

Health science professionals' talks focus on principles for job evaluation review to reflect the modern health care team

The expiry of the 2006 – 2010 Health Science Professionals collective agreement on March 31, 2010 was marked with continued discussion between the Health Science Professionals Bargaining Association and Health Employers Association of BC about the principles that will be used for a thoughtful discussion in negotiating a collective agreement that protects quality health care and values the work of health science professionals.

HSPBA's Chief Negotiator Maureen Headley said the discussion on a classifications system that reflects a modern health care team must start with the employer and unions agreeing to principles that will allow a successful review and resulting improvements to the collective agreement and its administration.

"This process will require detailed attention and thoughtful consideration, and it's important that all parties have an agreement about how best to proceed to meet the objectives we have to develop a system that is responsive to the system, and protects important features of the modern health care team," she said.

Broadly stated, the union believes the principles for undertaking a review include:

- Developing a comprehensive classification system
- Rationalizing and revising the wage structure
- Ensuring efficient implementation and administration of the system

CUPE 4816 president Frank DeWaard says, "Done properly, job reclassification will protect services for British Columbians, ensure a responsive system, and respect health science professionals."

Discussion about how to proceed will continue April 21 and 22.

–30–

Contact: Justin Schmid, CUPE National Representative: 778-385-0727
Janet Szliske, CUPE Communications Representative: 604-454-7293