



# Does your position qualify for an upwards reclassification with retroactivity?

November 9, 2012

Does your position qualify for an upwards reclassification with retroactivity?

HSA has been working to identify non-supervisory and supervisory positions which may qualify for an upwards reclassification pursuant to a May 2012 grievance settlement agreement.

See page 2 for action you must take prior to November 30th if your position satisfies the following definition:

The positions qualifications are not exclusive to any one discipline\* and the position provides a counselling, education, prevention, referral or advocacy service to individuals, families or groups with mental health, behavioural, addiction or chronic medical concerns.

\*For example, your position does not satisfy the definition if the job description specifies only a degree in Social Work as a qualification; it would satisfy the definition if the job description stated a degree in an allied health discipline as a qualification.

If your position satisfies the definition, you may qualify for an upwards reclassification, retroactive to May 15, 2012.

HSA and HEABC reached agreement that such positions are typical of the Social Program Officer classifications. The SPO classifications are found at pages 80 & 81 of the Collective Agreement and are as follows:

**Social Program Officer ... Bachelors Level 8**

**A Social Program Officer position where the Employer requires a Bachelors degree as a threshold qualification.**

**Social Program Officer ... Masters Level 11**

**A Social Program Officer position where the Employer requires a Masters degree as a threshold qualification.**

**Social Program Officer ... Supervisor I Level 14**

**A Social Program Officer position where the incumbent supervises up to and including eight (8) Health Sciences Professional FTEs.**

**Social Program Officer ... Supervisor II Level 15**

**A Social Program Officer position where the incumbent supervises more than eight (8) Health Sciences Professional FTEs.**

Where the number of Health Science Professional FTE who directly report to a Social Program Officer position exceeds eight (8) by fifty percent (50%) or more, an additional five percent (5%) will be paid above the Miscellaneous Rate Grid Level 15.

**NOTE:** Nurse FTEs who report directly to the incumbent of a Social Program Officer position will be counted as Health Sciences Professional FTEs for the purpose of establishing the Social Program Officer Supervisor positions.

From our own records, HSA has compiled a list of positions that satisfy the definition. However, our records rely on Employers and HEABC properly submitting notice of all new and revised positions to the Union. The

possibility exists that you may be working in a position for which HEABC has never submitted a job description to the Union.

This bulletin serves as a request for members to notify HSA if their position meets the above definition. Please send a message to [classifications@hsabc.org](mailto:classifications@hsabc.org), providing your name, job title, worksite, and work phone number. Please also state which SPO classification you think applies to your position and attach your job description to your message.

This request is time-sensitive. HSA must identify these positions to HEABC prior to December 31, 2012 in order to qualify for retroactive implementation of the appropriate SPO classification back to May 15, 2012. Please notify HSA prior to November 30, 2012 so that we may meet the deadline.

HSA will then try to reach agreement with HEABC concerning the appropriate classification and retroactive entitlement pertaining to each positions incumbent(s), and notify affected members of the outcome, in due course.

For more detail about the grievance settlement and how it may affect you, please see the June 12th HSA Bulletin [-HSA achieves agreement to settle 135 classification grievances"](#)

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