

# PEA-side Professional Reliance Task Force Recommendations

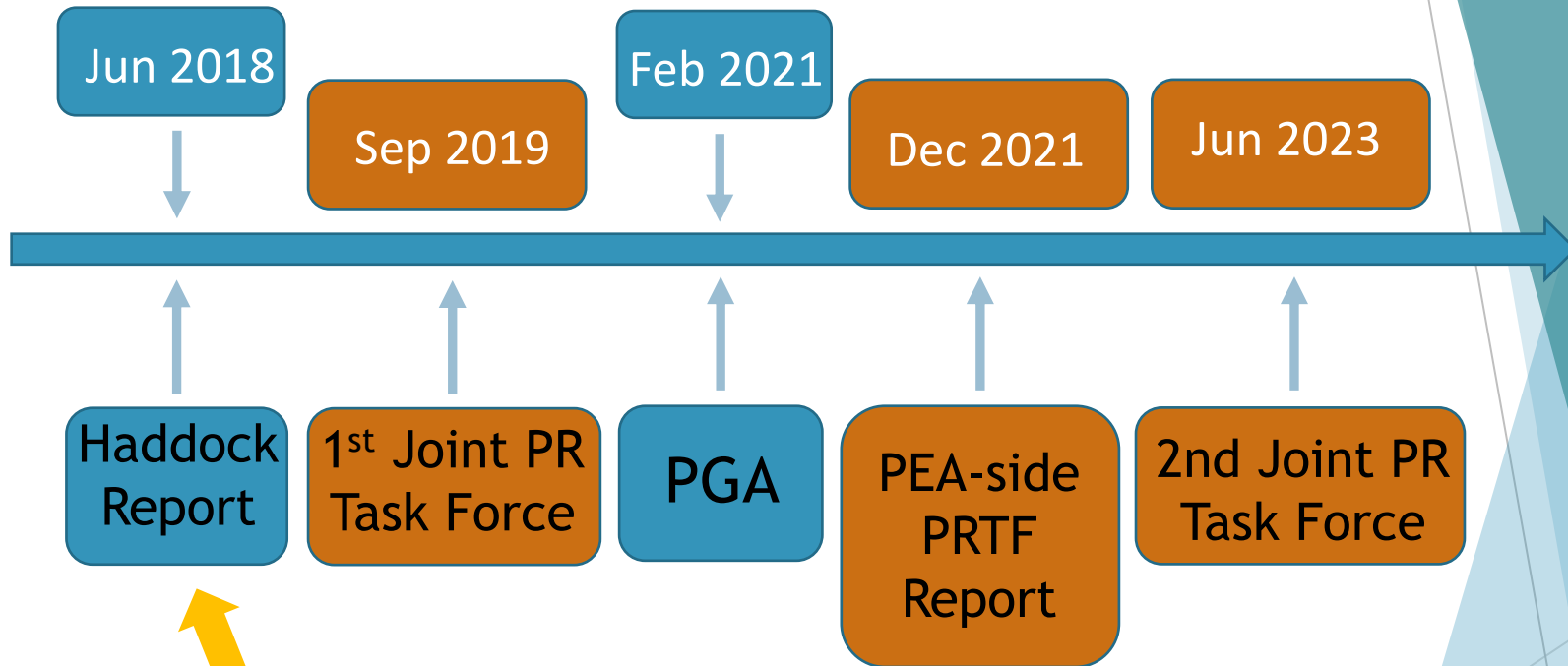
June 6, 2023

Joint PRTF Meeting

**P|E|A**

BC's Union for Professionals

# How we got here



Mt Polley dam breach  
Hullcar aquifer contamination

# Areas of PR Recommendations

- Right to Title and Practice
- Ministry Staffing Levels
- Availability of Natural Resource Information
- Government as a Knowledgeable Owner

# Right to Title and Practice

- Review professional requirements of technical/scientific/engineering positions



**Forest  
Professionals**  
BRITISH COLUMBIA



**COLLEGE OF  
APPLIED BIOLOGISTS**  
Professional Accountability

# Ministry Staffing Levels

- **Maximize the use of in-house professional expertise**
  - More technical supervision
  - More HR and admin support for team leaders



# Availability of Natural Resource Information

- **Develop data sharing agreements**



# Government as Knowledgeable Owner

- Professional-led NR management policy and planning



# Review staff professional requirements

## The Benefits

- Reduce the Province's legal and financial risk
- Increase quality of work and productivity
- Streamline the hiring process
- Increase the likelihood of successful hiring
- Reduce staff stress



# Review staff professional requirements

## The Plan

- Review job descriptions (clear, correct and complete)
- Determine professional requirements
- Update job descriptions

# Review staff professional requirements

## The Challenges

- Resources to conduct the review
  - PSA, unit managers, staff, external consultants
- Possible outcome of the review
  - Existing staff not qualified for their job
  - Transfer of position PEA-BCGU
  - Salary adjustments

# Proposed Next Steps

