

PEA-side Professional Reliance Task Force Recommendations

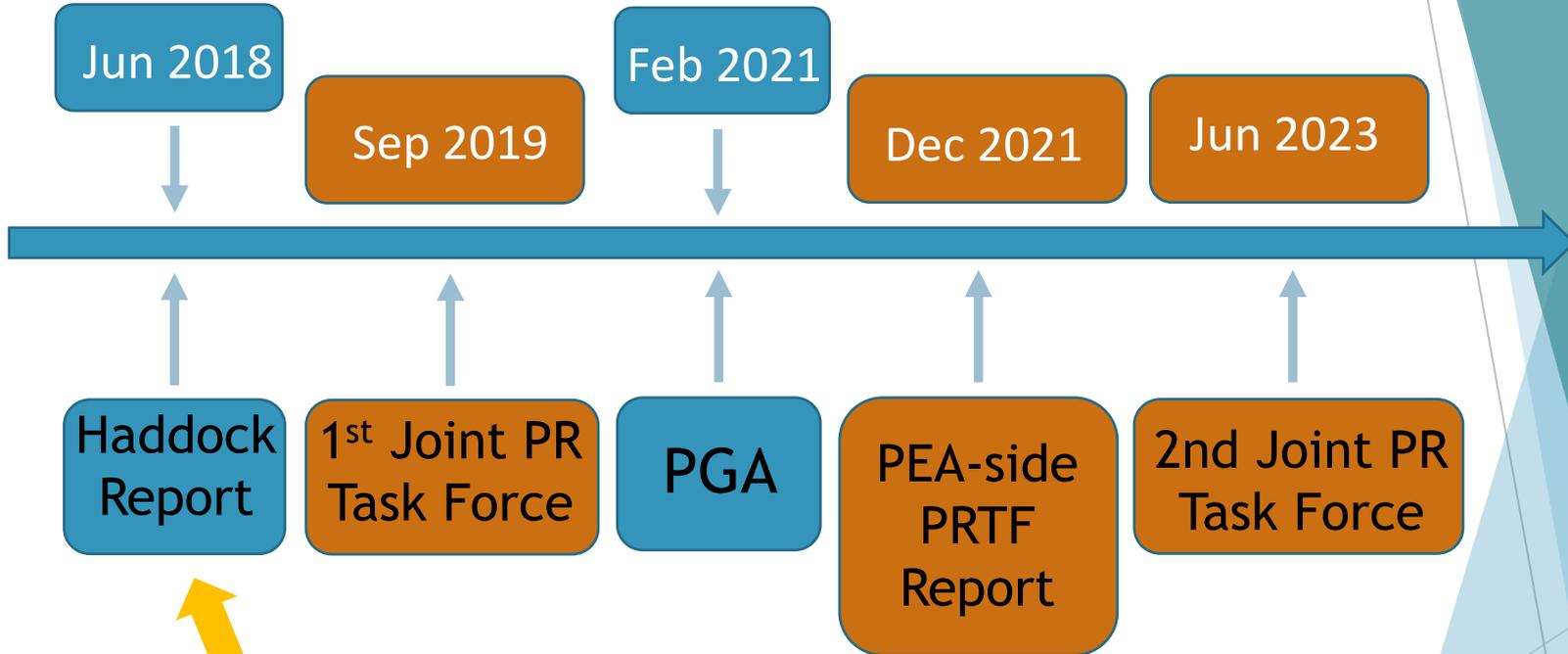
June 6, 2023

Joint PRTF Meeting

PEA

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



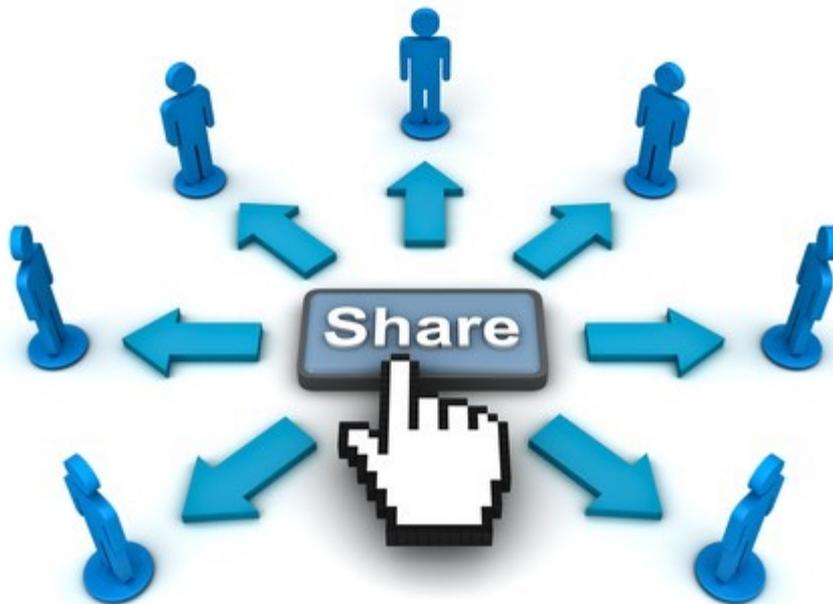
Ministry Staffing Levels

- **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

