

COMMUNIQUE

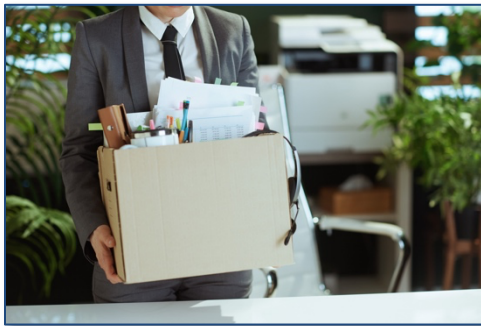
We Empower You To Make The Most Of Your Public Service Career

Dismissal Review Process

Your Voices Were Heard!

December 2023

In 2023, the BC Excluded Employees' Association made a series of recommendations to a Special Committee of the Legislative Assembly regarding the just cause dismissal process. Based on our



research and members' anecdotal experiences, we focused our recommendations on issues related to procedural fairness and transparency, the health and wellbeing of individuals under investigation; and mitigating circumstances related to medical conditions. We are very pleased that the Special Committee accepted and included our recommendations in its [report](#) published last week.

In 2023, the Legislative Assembly appointed a **Special Committee to undertake a Review of the Public**

Service Act in relation to the just cause dismissal process. George Chow, MLA and Chair, invited the BCEEa to provide input because of the association and its employees' interest in the dismissal process. On October 6, 2023, BCEEa President Frances Sasvari and Executive Director Elizabeth Gilliland, along with board member Alistair Cochrane and advisor Selina Lew presented to the committee highlighting recommendations specific to the experience of our excluded members. In the end, the Special Committee appreciated the insights from the BCEEa and accepted and included **all of our recommendations** for process improvements, as follows:

- Enable an employee subject to a just cause dismissal investigation to confidentially and securely determine the status of their investigation at each step throughout the process.
- Consider medical issues throughout just cause dismissal investigations and factor such issues into just cause dismissal decisions.
- With employee consent, include the consideration of medical issues in just cause dismissal recommendation reports.
- Assess how just cause dismissal investigations could be improved to minimize negative impacts on the mental health and emotional wellbeing of employees subject to such investigations.
- Notify employees which witnesses are interviewed during a just cause dismissal investigation and provide rationale for witnesses who are not interviewed.

Further, the BCEEa recommended that the Merit Commissioner continue to review all eligible



dismissals to ensure that ample information be provided to the Commissioner in conducting their reviews. In addition, the Special Committee acknowledged that they did not hear from any individuals who had been subject to a just cause dismissal as part of the public consultation. Therefore, the Committee recognized that the BCEEA represented voices and brought insights that would otherwise not have been heard during their process – those of excluded employees. The BCEEA would like to thank the following members who donated their time and expertise to develop our submission: Alistair Cochrane, Selena Lew, Sean Steele, and Brenda Lennox. We would also like to acknowledge the input of our members whose stories and experiences throughout the dismissal process helped shape our recommendations.

How the BCEEA Can Help

Encountering workplace challenges is a common experience. BCEEA members can talk through concerns with one of our Advisors. Our experienced and management savvy Advisors fully understand your circumstances and have the expertise and insight to help you find the solutions you need. They will help you understand exactly what's going on and will provide up-to-date information and advice. Contact us today if you have any questions.

