

Health Science Professionals Tentative Agreement 2019-2022

Frequently Asked Questions: *Modernizing the health care team*

Just how do all the bargained improvements to the classification system benefit members? Generally speaking, the answer depends on which health science profession you work within and how your position is currently classified. Classification gains correlate with increased compensation for those members covered by new classifications for the work they currently perform or may perform in the future.

These questions and answers help you navigate the HSPBA classification system to ascertain the extent to which your particular profession will realize improvements in classification.

Q: What was achieved, overall, with these classification improvements?

A: These significant classification improvements are the first steps in restructuring the classification system. Largely unchanged for 30 years, the system requires modernization and redesign. The HSPBA achieved its objective to remedy many long-standing inequities within and between the three main classification categories. These achievements set the stage for the joint working group's ongoing role to fully use the \$10 million devoted to improving classifications in the life of the three-year agreement. They also lay the groundwork for further modernization of the classification system beyond the term of the collective agreement, as described in the *Memorandum of Agreement re: HSPBA CLASSIFICATION REDESIGN – INTERIM AGREEMENT*, found on Page 80 of the detailed language.

Q: Where is my Health Science Profession (“HSP”) found within the classification system?

A: Your own HSP, placed in accordance with its own classifications bargaining history, is listed within one of three main categories within the classification system:

- Job Families,
- Industry-wide Miscellaneous Rates, or
- Separate Memoranda.

Q: Which HSPs are listed within the Job Families category?

A: The following HSPs have their own Job Family, with most (but not all) having Grade I to VI classification provisions:

- Audiologist
- Dietitian
- Health Records Administrator (to be updated to Health Information Management Professional)
- Medical Radiation Technologist/Diagnostic Medical Sonographer

- Medical Technologist: the Medical Technologist classification provisions apply to Cytotechnologist, Diagnostic Neurophysiology Technician, Diagnostic Technician, Electromyography Technician, Electronystagmography Technician, Neuromuscular Technician, and Visual Function Assessment Unit Technician
- Nuclear Medicine Technologist
- Orthotist
- Occupational Therapist
- Pharmacist
- Physiotherapist
- Prosthetist
- Psychologist
- Respiratory Therapist
- Social Worker
- Speech/Language Pathologist

Q: Which HSPs are listed within the Industry-Wide Miscellaneous Rates (“IWMRates”) category?

A: The following HSPs are listed under IWMRates, each with either one, two, three, four, five, six, or seven corresponding classification provisions:

- Aquatic Therapist
- Art Therapist
- Biomedical Engineering Technologist
- Cardiology Technologist
- Child Life Specialist
- Combined Laboratory/X-Ray Technologist
- Infant Development Program Consultant
- Licensing Officer
- Massage Therapist
- Music Therapist
- Orthopaedic Shoemaker
- Orthoptist
- Orthotics Technician
- Prosthetics Technician
- Public Health Engineer
- Public Health Inspector/Environmental Health Officer
- Recreation Therapist
- Remedial Gymnast
- Seating Devices Technician
- Social Program Officer
- Speech/Language Pathologist – Bachelor Degree
- Testing Technician (Psychometrist)
- Vocational Counsellor

Q: Which HSPs are listed within the Separate Memoranda category?

A: If your HSP is not listed under Job Families or IWMRates, as seen above and listed in the Collective Agreement, then it should be covered by a Separate Memorandum. Currently, the Separate Memoranda HSPs are not listed in the Collective agreement. (But see top of Page 7)

Some examples of Separate Memoranda HSPs are:

- Anesthesia Assistant
- Cardiac Exercise Specialist
- Cardiopulmonary Technologist
- Dental Hygienist
- Genetic Counsellor
- Infection Control Practitioner
- Perfusionist
- Polysomnographic Technologist
- Radiation Therapist; Radiation Therapy Service Technologist
- Research Assistant
- Supportive Child Development Consultant

Q: For any of the classification improvements made, when do they take effect?

A: The HSPBA achieved its objective to remedy many long-standing inequities within and between the three main classification categories. Certain changes, as identified in this document, take effect at the beginning of the 3-year term, i.e. they are effective the first pay period after April 1, 2019. Other changes will be phased in over the term of the agreement, as either identified in this document or otherwise determined by a joint working group.

The joint working group's role is to make changes that will further address inequities, improve recruitment and retention, and support the provincial government's modernization of health care delivery. This modernization includes the creation of community-based multidisciplinary health care teams.

Overall, \$10-million has been dedicated to fund the classification changes over the three-year term of the agreement. For the second and third years, the group will allocate remaining monies in the following priority order:

- (i) To address anomalies arising from Separate Memorandum HSPs transitioning to the IWMRates category. An example of an anomaly would be where a position required a degree but is classified at a grid level lower than the standard grid level 8.
- (ii) To compensate as fully* and soon as possible all staff/entry-level positions that have new classification/compensation provisions for working without general supervision.

*In all instances where staff/entry level employees are to gain access, through new provisions, to compensation related to working without supervision, that compensation will take effect no sooner than year two and it may be phased-in to the full compensation, as determined by the joint working group.

Q: Were there any classification gains made to any of the HSPs listed within the Job Families category?

A: Yes, gains were made for two professions currently listed within, or alongside, the **Medical Radiation Technologist** job family.

Effective the first pay period after April 1, 2019:

- Two new job families will be created: **Diagnostic Medical Sonographer (“DMS”) and Magnetic Resonance Imaging (“MRI”) Technologist**.
- The **new, stand-alone job families** retain their current Grades III to VI classification definitions and corresponding salary structures, however those classification definitions will be re-numbered to Grades I to IV. For example, staff level Grade III will be re-numbered to Grade I. These changes establish the job family foundation upon which future classification improvements may be bargained, and upon which certain Grade II classifications (see below) have now been bargained.
- New to both DMS and MRI Technologist classification definitions will be recognition for when the employee is employed as **Sole Charge**, with corresponding compensation at the Grade II level.
- New to MRI Technologist classifications will be recognition for when the employee is assigned to provide **instruction and/or supervision to students**, with corresponding compensation at the Grade II level. (Diagnostic Medical Sonographers already have such a provision.)

Effective in year 2 or 3, subject to the Joint Working Group’s determination:

- New to both DMS and MRI Technologist classification definitions will be recognition for when the employee is **working without general supervision**, with corresponding compensation, as fully and soon as possible, at the Grade II level.

Gains were also made for **Occupational Therapist (“OT”)** and **Physiotherapist (“PT”)**.

- Currently, and until the first pay period following April 1, 2020, those OTs and PTs whose credential is an entry-to-practice Masters in OT (MOT) or PT (MPT) are entitled to be paid a monthly Master’s Qualification Differential (“QD”) of \$125 if they are a regular full-time employee; that QD is paid on a proportionate basis if they are a regular part-time employee; and no QD is paid if they are a casual employee. Inequities exist between the MOTs and MPTs and those OTs and PTs who are Baccalaureate-credentialed because the latter do not get paid this particular QD.

These inequities will be eliminated, effective the first pay period after April 1, 2020:

- By ceasing the payment of QD for the MOT and MPT credential, concurrent with adding \$125 per month to the wage schedule’s salary structures for all OTs and PTs – regardless of degree credential or full-time/part-time/casual employment status.

- An additional value to incorporating the present value of the QD into the OT and PT wage schedule is that the original \$125 value will continue to grow with the application of general wage increases, whereas QDs are flat rates which are unaffected by general wage increases. As such, there will also be a net gain for MOTs and MPTs with this change during the term of this agreement.
- For clarity, although the current MOT and MPT degrees will be considered entry-to-practice graduate degrees, PTs and OTs with other eligible post-entry to practice Master's degrees will continue to attract QD pay.

Q: Were there any classification gains made to any of the HSPs listed within the Industry-Wide Miscellaneous Rates category?

A: Yes. Effective the first pay period after April 1, 2019, for **ALL HSPs listed within the IWMRates category**, the staff/entry level employee will be compensated at one grid level higher when they are assigned to work as Sole Charge or to provide instruction and/or supervision to students.

Effective Year 2 or 3, as determined by the joint working group, for ALL HSPs listed within the IWMRates category, the staff/entry level employee will be compensated at, as fully and soon as possible, one grid level higher when working without general supervision.

Classification improvements are further proposed for **Social Program Officer, Recreation Therapist, Infant Development Program Consultant, Combined Laboratory/X-Ray Technologists, and Psychometrists.**

- **Social Program Officer**

HSPs employed in positions classified as Social Program Officer ("SPO") should note the following significant changes to SPO classifications, including certain associated compensation increases. These positions are to be classified in accordance with the Social Worker definitions and corresponding grid levels, effective the first pay period after April 1, 2019. (*One exception is that the working without general supervision provision has a later effective date, as described below.)

The SPO classification listing will be deleted from the IWMRates and the term "SPO" will no longer appear in the collective agreement.

More specifically - Positions where the qualifications are not exclusive to any one discipline and where 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 will be classified in accordance with the Social Worker ("SW") definitions and grid levels.

This means that former SPOs at the staff/entry level gain access to several classification provisions such as Sole Charge and providing instruction and/or supervision to students at Grade II (grid level 12).

Classification under the SPO IWMRates left it to the employer to decide whether they required a Bachelor's degree or a Master's degree as a threshold qualification for an SPO position, compensated

at grid level 8 and 11 respectively, regardless of the degree held by the incumbent. Being allied to the SW discipline requires recognition of the degree *held* by the incumbent for Grade I positions: grid level 8 applies to those holding a Bachelor's degree and grid level 11 applies to those holding a Master's degree. (In being elevated from grid level 8 to grid level 11, the former SPO with a Master's Degree will no longer be eligible for the Master's QD.)

All SW classifications above Grade I do not specify the degree held by the employee.

The SW job family has more supervisory levels than the SPO classifications, thus more access to career laddering. And further, *all* FTEs supervised, including non-HSP staff, will now be counted for purpose of determining the supervisory grade level.

*Effective Year 2 or 3, as determined by the joint working group, the staff level SPO will be compensated at, as fully and soon as possible, one grid level higher when working without general supervision.

- **Recreation Therapist and Infant Development Program (“IDP”) Consultant**

Recreation Therapists and IDP Consultants have two entry-level qualifications, which shall remain. However, effective the first pay period after April 1, 2019 the improvement for these HSPs is that classifications *above* the staff level shall only have one salary structure instead of two. That is, the higher of the previously existing two salary structures will apply.

For example, where there was a diploma-qualified supervisor classification and a Bachelor's-qualified supervisor classification, the higher salary structure for the latter will apply.

Another example is that, for Recreation Therapists, where there was a diploma-qualified sole charge classification and a Bachelor's-qualified sole charge classification, the higher salary structure for the latter will apply.

- **Combined Laboratory/X-Ray Technologist**

The Combined Laboratory/X-Ray Technologist (“CLXT”) references in the IWMR are deleted and is, instead, added to the list of Health Science Disciplines Allied to the Medical Technology Disciplines, effective the first pay period after April 1, 2019. This also means that CLXTs move from the standard wage schedule to the higher Medical Technology wage schedule.

For example, the staff level CLXT classification at grid level 5 salary structure of the standard wage schedule is elevated to the Grade 1 salary structure of the higher Medical Technologist wage schedule.

- **Psychometrist**

Psychometrists' grid level 7 salary structure will be increased to grid level 8, in recognition that the entry-to-practice credential is a Bachelor's degree. This change is effective the first pay period after April 1, 2019, and is concurrent with no longer being eligible to receive the Bachelor's Qualification Differential.

All references to “Testing Technician – Psychometrist” will be replaced with “Psychometrist”.

Q: Were there any classification gains made to any of the HSPs listed within the Separate Memoranda category?

A: Yes. Effective the first pay period after April 1, 2019, the classifications and corresponding wage grid levels of **all professions currently classified in accordance with separate memoranda** (and so do not currently appear in the collective agreement) shall be added to the Industry Wide Miscellaneous Rates (“IWMRates”) category of the collective agreement. (The affected memoranda comprise those related to establishing wage rates for a profession or occupation and do not include those particular to a single situation.)

The significance of becoming listed under the IWMRates is that all Staff/entry level IWMR classifications (including those previously classified by separate memoranda) shall be compensated at one grid level higher when assigned to work as Sole Charge, or to provide instruction and/or supervision to students.

Further, effective Year 2 or 3, as determined by the joint working group, the staff/entry level IWMRates classifications will be compensated at, as fully and soon as possible, one grid level higher when working without general supervision.

Classification improvements were further made for **Perfusionist, Infection Control Practitioner, and Supported Child Development Consultant**.

- **Perfusionist**

The salary structures for the Perfusionist-Educator and Perfusionist-Supervisor classifications (at present \$1.05 and \$2.10, respectively, above the hourly Perfusionist-Staff rate) are increased to reflect a similar differential above staff rates as compared to other HSPs with educator and supervisor classifications. Perfusionist-Educator will be approximately \$4 above the staff rate and Perfusionist-Supervisor will be about \$6 above the staff rate.

- **Infection Control Practitioner**

The Infection Control Practitioner (“ICP”) salary structure is elevated from grid level 11 to grid level 15. Whether performed by an employee covered by the HSPBA collective agreement or an employee covered by the NBA collective agreement, the ICP job is identical. The new rates, effective the first pay period after April 1, 2019, are very close to the applicable NBA rates (which fall between HSPBA grid levels 15 and 16).

- **Supported Child Development Consultant**

Supported Child Development Consultant (“SCDC”) moves to the same salary structures as established for Infant Development Consultant, as follows:

SCDC – Diploma – Staff (currently grid level 2)



- moves to grid level 4, effective the first pay period after April 1, 2019;
- then to grid level 5 effective the first pay period after April 1, 2020;
- then to grid level 6, effective the first pay period after April 1, 2021.

SCDC – Degree – Staff (currently grid level 2 plus Qualification Differential)

- moves to grid level 4, effective the first pay period after April 1, 2019;
- then to grid level 6, effective the first pay period after April 1, 2020;
- then to grid level 8, effective the first pay period after April 1, 2021.

SCDC – Supervisor (currently grid level 4)

- moves to grid level 6, effective the first pay period after April 1, 2019;
- then to grid level 8, effective the first pay period after April 1, 2020;
- then to grid level 10, effective the first pay period after April 1, 2021.

Q: What changes were made to the Qualification Differential (“QD”) provisions of the Wage Schedule?

A: Where “Baccalaureate” appears, it is revised to be “*post* entry to practice Baccalaureate Degree”. In so doing, it recognizes that an entry to practice Baccalaureate Degree may form part of the authorization to practice in a particular discipline. Proper classification of any position is meant to take into account the entry to practice credential.

Master’s QD and PharmD QD listings have been replaced with a QD listing for “*post* entry to practice *graduate* degree”. This change confirms that the QD is only payable where an employee holds a *post* entry to practice Master’s or PharmD degree. It also now provides QD compensation for an eligible employee who holds an applicable degree at the **PhD** level.

For clarification, “A.C.” and “A.R.T.” were spelled out to “Advanced Certification” and “Advanced Registered Technologist”, respectively.

These changes to the Qualification Differential provisions are effective the first pay period after April 1, 2019.

Q: To which increment step do I move when I move from my current grid level to a higher grid level?

A: In all instances, an employee will move to the increment step on the higher grid level that provides a minimum monthly increase of \$82.

By way of examples, using the table below:



- An employee on grid level 7, at the first increment step (1st year), would move to the first increment (1st year) on grid level 8 because \$4809 satisfies the minimum monthly increase of \$82: $\$4632 + \$82 = \$4714$;
- An employee on grid level 7, at the fifth increment (5th year), would move to the fourth increment (4th year) on grid level 9 because \$5716 satisfies the minimum monthly increase of \$82: $\$5526 + \$82 = \$5608$.

Grid level		1 st Year	2 nd Year	3 rd Year	4 th Year	5 th Year	6 th Year
7	Monthly	4632	4865	5084	5314	5526	5781
8	Monthly	4809	5049	5279	5516	5742	5995
9	Monthly	4979	5236	5467	5716	5944	6212

** Remember to make sure that your employer also moves your wage rate to the next increment step upon your increment anniversary date, every year, until you reach the top step.*

- Q: None of the classification improvements pertain to my own health science profession. Why will some HSPs will see gains and not me?**
- A:** Your health science profession is either one of those listed in the Job Families category or covered by a memorandum particular to a single situation. The Job Families category has long had the benefit of detailed classification provisions that typically compensate for sole charge, advanced clinical practice and increasing levels of supervision.

That level/degree of detail has not consistently been part of the classifications for those HSPs listed in the IWMRates and Separate Memoranda categories. So, during this round of bargaining, the parties agreed to introduce, to HSPs in those two categories, certain Job Family category Grade II features, i.e. sole charge, instruction and/or supervision to students, and working without general supervision. In so doing, the parties have remedied some of the historical inter-professional classification inequities.