

## Questions and answers about consolidation

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#### **How are HSA members jobs being affected by the amalgamation?**

In total, approximately 80 positions throughout the Lower Mainland have been affected. The restructuring will result in an overall reduction of 40 supervisory positions. In addition, the opening of the Surrey Outpatient Centre will result in 30 new positions. The Employer is pursuing the conversion of casual hours into 22 cross-site positions, which will see a reduction in the use of casuals.

#### **What options are available for people whose jobs are impacted?**

A job fair process has been put into place. Impacted employees are being given first consideration on all new and vacant positions for placement.

#### **When will new postings be available to all employees?**

After all impacted employees are placed, postings will be available to all employees. If any posting remain unfilled after the impacted employees have been placed or exercised other options, then they will be made available to MI staff across the Lower Mainland.

#### **What is the process for selecting staff for the new roles?**

Affected staff have received a list of all the current vacancies along with the new positions created as part of the new Integrated MI Services Organizational Structure. You are asked to indicate those positions that you are interested in and qualified for in numerical order of preference. The MI Directors will work with Human Resources Advisors to review each application and arrange for interviews. The first priority is to deal with the Staff Canvass that is underway. There may be additional positions available, depending on who and how many individuals decide to go for the labour adjustment incentive options. This information will be shared with all impacted MI staff as soon as it is confirmed.

#### **When will the interviews happen?**

The interview process will take place during November and December. The interviews will be conducted by a panel of Medical Imaging directors. The interview will consist of questions that are weighted and scored. An HSA Union observer will be present during all interviews. It is expected that the first positions to be interviewed will be for the Modality Practice Lead Questions and answers about consolidation roles. The next set of interviews will be site coordinators, then supervisory positions and then other positions.


#### **I've heard that there has been additional funding for medical imaging? Is this true?**

Yes, the Ministry of Health has announced a patient-focused funding model which may affect the level of services required. Additionally, one-time funding for MRI testing has been added to offset growing wait lists. 9000 of the 14000 announced have been targeted for the Lower Mainland. The Provincial Breast Health

program is also reviewing screening programs.

**If Im not affected by this wave of change, should I be worried about further reorganization in Medical Imaging?**

Medical imaging will be reviewed further but it will not have direct impact on HSA positions.

*For more information, visit [hsabc.org](http://hsabc.org) or contact staff at 604-439-0994. *

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