



January 24th, 2025

Re: CSHP BC Advocacy Updates on the New HSA Classification System

In recent months, the CSHP BC Branch has been actively engaging with our members to better understand the impacts of the newly implemented HSA profile-based classification system. Our stance has focused on its implications for individual pharmacists, the broader profession as a whole, and, most importantly, patient care. The goal has been to use this insight to strengthen our advocacy efforts.

CSHP BC acknowledges that the new system is a positive step toward improving compensation and recognition for pharmacists with primarily distribution responsibilities (previously classified as Grade 1) and many of our allied health colleagues. However, we remain concerned that the system does not adequately reflect the full scope of responsibilities, training, and expertise of other health authority-employed pharmacists, specifically those previously classified as Grade 2 and 3, as well as pharmacy supervisors. Furthermore, we believe the system is misaligned with the BC Ministry of Health's Allied Health Strategic Plan, which focuses on enhancing allied health professionals' recruitment, retention, and effectiveness to improve patient outcomes.

As a result, the CSHP BC Branch has taken several additional measures to continue raising awareness about this new system's potential consequences, including advocating for revisions/additions to be made that ensure appropriate recognition and value for all HSA members. Below is an overview of these initiatives:

- Meeting:
 - Spencer Tuttle, Executive Director of Lower Mainland Pharmacy Services (LMPS) (November 2024)
- Presentation:
 - The Ministry of Health's Pharmaceutical, Laboratory & Blood Services Division and Allied Health Secretariat (December 2024)
- Letters:
 - Mr. Micheal McMillan, President and Chief Executive Officer, Health Employers' Association of British Columbia ([view here](#))
 - Executive Directors and Directors of Pharmacy across BC health authorities
 - Spencer Tuttle, Executive Director of LMPS ([view here](#))
 - David Forbes, Director of Pharmacy, Island Health ([view here](#))
 - Dawn Robb, Program Director, Pharmacy Services, Interior Health ([view here](#))
 - Dana Cole, Director, Pharmacy Services, Northern Health ([view here](#))



- Health Authority Executives:
 - Fraser Health Authority: Ken Casorso, Vice President, Employee Experience ([view here](#))
 - Island Health Authority:
 - Sean Hardiman, Executive Director, Clinical Service Delivery ([view here](#))
 - Kathy MacNeil, President and CEO and Marko Peljhan, Vice President – Clinical Services Central/South Island and Provincial Programs ([view here](#))
 - Northern Health Authority: David Williams, Vice President, Human Resources ([view here](#))
 - Interior Health Authority: Dr. Shallen Letwin, Vice President, Human Resources ([view here](#))
 - Provincial Health Services Authority: Dr. Maureen O'Donnell, Executive Vice President of Clinical Policy, Planning and Partnerships ([view here](#))

Next steps:

CSHP BC is continuing to gather personal statements, letters, and anecdotes from members that highlight the impacts of the reclassification scheme. These submissions will be shared with the HSA Bargaining Committee. For more information on this initiative, check out [Summary of CSHP BC Branch Meeting with HSA](#).

We remain dedicated to keeping our members informed throughout this process. We thank everyone who has advocated for our profession and continues to support this effort.