

Date: July 9, 2012

To: Addiction and Mental Health Staff – Edmonton Zone
United Nurses of Alberta, Locals 183 and 196
Health Sciences Association of Alberta

From: Mark Snaterse, Executive Director, Addiction and Mental Health-Edmonton Zone
Laurie Loowell, Senior Advisor, HR Client Services – Edmonton Zone

RE: Introduction of Mental Health Therapist (MHT) Classification under Health Sciences Association of Alberta (HSAA)

As you may know, our program has historically utilized the working title of “Mental Health Therapist” for a large number of community-based positions, held by a variety of disciplines under a spectrum of different classifications (RN/RPN, OT, Psychologist I and SW II/III) and collective agreements (UNA, HSAA).

On the basis of the function of the MHT and because it can be filled by a variety of eligible professions (RN/PRN, Psychologist I, OT, SW II/III), the Labour Relations Board has determined that the classification belongs in the professional and technical bargaining unit, represented by HSAA: *see Chinook Health Region and UNA and HSAA, [2005] ALRBD No. 52; East Central Health and UNA and HSAA, [2006] ALRBD No. 75.*

With the intent to establish consistency across Alberta Health Services, we are required to implement this Mental Health Therapist (MHT) classification under the Health Sciences Association of Alberta Collective Agreement.

This change will be accomplished over time and through attrition, as positions become vacant and new positions are created. There are no current plans to convert incumbents in filled-positions to this new classification.

Effective today, Monday, July 9, 2012, all MHT positions that are new or become vacant will be posted under the classification of “Mental Health Therapist” under HSAA. The qualifications for the Mental Health Therapist position remain unchanged (RN/RPN, OT, Psychologist I and SW II/III), but they will all fall under one classification and collective agreement.

The attached FAQ was prepared to assist in answering questions you may have as we work through these changes. Please take the time to review this document.



Information sessions have been scheduled this week for front-line staff and managers who may have additional questions or comments regarding this change. Please feel welcome to attend in person, if you are able, or via teleconference.

Information Session 1

Wednesday July 11, 2012

3-4pm

Operational Stress Injury Clinic Conference Room

Northgate Main Floor

Information Session 2

Friday July 13, 2012

Noon-1pm

108 St Building, Room 636

If staff are not available to attend in person, they are welcome to participate in either session via teleconference at 780-421-1483 (participant code 1277254)

Should you have any questions, please direct them to your Manager.