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

From: Darlene MacKinnon, Chief Operating Officer, BCEHS and
Troy Clifford, Provincial President, APBC

**RE: Fox Stipend Increase, Change in Vancouver Post Shuffle Intake Dates,
Vancouver Island Scheduled On-Call Update and New Resources in Kamloops Dispatch**

Fox Standby Rate:

The Fox standby rate of \$15.20 per hour came into effect May 28, 2021. Employees working Fox shifts will see this change reflected in the current pay period for hours paid on standby.

Change in Vancouver Post Shuffle Intake Dates:

In support of the rollout of the Scheduled On-Call (SOC) staffing model and associated changes, including Fox shift conversions and other new positions, the usual September 1st Vancouver Post Shuffle is taking place earlier this year.

The fall post shuffle process usually occurs between September 1–15, but due to the significant number of SOC and Fox positions being posted, BCEHS and CUPE 873 want to ensure employees have the most options possible when making career decisions.

The Vancouver Post Shuffle dates will be moved to July 2–16, 2021 for this year and will replace the September post shuffle.

Positions will still commence in the fall, as determined by the recruitment processes and operational requirements.

Later in the fall, there may be an operational need for an additional Vancouver irregularly scheduled employee (ISE) intake with the provincial implementation of SOC and Fox. If additional ISE positions are posted in Vancouver, the details will be communicated to all staff to ensure employees are aware.

SOC Vancouver Island Update:

Recruitment is well underway for the new SOC positions as we near the start of the Vancouver Island prototype implementation. The SOC prototype, including the transition to the new SOC station schedules, is on track to begin on July 24, 2021.

To support SOC resources remaining in their communities for local emergency response and to assist with workload in the area, an additional Kilo resource will be added at each of the following stations:

- Cumberland Station 151: 24-hour Kilo Day/Kilo Night
- Lake Cowichan Station 119: 24-hour Kilo Day/Kilo Night

These two (2) additional Kilo units will begin July 24th along with the SOC prototype as we continue with the implementation of the Fox and SOC commitments made through the collective bargaining process.

New resources in Kamloops Dispatch:

As we transition the many SOC units and introduce more resource changes, a need for more resources in dispatch operations has also been identified. Kamloops Dispatch Operations Centre (KDOC) will be receiving new dispatch positions.

This spring, a tabletop exercise was held to trial the new SOC models and deployment rules against realistic scenarios to understand the anticipated impact the SOC model will have on dispatch. The exercise included representation from CUPE 873, all three dispatch centres, the Patient Transfer Coordination Centre, and the SOC Dispatch and Deployment Operational Working Group. The tabletop session looked at whether existing processes, procedures, and current software would be sufficient to effectively dispatch SOC units and also identified any training requirements, outstanding decisions, risks, or issues.

Many of the SOC units are expected to be active out in the community, with some crew members at separate locations. As a result, new workflows are being developed for dispatch operations to assist with the tracking and managing of SOC crews to ensure their safety and high-quality service delivery and patient care in rural and remote communities. The tabletop exercise indicated that additional positions would best support the dispatch practices and procedures for SOC units.

Details of the new KDOC positions will be available in upcoming postings and we encourage employees to monitor for these new opportunities, [here](#).

Sincerely,

Original signed by

Darlene MacKinnon
Chief Operating Officer
BC Emergency Health Services
Provincial Health Services Authority

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Troy Clifford
Provincial President
Ambulance Paramedics of BC
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