

December 22, 2022

Health employers and Health Science Professionals ratify three-year agreement

HEABC and the Health Science Professionals Bargaining Association (HSPBA) have ratified a three-year agreement for the period March 31, 2022 to March 31, 2025. HEABC and HSPBA reached a tentative agreement on November 2, 2022 under the province's Shared Recovery Mandate.

Highlights of the agreement include:

- General wage increases (GWI) for all employees effective the first pay period after:
 - April 1, 2022 \$0.25 per hour and then 3.24 per cent
 - April 1, 2023 5.5 per cent + up to 1.25 per cent Cost of Living Adjustment (COLA)
 - April 1, 2024 2.0 per cent + up to 1.0 per cent (COLA)
- A modernized classification system that will support recruiting and retaining health science professionals and make BC more competitive with other jurisdictions.
- Indigenous specific anti racism initiatives, including paid leave to support Indigenous employees in connecting with cultural and spiritual beliefs, and increased opportunities for recruitment and retention of indigenous staff.
- Collaboration on recruitment and retention strategies and increased premiums that will help in staffing difficult-to-fill shifts.
- Occupational safety and health provisions that support safer workplaces for employees.

“We are very pleased to have ratified an agreement with the Health Science Professionals Bargaining Association, which includes improvements to address workload, appropriate compensation and job classification, Indigenous specific anti-racism, recruitment and retention, and occupational health and safety issues,” said HEABC President & CEO Michael McMillan.

About the HSPBA

Led by the Health Sciences Association of BC, which represents approximately 81 per cent of HSPBA's almost 22,000 members, the Health Science Professionals Collective Agreement covers a diverse group of health science professionals who provide services in acute, rehabilitation, community, and long-term care settings. The most populated classifications in this bargaining association are medical technologists, medical radiation technologists and physiotherapists. Classifications range from medical and laboratory disciplines to pharmacists, psychologists, occupational therapists, social workers and physiotherapists.

More information:

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