

1. Why is this consolidation taking place?

A number of corporate and clinical support services within the lower mainland health organizations were identified for consolidation across the four lower mainland health organizations. The goal is to find more efficient and effective ways to deliver our services so that we will be able to meet the increasing service demands in the future. The process focuses on standardizing services and looking for opportunities to more efficiently provide pharmacy services at all of our facilities

2. Why are Pharmacy staff being transferred to Fraser Health?

A lead organisation was identified for each of the services identified for consolidation. Fraser Health is the lead organisation for Lower Mainland Pharmacy Services (LMPS).

Having one single employer instead of four will help the consolidated department create a seamless service. One team acting on behalf of all participating health organizations will enable us to better achieve targeted efficiencies.

3. When will the staff transfer take effect?

Pharmacy staff from Vancouver Coastal, Providence Health Care (including Centre for Excellence), and BC Women's and BC Children's Hospitals (Provincial Health Services Authority) will transfer to Fraser Health on March 2, 2012.

4. Will I be required to change locations?

The majority of employees will continue to work in their current locations. However, there are a few positions that will be moved to other locations. There is a process for moving positions that will be followed.

Restructuring

5. Why is Pharmacy being restructured?

A new organizational structure provides a foundation for a standardized, high quality, integrated, accessible and efficient Pharmacy Service across the Lower Mainland and coastal communities. Pharmacy Services is also creating standardized positions to reflect this consolidated structure. The goal is to realize our vision of a consolidated clinical department with a unified approach to service delivery. This will position us to provide efficient high quality services that are sustainable for the future.

6. What does the new structure look like?

Pharmacy will have two main service streams: drug distribution/production and clinical pharmacy services. At the larger sites, there will be a coordinator for each stream while at the smaller sites there will be one coordinator.

7. When will the new structure be in place?

Employees covered by the HSPBA Collective Agreement will be restructured in September 2011. Employees covered by the FBA Collective Agreement will be restructured after they have transferred to Fraser Health in March 2012.



8. I am a FBA member. Will my position be restructured before the transfer of Lower Mainland Pharmacy Service employees in March, 2012?

No, you will transfer to Fraser Health on March 2, 2012 and any restructuring will be completed after this date.

Restructuring: affected HSPBA staff

9. The labour adjustment plan for employees covered by the Health Science Professionals Bargaining Association (HSPBA) collective agreement talks about impacted employees. What does impacted mean?

Impacted employees were identified as those employees that will have a significant change in job duties and/or a change in classification.

10. How do I know if I have been impacted?

The union and/or your Director will have contacted you to advise you that you have been impacted. Thirty (30) employees fall within this category.

11. What are my options if I am an impacted employee?

Impacted employees have been matched to their “most like new position”. If they accept this match, they will receive wage protection if the new position is at a lower grade. They will also be protected from displacement or bumping during this restructure.

If the impacted employee declines their match, they may select a vacancy. They will retain wage protection if the vacancy is the same or higher grade level than their matched position. Alternatively, the impacted employee could request displacement and will be given their collective agreement rights.

12. What does wage protection mean?

Wage protection is synonymous with red circling. This means that you will retain your current rate of pay into your “matched” position.

13. Where can I access the new Job Descriptions?

The new HSPBA Pharmacy Job Descriptions can be found on the Fraser Health website under: Initiatives > Lower Mainland Consolidation > Services > Pharmacy Services > More on This Topic. The website link is: http://fhpulse/about_us/org_charts/Pages/PharmacyServicesConsolidation.aspx

Note on the right side of the page – More On This Topic: Access HSP Job Descriptions – July 2011

14. I'm an impacted employee. How will I communicate my decision regarding my “matched” position?

The union will be setting up meetings with their members to explain the Labour Adjustment Agreement. Also your Director will be discussing your options with you. You will receive a form to complete and return by August 10, 2011.

15. I have not been contacted by the Union or my Director so I believe I am not impacted. What does this mean for me?

This means that the restructure will not directly affect you though you may have a revised job description and/or title but no significant changes to your position. You will be part of the transfer of employees to Fraser Health next March. More information will be sent out late fall regarding the upcoming transfer.

16. Who do I need to contact if I am away between now and August 10, 2011?

You need to advise your Director that you will be away and make arrangements for completing your form.

17. After the reorganization for the employees covered by the HSP collective agreement, will I have access to postings in all four (4) health organizations prior to the transfer in March 2012?

Grade 1, 2 and 3 positions will be posted within the current health organization. If you see a posting at another health organization, you are welcome to apply and it is agreed that employees affected by the Lower Mainland Consolidation will be considered before external applicants.

Grade 4 and greater positions as well as Lower Mainland wide positions will be posted across all four health organizations and applicants from each of the health organizations will be considered equally.

Staff transfer

18. What happens to my benefits when I transfer to Fraser Health?

All your benefits will transfer with you seamlessly to Fraser Health.

19. What happens to my seniority when I transfer to Fraser Health?

Your seniority will transfer with you to Fraser Health. If you currently work at more than one lower mainland health organisation, your seniority will be combined to a maximum of full time hours. You will then be placed in order of seniority on the HSP seniority list for Fraser Health.

20. I currently work at two Health Authorities. I am casual in Vancouver Coastal and regular part time in Fraser Health. How will the transfer impact me?

Upon transfer you may have only one status. You will be contacted at least 60 days prior to the transfer and will need to advise what status you will retain upon transfer.

21. Will Section 54 notice be issued to the Facilities Bargaining Association (FBA)?

Yes, we will be issuing Section 54 notice to the Facilities Bargaining Association in September 2011.