



Memorandum

November 15, 2022

To: VPs of Human Resources; VPs of Medicine, VPs of Indigenous Health; Provincial Nursing and Allied Health Council; Health Authority Professional Practice Directors Collaborative; Health Employers Association of BC; Ministry of Children and Family Development; MOH Primary Care Division; MOH Hospital and Provincial Health Services Division; MOH Seniors' Services Division; MOH Indigenous Health & Reconciliation; Health Sciences Association; Health Employees' Union; BC General Employees' Union; BC Association of Kinesiologists; Canadian Society for Exercise Physiology

CC: Post-Secondary Policies and Programs, Ministry of Advanced Education and Skills Training; MOH Labour and Agreements; MOH Compensation Policy & Programs; MOH Professional Regulation and Oversight, Provincial Health Human Resources Coordination Centre

Re: Health Authority Hiring/Integration of Kinesiologists

Dear Colleagues,

As you may be aware, a Kinesiology Integrated Project Team (IPT) was established in May 2022 under the Provincial Health Human Resources Coordination Centre (PHHRCC) at the Ministry of Health. The mandate of this IPT was to examine the unique and overlapping roles and competencies of providers who deliver rehabilitation therapy and exercise-related services across a wide range of health care settings and identify risks and potential opportunities for integrating kinesiology degree graduates into these health care teams. This work was underpinned by the goal of supporting all health care staff to work to the full scope of their skillset to support the optimal provision of team-based care and address critical HHR shortages.

IPT members drafted a set of 6 recommendations which were presented and endorsed by PHHRCC on July 6th.

The Kinesiology IPT recommendations are:

- Hire Clinical Exercise Physiologists (CEPs) rather than kinesiologists, as CEPs have standardized education requirements, minimum standard competence, and required practical clinical hours to work in primary care, community care (Complex Medical and Frail, MHSU), and clinical outpatient services
- Work with HEABC, unions, and health authorities to review and revise all job descriptions under the “Cardiac/Exercise Physiologist” classification to recognize the unique roles and qualifications of CEPs
- Sponsor (with return of service agreement) kinesiology degree graduates to obtain certification as CEPs to expedite the available pool of practice-ready CEPs for health authority health care settings
- Ensure that kinesiologists and CEPs are not hired into the FBA classification of “Rehabilitation Assistant” without having formal/recognized rehabilitation assistant training
- Support CEP implementation into Primary Care Networks
- Work with the Ministry of Advanced Education and Skills Training and the health authorities to support kinesiology degree programs to offer clinical, health care-focused program streams



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and/or clinical practicum courses which include a minimum number of clinical practice hours to ensure graduates of these streams are prepared to work in health care settings

A partner engagement and implementation workplan, developed for each of the recommendations above, has also been approved by PHHRCC. A key short-term deliverable within this workplan is a provincial job description that will guide the hiring of clinical exercise physiologists. We recognize that kinesiologists have already been hired and are currently working in some health authority health care settings. The workplan activities will support retaining those kinesiologists who have already been hired by health authorities.

We will continue to explore potential opportunities for integration and optimization of kinesiologists and CEPs to support critical HHR shortages in our health care system.

Thank you to everyone who contributed to this work, and we will share any updates as they become available. For further information, please contact Lorrie Cramb, A/Executive Director, Allied Health Policy Secretariat at lorrie.cramb@gov.bc.ca.

Sincerely,

W. Mark A. Armitage MPA BSW
ADM | Health Sector Workforce and Beneficiary Services; PHHRCC Co-Chair

Cameron Brine
Vice President Employee Experience
Fraser Health Authority; PHHRCC Co-Chair