

Frequently Asked Questions for Leaders

AHS Staff Transition to Recovery Alberta: Mental Health and Addiction Services

April 2024

This applies to Alberta Health Services (AHS) employees who are part of Addiction & Mental Health and Correctional Health Services.

This is a living document and we'll update this frequently as more information becomes available. As more details are shared with us during this transition, they will be shared with those directly involved, including our union partners.

All Employees

[When will this transition be happening?](#)

- While timelines are dependent on legislative amendments yet to be introduced, the Ministry of Mental Health and Addiction is aiming to establish the corporate structure of Recovery Alberta by June 3, 2024. Following the establishment of the corporate structure and executive team, staff and services would begin operation under the banner of Recovery Alberta on July 1, 2024.

[What does this mean for impacted employees currently working in these portfolios?](#)

- Following the stand up of Recovery Alberta, all staff (union and non-union) who are working within the Addiction & Mental Health and Correctional Health Services portfolio will become employees of Recovery Alberta.
- This transfer from AHS to Recovery Alberta will not result in changes to any Terms and Conditions of Employment including pay, benefits, pension, union affiliation.

[Will I see any difference in how I access information?](#)

- No. At transition, Recovery Alberta employees will continue to access current systems and processes related to their employment.
- No change will occur to your e-People and Connect Care access, facility access, parking, identification tags, etc.

Unionized Employees

[I am a unionized employee. What can I expect during this transition?](#)

- AHS plans to transfer current Addiction & Mental Health and Correctional Health Services employees to Recovery Alberta under a successorship.
- This means your current union and collective agreement will transfer unchanged to the new organization.

Frequently Asked Questions for Leaders

- At this time, changes to Terms and Conditions of Employment are not anticipated. Any consequential changes would remain subject to union agreement.
- There won't be any changes to your day-to-day work.

Who will I report to?

- There are no immediate plans to change reporting structures.

What will happen to my benefits, pension, vacation entitlement and service date?

- There are no changes to your benefits, pension, vacation entitlement or service date.

What happens with my existing banks (e.g. sick leave and vacation)?

- Your existing banks remain in place.

Non-Union Exempt Employees (NUEEs)

I am a NUEE. What can I expect?

- Your NUEE Terms and Conditions of Employment remains in place.
- There won't be any changes to your day-to-day work.

What will happen to my benefits, pension, vacation entitlement and service date?

- There are no changes to your benefits, pension, vacation entitlement or service date.

What happens with my existing banks?

- Your existing banks remain in place.

Will I be governed by new Terms and Conditions of Employment?

- At transition, Recovery Alberta will be adopting the current Terms and Conditions of Employment.

Who will I report to?

- There are no immediate plans to change reporting structures.

If I have more questions, who do I contact?

- You can email MHA.Transition@ahs.ca with any questions you have. As more information becomes available, FAQ's and further communication will be updated.