

**Date:** August 6, 2021

CLIFF: 1062974

File: 195-20

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

**From:** Leanne Heppell, Interim Executive Vice President and Chief Ambulance Officer, BCEHS and  
Troy Clifford, Provincial President, APBC

**RE: New 24/7 Alpha Units and Changes to Scheduled On Call Rollout**

As a follow up to [this memo issued July 30, 2021](#) about additional paramedic and dispatch positions and as part of the BC Health Minister's July 14<sup>th</sup> announcement about additional resources for BCEHS, 22 stations previously identified through the collective agreement to become Scheduled On Call (SOC) stations will now convert to 24/7 Alpha stations. Due to follow-up recommendations by BCEHS, there will now also be an additional two stations added to that list, bringing the number of rural stations converting to 24/7 ambulance coverage, to 24. Tofino and Lake Cowichan were both added as stations to convert to 24/7 Alpha.

Additionally, BCEHS recommended that 26 remote stations scheduled to adopt the Community Paramedic SOC Unit Chief (CP SOC UC) model be changed to the CP SOC model, introducing more permanent positions for these communities. More details on that, below.

### **New 24/7 Alpha Stations**

Positions associated with the conversion of the 24 stations formerly intended to become SOC stations, will be posted on August 9, 2021 with the conversion to Alpha-scheduled shifts to activate on October 29, 2021 at the start of the A Platoon rotation. At the end of the conversion process these stations will have a total complement of eight full-time positions. The following stations, listed alphabetically, are included in this change:

Ashcroft (Station 303)	Keremeos (Station 317)
Barriere (Station 306)	Kimberley (Station 414)
Bowser (Station 173)	Lake Cowichan (Station 119)
Burns Lake (Station 753)	Lillooet (Station 318)
Chetwynd (Station 852)	Peachland (Station 342)
Clearwater (Station 335)	Pemberton (Station 219)
Cumberland (Station 151)	Port McNeill (Station 129)
Fernie (Station 406)	Princeton (Station 330)
Fort Nelson (Station 858)	Revelstoke (Station 336)
Fort St. James (Station 761)	Sicamous (Station 333)
Golden (Station 413)	Tofino (Station 136)
Houston (Station 767)	Vanderhoof (Station 771)

Due to the timing of the announcement by the Minister, given the implementation of SOC is already underway on Vancouver Island, BCEHS and CUPE 873 are jointly supporting adjustment plans for those employees who are presently in SOC positions at stations converting to a 24/7 Alpha model. Those stations include:

- 129 - Port McNeill
- 151 – Cumberland
- 173 – Bowser
- 119 - Lake Cowichan
- 136 – Tofino

Affected employees are being contacted and will be provided information about the changes and the options that are available to them under a Section 54 adjustment plan being developed by both parties.

### **Adding more SOC positions**

As part of ongoing efforts to stabilize staffing and to ensure consistent emergency coverage in some of our smallest communities, 26 stations originally planned to adopt the CP SOC UC staffing model will now become CP SOC stations instead. This will create 83 more regular part-time positions and provide more opportunities of long-term work with benefits and predictable schedules for our staff. The CP SOC model will see the following four regular part-time positions (all are 0.75 FTE) in each of the stations:

Community Paramedic Unit Chief (SOC CP UC)	SOC Primary Care Paramedic (SOC PCP)
Community Paramedic (SOC CP)	SOC Primary Care Paramedic (SOC PCP)

This change affects the following stations, listed in alphabetical order, below. To note:

- Unit chief positions for stations that are part of the provincial rollout in the fall and are **not** within the Vancouver Island region, will be reposted. Anyone who applied to the previous postings will need to re-apply.
- As the implementation of SOC is already underway on Vancouver Island, BCEHS and CUPE 873 are jointly supporting adjustment plans for those employees who are presently in standalone community paramedic (CP) positions at the highlighted stations, below. Unit chiefs at SOC prototype stations may be subject to schedule changes.
- All other existing CPs at the stations listed below will be provided adjustment plans and presented options.
- Due to the transition period for prototype stations already converted to CP SOC UC, we will be reinstating Kilo Guarantee until November 1, 2021 and retroactive to August 1, 2021. This affects the seven Vancouver Island stations, as highlighted.

Station	New regular part-time positions	Station	New regular part-time positions
Alert Bay (Station 102)	3	New Denver (Station 422)	3
Atlin (Station 751)	3	Port Alice (Station 172)	2
Bear Lake (Station 503)	4	Port Clements (Station 651)	4
Blue River (Station 338)	3	Riondel (Station 423)	3
Cortes Island (Station 169)	3	Sayward (Station 131)	3
Dease Lake (Station 757)	4	Seton Portage (Station 304)	4
Edgewood (Station 407)	3	Sointula (Station 132)	3
Elkford (Station 405)	3	Southside (Station 773)	2
Field (Station 409)	3	Stewart (Station 643)	4
Gold Bridge (Station 313)	4	Tahsis (Station 133)	2
Granisle (Station 765)	3	Texada Island (Station 228)	4
Greenwood (Station 410)	4	Wells (Station 550)	4
Hudson's Hope (Station 862)	2	Zeballos (Station 135)	3

The start date for this new model to be implemented is November 1, 2021. Positions will be posted no later than Monday, August 9, 2021.

We're pleased that these additional positions will provide more opportunities for paramedics, contribute to the evolution of paramedicine in rural and remote areas as we move toward more sustainable career options, and finally, will further support the delivery of exceptional patient care.

It is important to note that these new resources and the expansion of our services are separate initiatives from the Rural, Remote and Indigenous Framework and separate from other strategic planning initiatives currently in development.

We would encourage all licence levels (**including EMRs**) to apply to the positions due to the magnitude of positions being posted.

Sincerely,

*Original signed by*

**Leanne Heppell**  
Interim EVP and Chief Ambulance Officer  
BC Emergency Health Services  
Provincial Health Services Authority

*Original signed by*

**Troy Clifford**  
Provincial President  
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