

2025 SURVEY RESULTS

2025 SURVEY HIGHLIGHTS

In response to recent government announcements regarding permitting streamlining initiatives and a hiring pause, the PEA-side of the Joint Professional Reliance Task Force invited GLP Agrologists, Engineers, Foresters, and Geoscientists to participate in a survey aimed at capturing their perspectives and experiences.

The following pages provides a comprehensive overview of the survey findings.

BACKGROUND

The Joint Professional Reliance Task Force was initially established through the 16th PEA Settlement Agreement in 2019, with its mandate renewed under the 17th Agreement. The Task Force—comprising PEA GLP Chapter members and Employer representatives (including an Assistant Deputy Minister and Executive Directors)—was tasked with generating recommendations to enhance the professional reliance model within the public service.

The survey was conducted in light of recent developments suggesting a shift in the professional reliance approach of the BC public service. This was also discussed in the [Haddock Report](#) from 2018.

SURVEY PARTICIPATION

A total of 480 professionals responded to the survey.

Respondents represent a diverse range of ministries, with nearly 60% having between one and ten years of experience in their current position, and the remaining 40% split between those with less than one year and those with more than a decade of service.

PERCEPTIONS OF SUPERVISORY SUPPORT

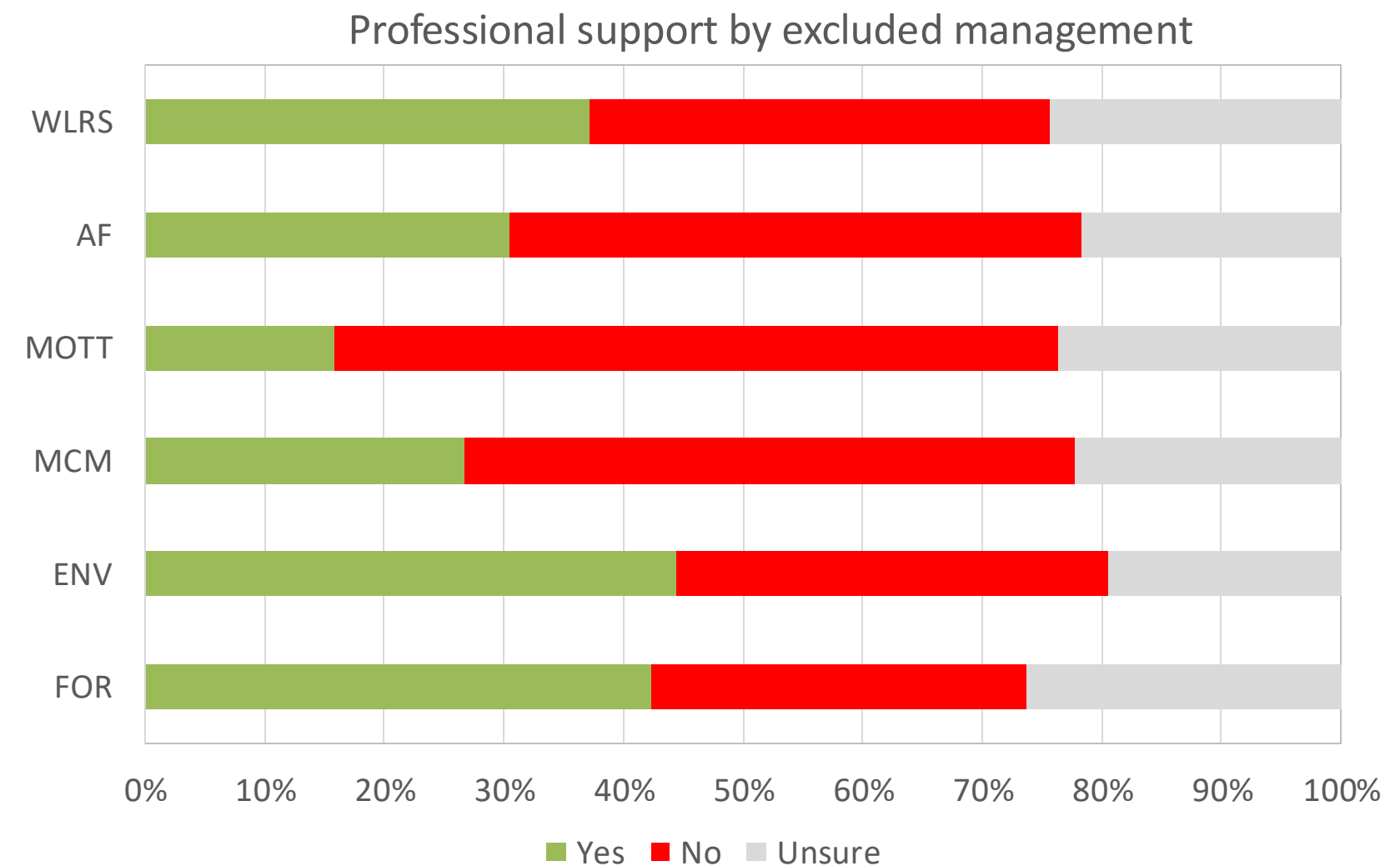
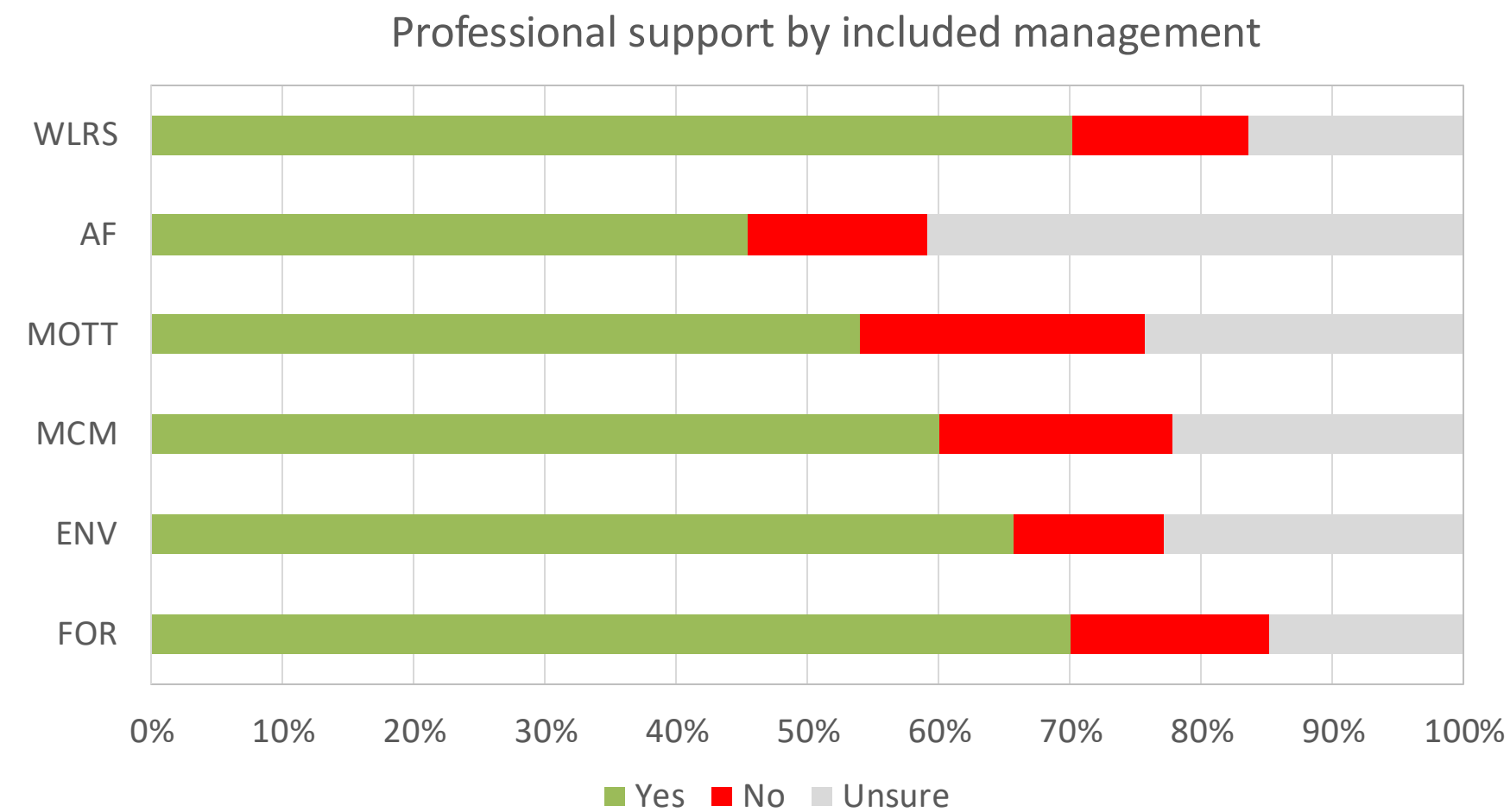
Support from supervisors varied notably between union and non-union supervisors. On average, 61% of respondents feel supported by their union supervisor, with the highest levels of support observed in Ministry of Water, Land and Resource Stewardship (WLRS) and the Ministry of Forests (FOR).

In contrast, only 33% on average feel supported by non-union supervisors, with the lowest levels reported in the Ministry of Environment and Parks (ENV) and Forests (FOR). Approximately 25% of respondents were unsure of their level of support, though comments did not clarify the reasons for this uncertainty.

PERCEPTIONS OF SUPERVISORY SUPPORT

More than 300 comments were submitted on this topic, highlighting themes such as:

- Greater support offered by direct supervisors than by executive leadership;
- Vacancies in supervisory roles due to the hiring freeze;
- Lack of awareness by excluded managers of field-level work pressures;
- Ambiguity in organizational structure and competing priorities; and
- Disconnection between verbal support from lower-level management and actual resourcing or staffing realities.



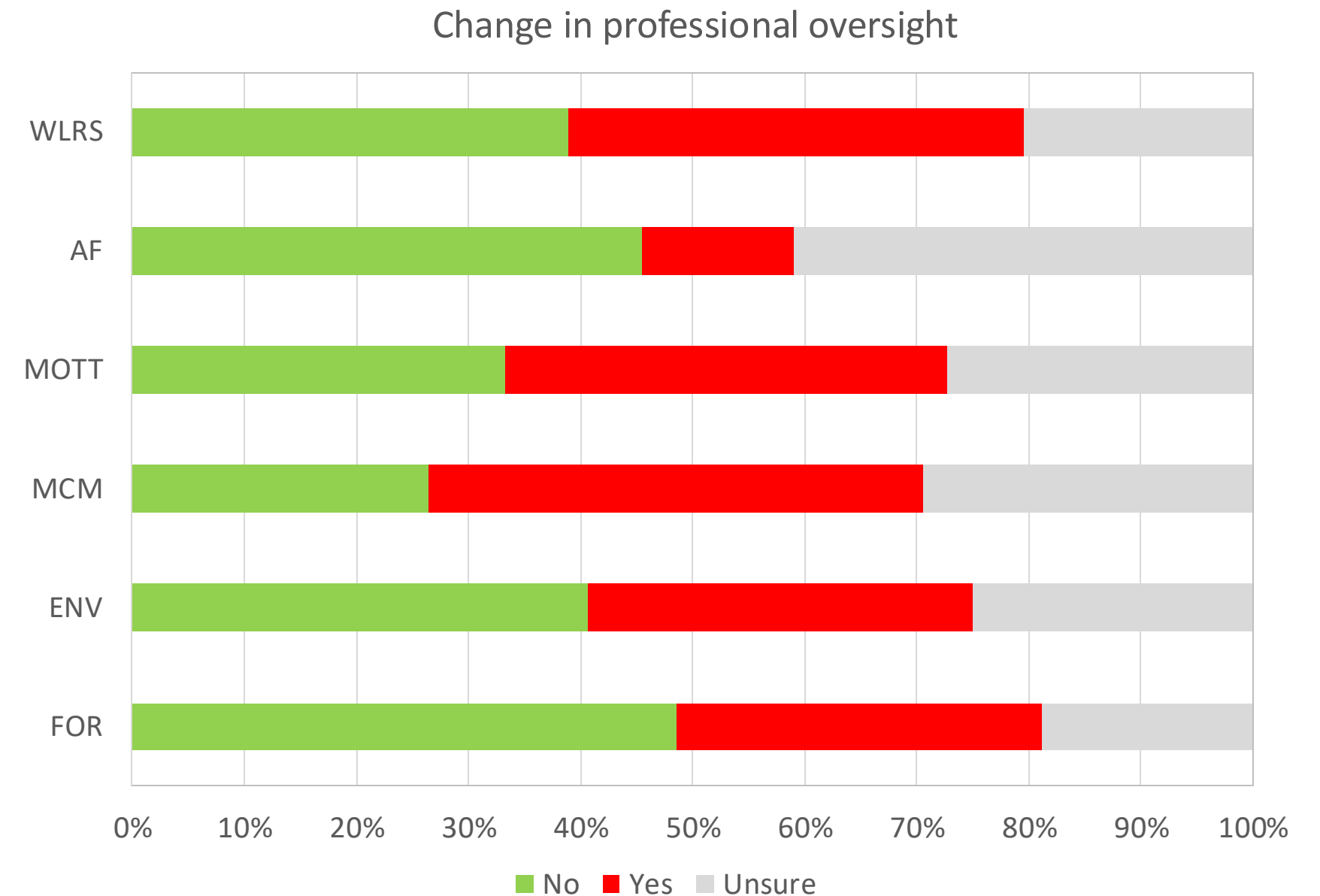
CHANGES IN PROFESSIONAL OVERSIGHT

Between 14% and 44% of respondents reported a decrease in professional oversight, with the lowest rate observed in the Ministry of Agriculture and Food (AF) and the highest in the Ministries of Transportation and Transit (MOTT) and Mining and Critical Minerals (MCM).

CHANGES IN PROFESSIONAL OVERSIGHT

Among the 129 comments on this issue, common experiences include:

- Professional recommendations being overridden by excluded managers;
- Pressures to accelerate decision-making processes;
- Insufficient professional staffing to meet deadlines;
- Travel bans that eliminate field oversight;
- A growing reliance on external consultants and “professional deference,” where internal expertise is bypassed; and
- Conflict of interest of MOTT issuing water authorizations for transportation projects.

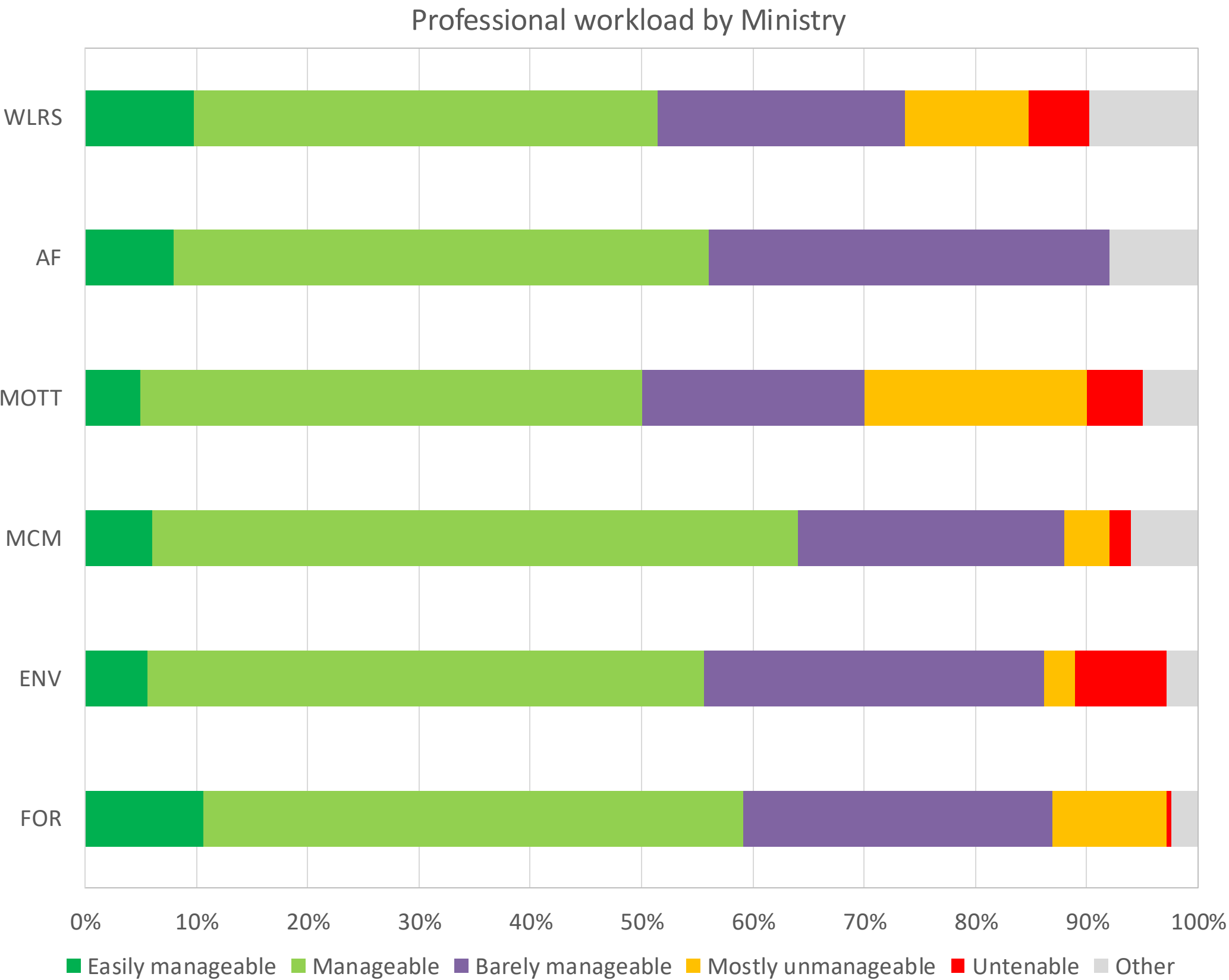


WORKLOAD CONCERNS

Between 30% and 45% of respondents reported that their workload is barely manageable or untenable. Respondents from FOR, MCM, and WLRS were especially affected, citing extensive work hours, long travel requirements, and persistent backlogs. Many noted that they have been covering the responsibilities of multiple roles for extended periods and are regularly experiencing burnout.

WORKLOAD CONCERNS

Conversely, those who described their workload as manageable expressed frustration with the lack of clear direction and structure over the past year, making it difficult to plan or prioritize their tasks effectively.

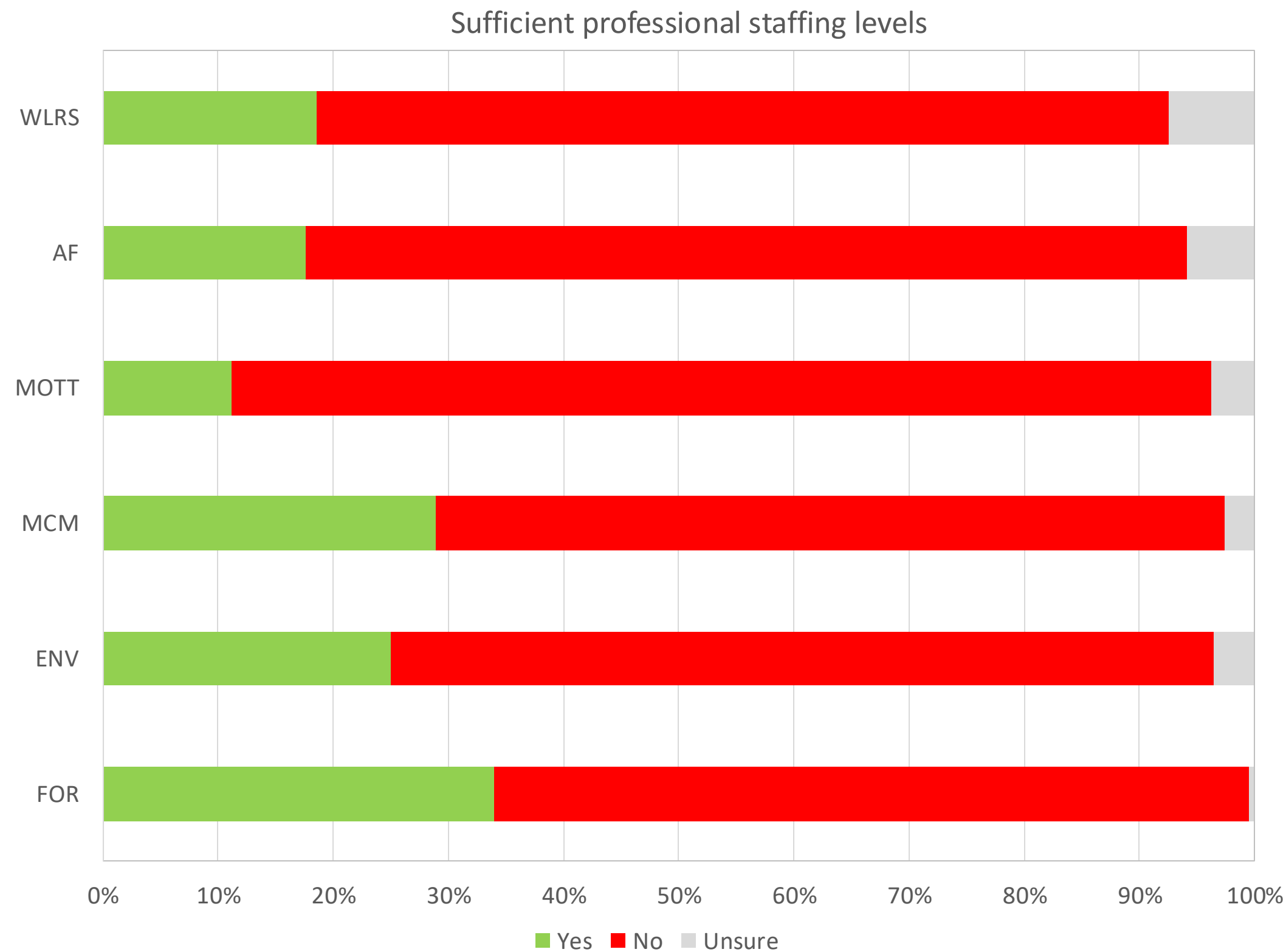


STAFFING LEVELS

Between 65% and 85% of respondents indicated that current staffing levels are insufficient. The 272 accompanying comments reflect a consistent theme: over the past two years, the hiring of excluded managers has outpaced that of professional staff, resulting in a perceived inefficiency and lack of productivity at supervisory levels. Respondents cited burnout, increased risk management responsibilities, and a heavy mentoring burden placed on experienced staff due to high turnover and inexperience among new hires.

STAFFING LEVELS

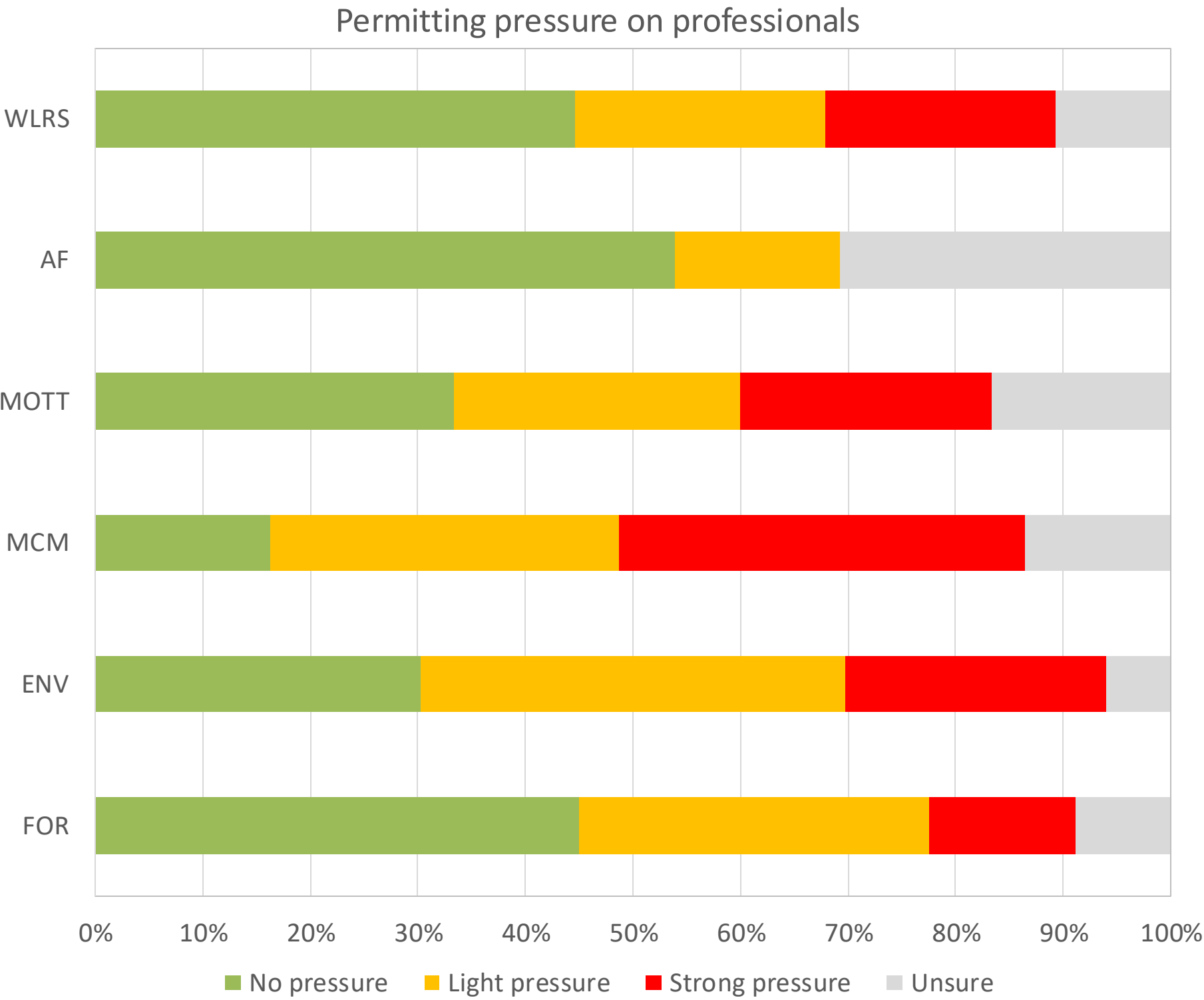
Even among those who felt staffing levels were sufficient, many noted that with increasing demands and ongoing hiring freezes, this situation may be short-lived.



PERMITTING PRESSURES

A significant number of respondents—48% on average—reported feeling pressured by management to expedite professional opinions or permitting decisions.

The pressure was lowest in AF (15%) and highest in ENV (64%) and MCM (70%). While many noted their roles do not involve permitting, some FOR respondents linked the pressure to timber sales activities.



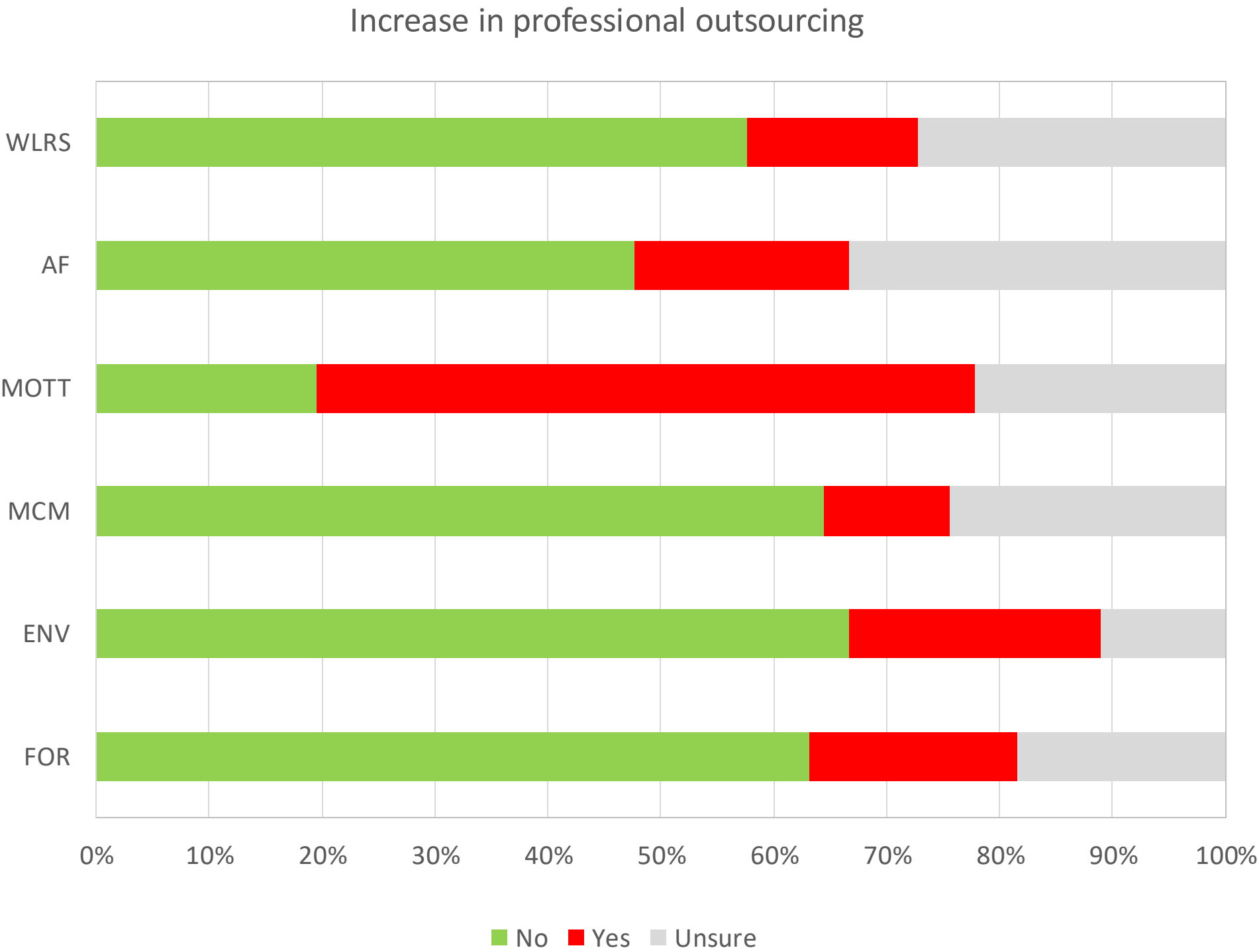
PROFESSIONAL OUTSOURCING

Regarding the outsourcing of professional tasks, responses were mixed. Most ministries reported no major increase, except for MOTT, where 58% noted a rise in outsourcing. Between 11% and 58% across ministries indicated they had observed an increase.

Comments on this issue reflected widespread concern about the cost-effectiveness of contracting external professionals—who are often significantly more expensive than internal hires.

PROFESSIONAL OUTSOURCING

Many respondents explained that outsourcing is used to address gaps in internal expertise or capacity, particularly for compliance verification and technical assessments. However, this practice has shifted many internal professionals into contract management roles rather than the technical roles they were hired for. In many cases, respondents noted the absence of qualified internal professionals and a lack of hiring as driving the reliance on third-party contractors.



NEXT STEPS

Our sincere thanks to everyone who took the time to complete the survey and offered such meaningful comments for our task force to review.

The results will be presented to Deputy Minister Lori Halls and to Deputy Ministers where GLP members are impacted by these regulatory efficiency initiatives.

GET IN TOUCH

If you have further comments or questions, please reach out to anyone from the GLP Professional Reliance Task Force

[Sarah Alloisio](#), PRTF Chair

[Dwayne Anderson](#)

[Colleen Delaney](#)

[David Thomson](#)