

Date: May 19, 2020

Re: **Interim Kilo Guarantee phase out**

UNIT CHIEFS: PLEASE POST

BCEHS, together with CUPE 873, are working hard to maximize opportunities for our paramedics as part of a dynamic, integrated health sector. Part of the implementation of the ambitious and progressive new collective agreement is focused on creating permanent paramedic positions that provide benefits and regular, scheduled work. As you are aware, this work was put on hold while all BCEHS resources were focused on the priority of supporting staff and patient care during the COVID-19 pandemic.

With the introduction of the scheduled on-call model, the parties have agreed to phase out the Kilo guarantee by November 1, 2021. Although the phase out of the Kilo guarantee for 39 of our higher call volume stations was scheduled for April, the guarantee was extended for the months of April and May. Work on the implementation of the new scheduled on call model is now resuming.

The Kilo guarantee was originally introduced as an interim solution to help stabilize staffing in remote and rural communities and was intended to be replaced by a sustainable staffing model of regularized paramedic positions, during or before bargaining in 2019.

- In 39 of our urban and rural stations with higher call volumes, the Kilo guarantee will not be continuing, and shifts scheduled on June 1, 2020 onwards will revert to the Kilo call-out language in the collective agreement. Your station is one of the 39.
- The 92 rural and remote stations that have lower call volumes and are candidates to move to a scheduled on-call staffing model will continue to receive the Kilo guarantee until they transition to the new model.

We recognize that this change may be difficult for some staff, and work has been underway with dispatch to standardize the workload between regular and Kilo ambulances, to help ensure our Kilo units are deployed in ways that use them more effectively and ensure these cars remain active. This includes moving to the consistent practice across our organization of prioritizing our Kilo units for transfers, ensuring our regular units remain in their base communities for 911 response when needed.

The recent announcement by government about additional BCEHS resources and support for rural, remote and indigenous communities will also provide additional opportunities for staff throughout the province. Although your station's Kilo shifts will not receive the kilo guarantee after June 1, 2020, you will continue to have access to spare-board and/or Fox shifts at your station, in accordance with the scheduling and work allocation processes outlined in the collective agreement.

If you have any questions about these changes, please talk to your manager or supervisor.

Sincerely,

Original signed by

Paul Vallely
Senior Provincial Executive Director
Patient Care Delivery
BC Emergency Health Services