



POLICY: Out of Scope Mobility with Employer Organizations

Program Area: Human Resources

Section: Recruitment & Retention

Reference Number: ORG.1511.PL.012

Approved by: Regional Lead – Human Resources

Date: Issued 2 April, 2024
Revised

PURPOSE:

- To promote growth and development of out of scope (OOS) staff
- To increase recruitment and retention
- To offer stability to this valuable sector of our workforce
- To support health system transformation

BOARD POLICY REFERENCE:

[Executive Limitation \(EL-3\) Treatment of Staff](#)

[Executive Limitation \(EL-8\) Compensation & Activities](#)

POLICY:

Employer Organizations have embraced the vision of “one” health care system across the province. There shall be mobility of identified benefits when OOS staff accept a position within another Employer Organization. This is also applicable to non-devolved facilities.

DEFINITIONS:

Out of Scope Staff (OOS) – employees in Employer Organizations that are not represented by a Union.

Employer Organizations – Employer Organizations consisting of Shared Health, Winnipeg Regional Health Authority, Interlake Regional Health Authority, Northern Regional Health Authority, Prairie Mountain Health Authority, Southern -Santé Sud Regional Health Authority and Cancer Care Manitoba.

Non-Devolved – those health facilities that are independently managed and not under the direction of the Employer Organizations.

Continuous Service Date – the date upon which the employee last became a full time or part time employee in a permanent or term position with one of the participating Employer.

PROCEDURE:

Vacancies within the out of scope sector are advertised as a job competition in accordance with the hiring Employer Organization's practice.

Effective April 1, 2022, should an OOS employee receive a position with another Employer Organization, the employee will be entitled to mobilization benefits as follows:

- a) Continuous service date;
- b) Accumulated income protection (sick time) benefits;
- c) Length of employment applicable to the rate at which vacation is earned;
- d) Length of employment applicable to pre-retirement leave;
- e) Length of employment applicable for qualification for the Magic 80 (as per terms and conditions of the applicable pension plan) pension provisions;
- f) Length of employment for severance payment calculations;
- g) Terms and conditions of the benefit plan(s) for the new Employer apply; however, normal waiting periods would be waived, subject to the applicable benefit plans' terms and conditions;
- h) Employment hours
- i) Transfer of current and accrued vacation hours unless the employee elects to have their current vacation hours paid out by the previous Employer at the time of the transfer.

This is a standard provincial policy that can only be changed with the approval of the Provincial Human Resources Leadership Council.