possibly March.

For each posting, all applicants will be required to complete the Provincial Posting Post Shuffle Preference Form to outline their station selection(s), shuffle preference(s) in order.

It's important to note that even those who wish to 'shuffle' and move into a new shift pattern or platoon at their existing station/post, will need to apply for the posting and submit the [Provincial Posting Post Shuffle Preference Form](#) by the posting closing date. Applicants must use this form; it will also be included in the posting.

*Please note, any employee who wishes to participate in an in-post shuffle will automatically be moved should one of their preferences be available – they will not be eligible to rescind from a shuffled position.

Important Highlights:

- Each posting will be open for a duration of 14 days
- Amendments to one's Provincial Posting Post Shuffle Preference Form can be re-submitted, as long as it's by the posting closing date.

- As per the collective agreement, positions will be offered in order of seniority, as follows:
 1. Post-probationary PCP-qualified internal applicants
 2. Probationary PCP-qualified internal applicants
 3. External PCP-qualified applicants
 4. Post-probationary EMR-qualified internal applicants
 5. Probationary EMR-qualified internal applicants
 6. Other externals applicants
- Applicants will be offered one position per posting.
- Applicants will be offered their highest available preference at the time of offer as per their shuffle form; applicants will not have the opportunity to select a different station at the time of offer.
- Offers will be made by phone, followed up by an email and text message.

Start dates:

- There will be staggered start dates throughout January, February, and possibly March.
- Casual employees within the same posting who are accepting full-time (FT) positions with staggered start dates will share the same seniority date – which will be set by the earliest date a casual starts their FT position.

Once an employee receives an offer, they will have six (6) hours to accept or decline; six hours will be counted from the timestamp on the email offer. If the applicant does not respond within six (6) hours of receipt of email offer, the offer will be considered declined.

Recognizing that six hours is a compressed window of time, a proxy statement within the Provincial Posting Post Shuffle Preference Form will provide an option for those who expect to be away, or unable to answer their phone after the closing date of the posting to consent automatic acceptance of all and any preferences indicated. This provides options for anyone concerned about inadvertently exceeding or missing the six-hour acceptance window, and consequently losing a desired position/offer. If you mistakenly select the proxy acceptance, and later rescind, that vacancy is no longer available for this round and will have to wait to be filled during the next round of posting.

Accepting an Offer:

Talent Acquisition (TA) will be completing the shuffle process alongside the filling of positions. Employees offered positions will be advised of their shift pattern and platoon of the position at time of offer.

Declining an Offer:

If no action is taken by a candidate within the six-hour time limit, this will be considered a decline and TA will continue to call out that position. The employee will remain in their current position and will not be offered another position in this posting round.

If an offer is declined within the six-hour timeframe, the vacancy will continue to be called out to the next eligible candidate. If an applicant declines a position, they will remain in their current position and will not be offered another position in this posting round.

Rescinding an Offer:

Rescinded offers, as in, offers accepted then later declined means the position is no longer available to others and will be added to the next round of provincial posting.

Rescinding after accepting a position slows the process, and negatively impacts other applicants who may have chosen that position and community. Before applying for a position, please carefully consider whether you are ready to move and take into consideration the community, housing, your family, childcare etc. If helpful, look up the station you're considering moving to on [the new BCEHS Portal](#) to review the station profile and resources.

Here's how to do that: <https://intranet.bcehs.ca/mlink/file/NTYxNjk=>

Note: Any new vacancies or subsequent vacancies introduced after the posting is up, will not be included; only vacancies listed on the posting will be offered.

As per this [Memorandum of Agreement](#), any eligible employees that do not have a PCP license and who accept full-time or regular part-time PCP-level paramedic positions following the ratification of the 2022- 2025 Collective Agreement will be required to successfully complete paid PCP training as a condition of employment along with a three (3) year return of service. It is the employee's responsibility to ensure they familiarize themselves with the PCP Training Agreement and Return of Service Agreement prior to accepting offerings.

This expedited job posting process is specific to regularized PCP vacancies and does not include any specialized practice, dispatch, EMR, ACP, CCP, CP vacancies. All other vacancies will be posted as per the provisions of the Collective Agreement. Vancouver Post recruitment will remain separate.

Prior to posting closure, we encourage all CUPE applicants to verify that their license is up to date and seniority date is correct, so we can move through the applicant list efficiently. Please review the seniority lists [located HERE](#), if you believe there is an error, please contact hr@bcehs.ca as soon as possible. Provide details so information can be reviewed and corrected if needed before positions are offered.

BCEHS Recruitment are available to support you through this process and answer your questions. Please reach out to internalrecruitment@bcehs.ca.

Best of luck!
Jointly signed,

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