

Information Session FAQs – Excluded Management

March 2022

Application

Q: When do I apply to VCH?

A: Please start the process as soon as possible so that we can meet with you to discuss job opportunities. Register your contact information under “Non-Union/Management” at this website, <https://careers.vch.ca/food-onboarding>. If you have any issues, please email us at foodservicesonboarding@vch.ca.

Interviews

Q: Do I have to interview for my job at VCH? Is there anything I need to prepare ahead of time?

A: You do not need to interview for your job. Instead, all Sodexo managerial staff will take part in an informal two-way conversation. During this conversation, you will be asked about your qualifications, skills and experience. The team asking you these questions may include someone from VCH Operations and/or a VCH Recruitment Advisor from the Management Talent Acquisition team. We recommend that you update your resume so that it includes your certifications and the education you have completed. All conversations will be conducted by Zoom or by telephone. These conversations will be an opportunity for you to ask questions about VCH and what it means to work here.

Benefits/Vacation

Q: What Sodexo benefits are transferrable to VCH for managers?

A: Sodexo benefits are not transferable to VCH. As a permanent VCH employee, you will have extended health care benefits through Pacific Blue Cross and other benefits such as Group Life Insurance, Accidental Death, Long Term Disability, and pension. Regular full-time employees accrue vacation at a starting rate of 20 work days’ vacation a year, and this rate of accrual increases with increasing years of continuous employment with VCH. When setting your rate of vacation accrual with VCH, we will recognize your continuous years of service at Sodexo while you worked within a BC Health Authority.

Schedules

Q: For job rotations, will there be more full-time lines? Or will current lines be extended/combined with new VCH schedules?

A: Our goal is to maintain our top-quality service and not disrupt its delivery. We are building the specifications with site managers rotation by rotation. We are prioritizing VCH Coastal rotations for front-line and supervisors



with more full-time lines. Next we will work on the VCH Vancouver and Richmond rotations. VCH will work with union representatives on the new VCH schedules to ensure transparency.

Q: Will there be rotating schedules for staff?

A: This has not yet been decided. There is the possibility of a rotation to maximize the delivery of services.

Pay scale/Pay rates

Q: How and when will we know VCH's pay grades?

A: Job descriptions and pay scales are being finalized and will be discussed with you at time of hire.

At this time, we don't have all the answers to your questions, but we will continue to provide updates as information becomes available on our website, <https://careers.vch.ca/food-onboarding>

For any unanswered questions please email, foodservicesonboarding@vch.ca

