



## Natural Disasters 2012

**Environmental Health Officers in Interior Health had a busy summer with these natural disasters that occurred throughout the region.**

### Sicamous

A flash flood on Saturday June 24<sup>th</sup>, 2012 in the Sicamous area resulted in 450 people being evacuated and severe impacts to the drinking water. A main distribution pipe was destroyed and the turbidity of source water measured 150 NTU. In addition to the flash floods, homes, businesses, farms, drinking water wells, beaches, bridges and roads in the area were also experiencing general flooding. At peak flooding roads several blocks into downtown Sicamous were flooded and waterfront properties were submerged for much of the summer. The District of Sicamous in consultation with Health Protection issued a 'Do Not Consume' order to address the extreme Turbidity levels and potential contamination from the flood waters. The District of Sicamous downgraded the messaging to 'Boil Water Notice' on August 2<sup>nd</sup> which remains in effect to date (August 20, 2012). Water holding tanks filled with drinking water were provided to residents and visitors. The majority of HP work focused around answering questions from the public regarding being able to bathe in the community water and swimming at the local beaches. Food service establishments scaled back their menus and

many installed temporary water holding tanks to accept water from a bulk hauler.

### Johnson's Landing

Flooding at Johnson's Landing, a small community in a remote area on Kootenay Lake resulted in a large landslide. Four lives and one residence were lost during this event. The creek intake for the community was wiped out and the water system has been placed on a Boil Water Notice. The local EHO and the Public Health Engineer are supporting the community to construct a well because the creek source will continue to be subject to future slides and damage.

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## Message From The Editor

The snow has arrived (actually it's been here since early October – I live in the North!), stores are putting up Christmas decorations; the year is drawing to a close. As I sit back and reflect on the year my mind turns to that pesky 'To Do' list that I need to finish by December 31<sup>st</sup>. Mostly just the typical, update this quarters activities in my workplan, finish up a project or two, get my Christmas shopping done and of course ensure my Professional Development Hours are completed and logged.

The CIPHI Continuing Professional Competencies program has been underway for several years now and has become a valuable tool to determine our competencies,



identify areas for development and keep track of the professional development we have done.

When first introduced to the CPC program I feared that obtaining 80 hours would be difficult but after a thorough review of what constitutes a PDH, how they can be obtained and then logging my activities I quickly realized that not only would I meet the target but I would vastly exceed the requirement. Even this year, I have been back to work for less than one month but with the four days of training I have already completed along with many meetings I am well on my way to 80 hours already.

Developing ourselves professionally is key to the practice of Public Health because it is an ever changing and expanding field. It is what makes our profession dynamic and exciting. There are many development opportunities both within our jobs and beyond, they merely needed to be seized.

So, back to my list, logging my hours will be easy, I just need to spend half an hour and do it; after all, December 31<sup>st</sup> will sneak up, on all of us.

Respectfully,  
Sarah MacDougall,  
Editor

### Food Safety Training Options In British Columbia



Meeting BC Provincial Regulations, Available in class or online, High quality,  
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#### INTERESTED?

##### In British Columbia Contact:

Domenic Losito

[dlosito@traincan.com](mailto:dlosito@traincan.com)

Phone: 604-543-2007 Fax: 604-543-2013



##### Across Canada Contact:

Jim Kostuch

[jkostuch@traincan.com](mailto:jkostuch@traincan.com)

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Servicing the foodservice, food retail, educational, public health and food processing sectors since 2002.

# BRANCH UPDATE

With the year quickly coming to an end, the BC Branch councilors are hard at work planning for yearend activities, while at the same time, all ready full swing into planning for 2013.

## 1. Membership Drive

The BC Branch is once again preparing for its annual Membership Drive. Any regular member who registers before January 31, 2013 will have his/her name entered into a draw. In celebration of CIPHI's 100<sup>th</sup> anniversary, the BC Branch will be giving away one free registration to the 2013 National Annual Education Conference. The conference will be held in Winnipeg, MB at the Fort Garry Hotel on June 23rd - 26th, 2013.

In addition, in recognition of CIPHI's upcoming centennial year, CIPHI we will be distributing calendars and pins to all members. To ensure that you get your calendar and limited edition pin make sure your address is up-to-date in the Member Service Centre and/or contact your Branch President.

## 2. "Closing in on a Century of Health Protection and Promotion"

As the birth date of CIPHI approaches, planning continues within the BC Branch. CIPHI plans to celebrate our history by highlighting both organizational achievements and practitioners from our past. The centennial committee is currently developing a website that will be dedicated for sharing news and information on our 100<sup>th</sup> anniversary. Members that have interesting historical information, photos or stories are encouraged to send it to either Past President Keir Cordner or Historian Tim Roark.



## 3. BC Branch Christmas Luncheons

The annual BC Branch Christmas Luncheons will be held in various BC Locations. These events allow members to rekindle friendships and build new relationships with one another. This year, the Lower Mainland luncheon will be held on Wednesday December 5, 2012 at 12:00 pm till 1:00 pm at the Executive Plaza Hotel & Conference Center (405 North Road, Coquitlam, B.C. V3K 3V9). For Vancouver Island, the luncheon will be held on Wednesday

December 12<sup>th</sup> from 11:30 am till 1:00 pm at the 5<sup>th</sup> Street Grill (1028 Hillside Ave, Victoria, BC V8T 2A3).

BC Branch or Retired Member \$25 /  
Non-member \$30 / Student \$20

Environmental Public Health Professionals are welcome to join or renew 2012 membership prior to the luncheon, and will be able to enjoy the membership luncheon rate.

We look forward to celebrating this special occasion with you!

## 4. BC Branch Annual General Meeting

CIPHI BC Branch Annual General Meeting will be held on Wednesday December 5, 2012 at 11:15 am at the Executive Plaza Hotel & Conference Center (405 North Road, Coquitlam, B.C. V3K 3V9). This meeting will commence prior to the Christmas Luncheon.

The complete AGM package with reports and proxy ballots will be circulated prior to the meeting for your consideration.

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## BRANCH UPDATE continued

### 5. *Continuing Professional Competencies Program*

CIPHI's Continuing Professional Competencies Program (CPC) ensures that Environmental Public Health Professionals remain up to date with current information and are equipped with the skills and abilities that are needed in order to protect the health of our communities. A requirement of the program is to electronically track Professional Development Hours (PDH) on the CIPHI Members Service Centre ([www.ciphimember.ca](http://www.ciphimember.ca)). This is a reminder that the final date for PDH submission for 2012 is Jan 31<sup>st</sup>.

### 6. *Environment Health Week*

Environmental Public Health Week 2012 was observed from September 24 to 30<sup>th</sup>. The theme for this year was "Healthy Places, Healthy People," which was carried forward from the theme of the 2012 Annual Education Conference in Ontario.

Environment Health Week was established in 2003 as a way of recognizing the work of Environmental Public Health Professionals (EHPH's) such as certified Public Health Inspectors, certified Environmental Health Officers and other allied Environmental/Public Health occupations across Canada and internationally. The event also seeks to improve the visibility of our profession to the general public and within the public health family.

This year in BC, we received proclamation in various cities, some of which include:

1. Government of British Columbia
2. City of Prince George
3. City of Richmond
4. City of Port Coquitlam
5. City of North Vancouver
6. City of Langford
7. City of Victoria
8. Town of Sidney

9. District of Saanich

10. District of Central Saanich

11. ASTTBC

### 7. *Dialogue with Ministry*

The BC Branch President and Past President have been engaged in ongoing dialogue with the Ministry of Health as we pursue legislated recognition of the CPHI(C) credential as the qualification for Environmental Health Officers within the BC Public Health Act. Recognition of the Continuing Professional Competencies program recognition as the standard for ongoing training is also included in these discussions.

8. BC Branch President has conducted a salary survey of EHOs across the country, comparing salary rate, benefits and vacation. This information, in addition to written letters of support, has been sent to our union. In the latest letter, BC Branch President addressed the letter not only to the union, but also to the Ministry and the employer, stating that we are in drastic need of reasonable wage compensation, and addresses the importance to identify ongoing educational needs as a priority.

For more detailed information, please refer to the attached letter found later in the BC Page.

Lastly, I would like to congratulate all of the students who were recently successfully in completing the Board of Certification Requirements.

Crystal Brown  
President-Elect,  
BC Branch





## CHRISTMAS LUNCHEONS



*You've worked hard protecting the public all year,  
Now it's time to get together for some holiday cheer.  
For a short time we'll forget about our woes of inspecting,  
The cockroaches and rats we'll be briefly neglecting,  
But it surely couldn't be for a better reason than this,  
The CIPHI Christmas Luncheon - the event not to miss!!!*

### LOWER MAINLAND

Wednesday, December 5, 2012  
12:00 - 1:00pm

Executive Plaza Hotel & Conference Centre  
Coquitlam

Vancouver - Virginia Jorgensen  
Richmond - Gary Tam  
North Shore/Coast Garibaldi - John Pickles  
Fraser Health - Jeremy Chow  
BCIT - Jennifer Cheng

### VANCOUVER ISLAND

Wednesday, December 12, 2012  
11:30 - 1:00pm

5th Street Grill

Maxine Marchenski 250.519.3648  
[maxine.marchenski@viha.ca](mailto:maxine.marchenski@viha.ca)

*Contact your local rep for more details.*

## Collective Agreement Bargaining Update

Collective agreements for Environmental Public Health Practitioners (EPHPs) working in the province of BC expired March 31, 2012. That means our unions have been back at the tables trying to renegotiate our contracts for several months now. One key issue for EPHPs is that of wage equity with counterparts across the country. Currently, BC EHOs are amongst the lowest paid in the country; see the table in the Branch President's letter to the Ministry for more detail. The Province has come back with proposals for 0% wage increase or the possibility of a wage increase if taken out of our benefits, which is still a net 0.

These proposals have been continually rejected by the bargaining committee and proposals made to the Province have also been rejected. The lack of movement in bargaining resulted in a strike vote in early to mid November. The results were strongly (90%) in favour of a strike indicating that we are not willing to settle as we did two and a half years ago.

How this will resolve only time will tell. However, we as EPHPs must continue to advocate for ourselves and our profession in hopes that we will soon be deemed as valuable to this province as our counterparts elsewhere are to their provinces.

## IHA Natural Disasters continued

### Fairmount Hot Springs

Fairmount Hot Springs was impacted by a landslide which damaged the water system intake for a Campground and the intake for the Fairmount hot pools. This had large economic impacts on the Resort. Health Protection staff have been involved in public concerns regarding the potential toxicity of mud from the slide. Results of soil testing indicate that the chemical makeup of the soil is typical of Columbia Basin area soils.

### Peachland Fire

On September 9, 2012 a wildfire started in the small community of Peachland. The interface fire was located very close to the community and evacuation of 1500 people occurred almost immediately. EHOs were quick to respond on Monday morning with inspections of the ESS center to ensure safe food supply and lodging was being provided to the evacuees. In the following days a few small water systems in the area were tested for Nitrates due to the release of fire retardant into the watershed. Results indicated that the fire retardant had little or no impact on the water system.

**CIPHI Membership Contest**

Renew or apply for an Annual CIPHI membership  
before **January 31, 2013**  
and you could win a **FREE**  
**Early Bird** registration for

**CIPHI's 100 year Annual Education Conference**  
in Winnipeg, Manitoba June 23 - 26, 2013



winner to be announced in the  
Winter Edition of the BC Page  
renew online at [www.ciphimember.ca](http://www.ciphimember.ca)

*and you get a CIPHI 100 Years of Distinction in Public Health Protection T-Shirt*

\*If you are unable to attend the 100 Year Annual Education Conference we'll substitute your 2013 Membership fee

# An Amazing Experience at the London 2012 Games

My name is Virginia Jorgensen. I am an Environmental Health Officer working in Communicable Disease Control with Vancouver Coastal Health. On August 13, I returned from London England on the same flight into Vancouver as many of the Canadian athletes returning from the 2012 Summer Olympics. I had just spent three weeks working at the London Games as an Environmental health Officer.

I joined a volunteer workforce of over 120 Environmental Health professionals from England, Scotland, Ireland, Australia, and Canada. We completed over 800 visits during the Olympic Games across over 20 venues. Our expertise was used to support the attainment of the high standards of food hygiene, diversity, and sustainability which was laid out by the Food Vision developed by the London Organizing committee of the Olympic and Paralympic Games (LOCOG).

The 2012 Summer Olympics has been the largest peace-time catering operation in the world. The challenge initially was simply the scale of the undertaking but after the first official day or two, this was managed quite effectively. As a team leader, I led small teams of 2 or 3 environmental health officers behind the scenes at various venues, working with

and alongside the catering contractors and venue managers using a risk based and red, amber green approach to look mainly at food safety, water and waste, and health and safety. In the production and finishing kitchens we also conducted ATP sampling.



*In Olympic Park, over 500 acres of beautiful natural landscape and site of many venues.*

It was an honour and a privilege for me to work with these dedicated and committed Environmental Health Officers. The environmental health professionals, who organized and orchestrated this, including Vanessa Karakilic from Vancouver, did an amazing job and the caterers and venue managers were also very committed. Despite the long hours and miles of walking on sites such as the 500 acre Olympic Park, we also enjoyed what we were doing and did manage to catch glimpses of events during the games. It was a very exciting time to be in London.



*Group shot of some of the EHOs working the Summer Games.*

## BC BRANCH AGM

Wednesday, December 5, 2012  
11:15am

Executive Plaza Hotel & Conference  
Centre, Coquitlam

Get involved in Branch business and attend this years AGM.  
For those unable to attend in person get your proxy ballots in.

**BCIT AWARD**



**Award recipient Alicia Parayno is pictured being presented with the BCIT Entrance Award by Dr. Blatherwick. Congratulations Alicia!**



**TIM ROARK**  
*President*

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# *Upstream*— Creating Potential Pools of Knowledge Transfer & Exchange

Madeleine Butschler, Juris Doctor, Masters Continuing Education; Bob Smith, CIPHI (c), D/ PHP (Ret'd);  
Lynne Magee, Regional Drinking Water Coordinator - VIHA

Among the many currents of Environmental Health Officers' (EHO) practice, one set must surely be strong— water quality and wastewater treatment issues in communities. The water imagery is striking in descriptions of the Healthy Communities Approach being an “upstream one”, as Northern Health's *BC Page* article notes:

This approach, of recognizing that disease and disability are the result of complex community factors, and that health care must address them in an “upstream” approach that requires partnership, is known as *aHealthyCommunitiesApproach*.<sup>1</sup>

The concept of EHOs partnering to address what amount to multi-disciplinary challenges across a range of a community's organizations is compelling. This is decidedly the case with water quality and wastewater involving as it does Regulators, Operators (certified or not), and Suppliers at a minimum, as well as Public Works sometimes. For successful partnering solutions, an effective concentration must be a mix from a spectrum of education, knowledge transfer and exchange, as well as training.

This article draws attention to a set of tools in the form of an online *Training Registry* that can serve to:

1. Provide a conduit for supporting opportunities for local knowledge exchanges (related to Operators in this instance); and
2. Model potential opportunities for individual Practitioners to address ongoing practice-based obligations for continuing education (e.g., “CEUs” for Operators, “PDHs” for CPHIs)

*Notably, we've intentionally framed the various individuals involved in terms of being “Practitioners”. This emphasizes common ground through shared concepts of professionalism especially related to knowledge transfer and training—fitting a Healthy Communities approach.*

Why & What: The Origins of the Training Registry as a Set of Tools

Historically in BC, Operator training mainly occurred in classrooms with 2-5 day sessions. June 2008, the Ombudsman identified 3 issues with this type of training particularly for small rural communities<sup>2</sup>. - It was:

1. “Not connected” or relevant to what Operators needed to know to pass certification examinations;
2. Not related to the Operators' work environment; and
3. Extremely expensive. (Travel being the largest cost.)

The Environmental Operators Certification Program (EOCP) is a registered non-profit society, government delegated, with responsibility to certify Water and Wastewater Operators in BC. Based on its mandate, EOCP's Board was presented with a plan to create what became the Training Registry (TR) to address:

The pressing needs to foster *relevant, cost-effective knowledge transfer/training* for rural certified Operators to meet requirements to *maintain* their certification by completing a prescribed number of Continuing Education Units (CEUs) bi-annually.

This issue of obtaining relevant, cost-effective knowledge transfer/training in rural areas is not “isolated” to Operator Practitioners. For example, BC physicians launched a study on this and identified special resources as an outcome of the study<sup>3</sup>.

*The TR's core idea is to:* Draw on the knowledge base of sets of *experienced* community Practitioners, in this case— *Operators, Regulators* and *Suppliers*, as local, multidisciplinary resources to encourage relatively brief (e.g., 1/2 day - 2 days) training opportunities for post certification/licensure, continuing professional development (CPD). Being local, travel costs are reduced and relevance more likely. (This also matches aspects of the Healthy Community approach.)

The TR's Current Online Face. As a kind of conduit, the pilot website offers 3 key areas for the various Practitioners involved in Operator training and career development:

1. Get Training (Directory): Furnishes searches of Training Providers, Recognized Courses and Instructors, as well as Instructors' availability by location and timing.

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## Upstream...continued

2. **Give Training:** Supplies streamlined forms to apply to be a Recognized Instructor & have Courses Recognized. Resources – Checklists, Templates, Guide -*Create Effective Courses.*

3. **Grow – Career Info:** Promotes ideas related to career paths and professionalism. It helps Practitioners and Administrators identify training needs. Course developers find learning objectives and course ideas.

Depending on someone's interests, the 3 areas are interrelated as per this diagram:

View the pilot at: <http://www2.eocpsearch.org/TrainingRegistry/index.php>.

The TR currently includes: 120 Instructors; 67 Training Organizations; 379 Courses.



Testing the Waters – An Example of EHOs Wading In Significantly, among the TR Recognized Instructors are 3 from the Vancouver Island Health Authority (VIHA). VIHA also has 3 Recognized Courses in the TR:

1. Writing an Emergency Response & Contingency Plan
2. DWPA Water Quality Monitoring
3. Source Protection Planning

In this ground-breaking initiative, VIHA also became a Recognized Training Provider.

Supported by EOCP, the Project began through an Info Gathering session with VIHA and representatives of the Ministry of Environment and Regional District. At this facilitated Session the group brain-stormed issues for small water systems, then distinguished between training and non-training solutions.

Ideas for effective training in rural areas were identified.

These ideas helped shape the follow-up Working Session.

TR Course applications were completed by VIHA Officers in this

Working Session which considered adult education



concepts and standards for course development as part of the process to complete the applications.

*By having their applications accepted, when these VIHA Officers present public health specific information as a Recognized Course, Operators attending can receive CEUs. VIHA regards this as a key step towards “shifting relationships from a focus on policing to positive knowledge transfer”.*

Conceivably, this kind of step might form part of a series of steps in plans to move towards the Healthy Community Partnership approach.

The VIHA initiative and TR concept prompted interest in holding a webinar on the subject. BC's Ministry of Health coordinated the webinar for

EHO Practitioners in September 2012. Pdfs of the PowerPoint presented and handout, *Why the TR - Benefits for You*, can be obtained upon request<sup>4</sup>.

Another innovative initiative is in mid-stream with the Municipality of Saanich. Through 2 Working Sessions, 5 employees are Recognized Instructors. They are working on applications for several In-House courses. The idea is not only to benefit from meeting TR training standards and Operators receiving CEUs for In-House training (relevant & cost-effective), but as one Municipality put it in the TR: *“We would be very interested in working with other Municipalities to exchange training services.”* The sharing and bartering of knowledge exchange suggested may extend to other kinds of organizations.

Using the TR Pilot as an Example Resource for Individual EHO Practitioners

- *For your own inquiries arising in your Practice as an EHO about subject matter areas (in the TR's case, water and wastewater), a central resource/training database to locate:*
  - o Available information resources for yourself through one source.
  - o Courses and Instructors, if you make recommendations to Operators.
- *For times when, as a local EHO Practitioner, you act as a knowledge transfer/training resource yourself, as the*

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## Upstream...continued

“Healthy Communities” approach suggests, you may find benefits similar to VIHA. With VIHA’s experienced Officers being accepted as Recognized Instructors and converting their existing public presentations (which amounted to knowledge transfer endeavours) to become accepted TR Courses, certified Operator participants could obtain CEUs. In this case, it could:

- o Result in Operator participants not needing to seek these CEUs elsewhere. *This saves travel time, cost, and registration fees that might be applied back into the water or wastewater program thereby increasing motivation and numbers at a session.*
- o Accord EHOs a kind of currency within the culture of the targeted Practitioners when teaching a course/session to that different set of Practitioners, such as Operators.

·For your own Practitioners’ PDH units —For purposes of this article we concretely explored with the Branch possibilities of CPHI’s obtaining PDHs for: 1) attending a TR course; 2) developing and/or 3) delivering a Recognized Course. These are all apparently feasible. For direction see inset. If it’s possible for 2 Practitioner groups imagine...

— *A Practitioner partakes in knowledge transfer with other professions’ Practitioners which immediately benefits their community in addressing multidisciplinary matters such as protecting public health related to water and/or wastewater, while at the same time they can meet their various continuing education needs as a kind of latticework of daily Practices intertwined with PDHs, CEUs and/or CPDs!*

·Plan programs and courses based on access to training data to identify what is missing. Nurture new training for gaps.

·Find others through the training database who wish to collaborate or support initiatives.

Tools, such as those in the TR’s current version provide opportunity to consider what is possible with knowledge sharing and exchange. They help bring together the benefits of these exchanges to our communities and to individual Practitioners with a view to encouraging Communities of Practice which fit within the “Healthy Communities” approach to make for a greater “upstream” impact!

### CIPHI’s Continuing Professional Competencies Program

The CPC Program allows for PDHs to be awarded for the design and presentation of a course or for attendance of a course if the course fits in with the discipline specific competencies as self evaluated by an EHO each year.

- o The course designer may submit the course outline and content to the CoPE to have it evaluated, assigned a specific number of PDHs and added to the PDH reporting tool online.
- o An attendee may self report their attendance and PDHs claimed while retaining course documents for the event of an audit.

For more information on PDHs, recording or formal submission of educational opportunities to CoPE log in to the **Members Service Centre** on the **CIPHI website**.

[www.ciphi.ca](http://www.ciphi.ca)

<sup>1</sup> Quibell, D. and Tait, P. Expanding EHO’s Role Into Healthy Community Environments. *BC Page*, Summer 2012, No. 2. 1,6-8. Electronic.

<sup>2</sup> BC Ombudsman, Special Report to the Legislative Assembly of British Columbia. No. 32; June 2008: 95. [www.wsabc.ca/wp-content/uploads/2011/04/Ombudsmans-Report-on-Drinking-Water.pdf](http://www.wsabc.ca/wp-content/uploads/2011/04/Ombudsmans-Report-on-Drinking-Water.pdf) (accessed 10 September 2012) Web.

<sup>3</sup> Jarvis-Selinger, Liman, Y, Stacy, E, et al. An assessment of British Columbia Rural Physicians’ Continuing Professional Development Needs. *BCMJ* 2009; 51: 250-255. Print.

<sup>4</sup> By emailing the webinar’s coordinator at: [Esther.Parker@gov.bc.ca](mailto:Esther.Parker@gov.bc.ca)

**BCIT**  
**SCHOOL OF HEALTH SCIENCES**  
**ENVIRONMENTAL HEALTH PROGRAM**  
**2012 GRADUATING CLASS**



**Back Row (L to R): Justin Chouhan, Chris Bergeron, Jonathan Valerio**

**Middle (2) Rows (L to R): Micky Leung, Kenneth Cheng, Saad Jalili, Vicky Zhao, Neetu Sandhu, Loretta Tang, Ryan Poon, Elizabeth Thomson, Tracy Jowett, Khyrsten Alwood, Julie Yamaoka, Jessica Hensel, Theresia Leung, Clark Dudzik**

**Front Row, standing (L to R): Mona Sardashti, Simone Cheung, Heidi Kwong, Debby Peng, Amber lee, Valerie Leung, Andrew Zhong, Monique Nguyen, Tyler Chan, Jason Li, Cecilia Park, Cory Chisham**

**Front Row, seated (L to R): Meera Sunkara, Ann Chan, Laura Chow, Sarena Lee**



**Canadian Institute of Public Health Inspectors  
L'Institut canadien des inspecteurs en santé publique**

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**The Honourable Dr. Margaret MacDiarmid  
Minister of Health BC  
Room 337, Parliament Buildings  
Victoria, BC  
V8V 1X4**

November 1, 2012

Dear Madame Minister:

I am writing on behalf of all the Environmental Health Officers (EHOs) and Public Health Inspectors (PHIs) of British Columbia, who have worked tirelessly in the health authorities in their efforts to protect the health of British Columbians. The Canadian Institute of Public Health Inspectors (CIPHI) – BC Branch has serious concerns on the increasing wage disparity amongst the provinces and the health authority restrictions on the education opportunities EHOs entitled under the collective agreements.

The CIPHI is the only recognized professional organization that certifies Canadian Environmental Public Health Professionals, advocates for environmental public health issues, advances the profession by providing quality training opportunities, and develops and maintains reliable high standards of professional conduct through its code of ethics and competencies. We have been safe-guarding environmental public health in Canada for almost 100 years.

Our EHOs/PHIs in British Columbia are responsible for similar work duties as those in other provinces. Communicable disease prevention, food safety, drinking water safety, recreational water safety, air quality, land use, tobacco control, emergency response, and emerging environmental public health initiatives are identified duties carried out by EHO's/PHI's throughout Canada. Despite our equivalent duties, skills, training, and competencies, the hourly salary rates of regular and senior EHOs/PHIs in British Columbia are one of the lowest amongst the provinces in Canada (see enclosures). The last collective agreement signed in 2010 entailed two years of zero percent rate increase, which has already widened the disparity amongst the provinces. It has decreased the competitiveness of the EHO/PHI positions in BC, and negatively affects our ability to attract and retain staff. New health initiatives developed by the government of BC have increased expectations from British Columbians regarding safe water supplies, safe nutritional food and healthy community environments to name a few. EHOs and PHIs are concerned that these increased expectations have not been adequately resourced with both staffing resources and reasonable wage compensation. We further feel that this lack of recognition demonstrates a lack of respect for the important work we conduct daily and for the amount of time our members dedicate to advancing our competencies.

In 2011, CIPHI implemented the Continuing Professional Competencies (CPC) Program, which unifies the professional standards of EHOs/PHIs across Canada. CIPHI members have committed to a code of ethics that guides our professional conduct and practice, and to participate in ongoing professional development in our efforts to maintain discipline specific competencies in environmental public health. In 2010, the CIPHI Constitution and Bylaws was amended to require participation in the CPC program commencing January 1, 2011. Furthermore, section 63 of the BC Public Health Act specifically outlines that *'the minister may establish standards of practice for*

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**Health Protection: Cornerstone of Public Health**  
Promotion et Protection de la Santé: Fondement de la Santé Publique



*EHOs in relation to the exercise of their powers and performance of their duties under the Act.* CIPHI BC Branch has been the leader of providing quality education conferences and workshops to EHOs in BC for many years. We recently had to cancel our annual education conference due to unprecedented low participation rates from a health authority due to a budgetary freeze on any education expenses. There has been further indication from other health authorities that their abilities to support participation at next year's 2013 education conference are anticipated to be challenged as well. CIPHI BC Branch and EHOs/PHIs in BC are increasingly concerned that this budgetary freeze will continue jeopardizing EHOs/PHIs participation in future education opportunities. We believe that continuing education of EHOs should not be at the ransom for the employers in achieving year-end fiscal balance. Therefore, CIPHI BC Branch urges the removal of the clause under section 17.02(d) of the Provincial Agreement between Health Science Professionals Bargaining Association and Health Employers Association of BC pertaining to paying leave and reasonable expenses associated with education subject to budgetary and operational restraints from the employers, so that EHOs/PHIs can participate in ongoing education using the funding we feel they should be entitled to. We encourage revisions to the collective agreement identifying ongoing education needs as a priority, and further encourage that the health authorities develop consistent and fair policies to ensure that the needs of employees, and the employers are defined with clearly understood expectations relating to access to ongoing education and funding.

On behalf of CIPHI – BC Branch, I urge the employers and the bargaining committee to give serious consideration to raising the salary rates of regular and senior EHOs/PHIs in British Columbia to a level that is competitive to the rates of our colleagues in other provinces of Canada, and to removing the education restrictions that EHOs/PHIs deserve in meeting our Program and legislative requirements.

I welcome any opportunity to discuss further on this subject matter. Do not hesitate to contact me at (604) 233-3217 or e-mail at [president@ciphi.bc.ca](mailto:president@ciphi.bc.ca) if you require further information.

Yours truly,

Gary Tam  
CIPHI BC Branch President

cc:

Dr. Perry Kendall – Provincial Health Officer of British Columbia  
Ms. Jeanne Meyers - Chief Negotiator, Health Sciences Professional Bargaining Association  
Mr. Reid Johnson – HSA of BC President  
Mr. Paul Faoro – CUPE 15 President  
Mr. Justin Schmid – CUPE National Representative  
Mr. Christopher Losito – Environmental Health Officer, Vancouver Coastal Health Authority/CUPE Representative to the HSPBA Bargaining Committee  
Mr. Michael McKinley – Environmental Health Officer, Vancouver Island Health Authority/CUPE Representative to the HSPBA Bargaining Committee  
Mr. Darryl Walker – BCGEU President  
Mr. Steve Pope – Chair of Health Science Professional in BCGEU  
Mr. Dave Cherry – Environmental Health Officer, Vancouver Island Health Authority/BCGEU Representative to the HSPBA Bargaining Committee



### Salary Rates for Regular Environmental Health Officers

Provinces/Employers	Union Names	Step 1 (hourly)	Maximum Step (Hourly)	Collective Agreement Expiry Date
British Columbia	CUPE/BCGEU	\$ 27.18	\$ 33.88	March 31, 2012
Alberta	HSAA	\$ 31.60	\$ 43.72	Expired on March 31, 2011
Saskatchewan	HSAS	\$ 32.23	\$ 39.33	March 31, 2013
Manitoba	MGEU	\$ 24.11	\$ 32.82	March 31, 2014
Ontario (Toronto Area)	N/A	\$ 37.16	\$ 40.73	March 31, 2012
Quebec	PSAC	\$ 32.78	\$ 39.88	Expired in June, 2011
New Brunswick	The New Brunswick Union of Public and Private Employees	\$ 27.79	\$ 34.95	Expired on Nov 10, 2010
Nova Scotia - Department of Agriculture	Nova Scotia Civil Service Master Agreement	\$ 29.94	\$ 36.53	March 31, 2012
Nova Scotia - Department of Health & Wellness	Nova Scotia Civil Service Master Agreement	\$ 35.05	\$ 41.17	March 31, 2012
Newfoundland and Labrador	NAPE	\$ 31.65	\$ 35.31	March 31, 2012
Prince Edward Island	PEI Union of Public Sector Employees	\$ 23.31	\$ 29.16	March 31, 2013
Federal Government of Canada	PSAC	\$ 32.78	\$ 39.88	Expired in June, 2011

### Salary Rates for Senior Environmental Health Officers

Provinces/Employers	Union Name	Step 1 (hourly)	Maximum Step (Hourly)	Collective Agreement Expiry Date
British Columbia	CUPE/BCGEU	\$ 30.27	\$ 37.76	March 31, 2012
Alberta	HSAA	\$ 38.08	\$ 52.23	Expired on March 31, 2011
Saskatchewan	HSAS	\$ 37.59	\$ 45.88	March 31, 2013
Manitoba	MGEU	\$ 28.55	\$ 39.53	March 31, 2014
Ontario (Toronto Area)	N/A	This position does not exist		March 31, 2012
Quebec	PSAC	\$ 36.06	\$ 43.87	Expired in June, 2011
New Brunswick	The New Brunswick Union of Public and Private Employees	This position does not exist		Expired on Nov 10, 2010
Nova Scotia - Department of Agriculture	Nova Scotia Civil Service Master Agreement	\$ 35.05	\$ 41.17	March 31, 2012
Nova Scotia - Department of Health & Wellness	Nova Scotia Civil Service Master Agreement	This position does not exist		March 31, 2012
Newfoundland and Labrador	NAPE	\$ 33.76	\$ 37.77	March 31, 2012
Prince Edward Island	PEI Union of Public Sector Employees	\$ 24.51	\$ 30.63	March 31, 2013
Federal Government of Canada	PSAC	\$ 36.06	\$ 43.87	Expired in June, 2011

# BC Branch Executive 2011

[www.ciphi.bc.ca](http://www.ciphi.bc.ca)

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The objective of this newsletter is to keep the members of the BC Branch and other colleagues informed of local and national events that are of interest and importance to them.

The views, comments, or positions within the contents of the BC Page are those of the Editorial Team or the author and do not necessarily reflect those of either the BC Branch or the Canadian Institute of Public Health Inspectors.

The Editorial team reserves the right to edit material submitted, solicited or unsolicited, for brevity, clarity, and grammatical accuracy.

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