

Frequently Asked Questions (FAQ)

PEA Limited License and Under-Implementation MOUs

The Employer has created this information sheet to assist workers and managers in understanding the changes related to the Professional Employee's Association (PEA) under-implementation and limited licenses Memorandum of Understandings (MOUs) in the 17th and 18th PEA Main Agreements. During bargaining of the 17th PEA Main Agreement, the parties agreed that recruitment and retention of qualified professional employees within the public service is an important issue. The parties agreed to limited license and under-implementation pilots for the course of the 17th agreement, subject to renewal or being made permanent in bargaining for the 18th PEA Main Agreement.

During the recent round of bargaining of the 18th PEA Main Agreement, the parties agreed to accept the pilots as permanent MOUs. For MOU 21 regarding limited licenses, the Employer will continue to have the option to hire employees into Licensed Science Officer (LSO) positions where applicants have limited professional licenses with the designated professional associations, provided the employee can meet the full expectations of the role. For MOU 22 regarding under-implementation, the Employer will continue to have the option to hire employees on an under-implemented basis into LSO Level 2, 3, and 4 positions. This includes candidates who have not achieved full professional registration in the relevant discipline and/or candidates who are not yet immediately eligible upon application for the full professional registration in the relevant discipline.

General Questions

1. When does this come into effect?

The pilots have been in effect since April 1, 2023. Hiring managers have had the option to recruit and hire under-implemented LSOs, as well as hire candidates who have limited licenses since this date. Some updates were introduced with the 18th PEA Main Agreement; these are outlined under questions 3 and 6.

2. How long are these pilots in effect for?

The pilots were in effect for the duration of the 17th PEA Main Agreement and were made permanent by the parties during bargaining for the 18th PEA Main Agreement. MOU 21 and MOU 22 are now permanent within the 18th PEA Main Agreement.

MOU 21 Limited License Questions

3. What changes occurred in MOU 21 in the 18th PEA Main Agreement?

MOU 21 has been updated to include all LSO classifications in the 18th PEA Main Agreement, whereas the 17th PEA Main Agreement was restricted to LSO 2 and LSO 3 classifications.

4. What is a limited license?

A limited license is an official authorization granted by a regulatory body (such as Engineers and Geoscientists BC or Forest Professionals BC) that permits an

individual to independently practice within a clearly defined and restricted scope of a regulated practice. It is typically issued to individuals who possess specialised knowledge and experience in a narrow area of practice and do not meet the full requirements for broader professional registration. Limited licensees are authorized to carry out professional work only within the scope specified in the limited license and must adhere to all conditions set by the regulatory body.

5. As a hiring manager, when would I hire an applicant with a limited license?

For LSO positions, job qualifications may include a related limited license as an acceptable qualification. If an applicant with a related limited license applies, and the limited license permits them to carry out the full duties of the job, the applicant can be considered for appointment at the full working level classification. It is important for hiring managers to review the scope of practice allowed by the limited license granted by the respective professional governance body to the applicant to ensure the applicant can carry out the full duties of the job. To ensure transparency and support a merit-based selection process, the job posting must clearly indicate whether applicants with a limited license will be considered and specify any requirements related to the scope of practice associated with the limited license.

MOU 22 Under-Implementation Questions

6. What changes occurred in MOU 22 in the 18th PEA Main Agreement?

Salary administration rules were changed for LSO under-implementation under MOU 22. Article 32.04 no longer applies to under-implemented positions. Under the 18th Main Agreement, when an under-implemented employee obtains their professional designation and moves into the full-working level LSO, the employee will move to the minimum of the new salary range, or to the step which is closest to, but greater than, their current rate, whichever is greater. This update was to reflect concerns regarding salary inequities between under-implemented positions and existing full-working level positions.

MOU 22 was also updated to include Designated Professional Engineers (DPEs). DPEs can now be under-implemented following the process outlined in MOU 22.

7. When would a candidate be under-implemented?

Candidates can be under-implemented when they have not yet achieved full professional registration in the relevant discipline, and/or candidates who are not yet immediately eligible upon application for full professional registration in the relevant discipline. The intention is that they will achieve full licensing status in a reasonable amount of time.

8. Are there minimum requirements for candidates that are being under-implemented?

Candidates should typically have a status with their professional association of “in training” or be completing their articling programs, for example Geoscientist-in-Training (GIT), Forester-in-Training (FIT), Articling Agrologist (A.Ag), or Engineer-in-

Training (EIT).

**9. As a hiring manager, what flexibility do I have in choosing to under-
implement if I do not find fully qualified candidates in a competition?**

The job posting for the position must indicate that applicants may be considered for appointment at a lower level. If the posting does not have this wording, you cannot choose to under-implement once the job posting has closed as it will likely change the applicant pool and does not represent a merit-based process. Recruitment Service Delivery has standardized language for job competitions and can support with the job postings for under-implementation.

10. Are all LSO 3 and LSO 4 positions suitable for under-implementation?

Positions that supervise employees are generally not suitable for under-implementation. Please discuss these scenarios with a Classification Specialist from the BC Public Service Agency.

11. Are there different processes for internal candidates?

These terms apply regardless of whether a candidate is a regular or auxiliary employee, in service or out of service.

12. What is an under-implementation plan?

An under-implementation plan (also known as a training plan) is a document that outlines the required training, education, and/or experience required to progress to the full working level. A gradual increase in duties and responsibilities is

expected, and progression to the full working level is dependent upon employee performance, experience gained, completion of any required training, and registration with the relevant discipline. Under-implementation plans are living documents that should continuously be referred to by the employee and manager to ensure progression towards the full working level. Employees cannot elect to stay at a lower classification level and must continue to progress to the full working level.

13. Is there a separate job profile for an under-implemented position?

No. The full working level job profile is used; there is no requirement for job profiles at lower classification levels. For employees in under-implemented positions who are not yet professionally registered, their work will be under the supervision of a registered professional.

14. What are my responsibilities as an under-implemented employee?

It is a condition of employment that under-implemented employees continue to pursue and achieve professional registration (full registration or limited license). This condition is determined by the employer-established requirements of the job, is required in British Columbia under the Professional Governance Act, and is in accordance with the under-implementation plan established at the time of hire. It is the employee's responsibility to understand the under-implementation plan in place and the steps required to reach the full working level position. If under-implemented employees fail or are unable to reach the full working level in a reasonable amount of time, there could be consequences for their employment.

Salary Administration Questions

15. How will salaries be calculated for under-implemented LSOs?

The under-implemented salary for LSOs will be at 90% of the full working level instead of the previous LSO 1 salary. For example, if the full working level position is an LSO 3, a candidate without full professional registration will be hired at 90% of the LSO 3 salary schedule. The number of salary steps available is 5 steps for under-implemented positions. The under-implemented salary for Licensed Psychologists is at 92% of the full working level.

The hiring rate of pay for under-implemented employees shall not be higher than the rate of pay for an existing employee in the same classification (under-implemented) or those at the full-working level within the same Ministry, geographic location, with similar work experience, training, and education. Caution should be used when up-range hiring to ensure new employees do not surpass existing employee's rate of pay.

The under-implementation MOU includes separate salary schedules that will provide considerably higher salaries than the salary schedule for the LSO 1 and is trying to achieve the goals of recruiting and retaining qualified professionals. The salary schedules are available on the [Salary Look-Up Tool](#).

16. What are the different LSO 1 (1A, 1B, and 1C) classifications referring to?

The different LSO 1 classifications are related to the full working level of the position.

- LSO 1A is the under-implemented level for an LSO 2.
- LSO 1B is the under-implemented level for an LSO 3.
- LSO 1C is the under-implemented level for an LSO 4.

These different levels are in place to ensure that employees receive the correct salary that is 90% of the full working level. These salary schedules are available on the [Salary Look-Up Tool](#).

17. As an employee progresses towards the full working level, will they progress through different LSO classification levels? For example, being reclassified to an LSO 2 and LSO 3 before becoming a full working level LSO.

No. Employees do not progress to an LSO 2 or an LSO 3 because they are not fully registered. In this example, they will remain as an LSO 1C until they have obtained full professional registration. Once they have obtained full professional registration, they will be reclassified into the LSO 4 salary grid.

18. How are salaries calculated once an employee reaches the full working level?

Once the employee has achieved their professional registration, they would be placed in the appropriate step in the full working level salary schedule according to MOU 22 in the 18th PEA Main Agreement. MOU 22 states that when an employee obtains their professional designation and moves into the full-working level LSO,

the employee will be moved to the minimum of the new salary range, or the step which is closest to, but greater than their current rate, whichever is greater.

19. Will under-implemented employees receive recruitment and retention adjustments?

No. Under-implemented employees will not receive any recruitment and retention adjustments. Once the employee has progressed to the full working level, they will receive any recruitment and retention adjustments that align with the full working level position.

20. As a hiring manager, is there flexibility on which step new employees are placed in the under-implemented salary schedule?

The under-implemented salary schedule provides considerably higher salaries than the salary schedule for LSO 1 and is trying to achieve the goals of recruiting and retaining qualified professionals. Up-range hiring is wholly inconsistent with the employer's payroll practices and is strongly discouraged for under-implemented roles. It is recommended that under-implemented employees start at Step 1 of the LSO 1 A, B, or C salary grid.