

October 9, 2014

CLIFF #

**I Prepared for** John Dyble, Deputy Minister to the Premier and Cabinet Secretary  
For Decision

## **II Issue**

Recommendation for the appointment, by Order in Council, of Ted Patterson as Assistant Deputy Minister, Ministry of Health.

## **III Background**

As a result of Nichola Manning moving to SDSI in September 2013 and a re-organization within the Ministry of Health, Ted Patterson was identified to fill the role of acting ADM - Labour Relations.

Ted was identified to fill this role given that this is a very specialized area and there are only a handful of people in government that have the experience and skills to step into these roles. In like roles across the public service, a similar approach has been taken by assigning identified talent and testing them in the roles through acting assignments.

Ted has been in the role of acting Assistant Deputy Minister – Labour Relations for the past 14 months and has been developing and performing well.

Ted started his career with the BC Public Service in 2006 and has worked primarily in the Ministry of Health in roles ranging from Senior Policy Analyst, Program Manager – ED Action Now, Director – Patient Safety and Acting Executive Director, Patient Safety and Clinical Innovation. From 2009 – 2012, Ted was the Director, Labour Relations and Special Initiatives and from 2012 to 2013 he was the Executive Director, Public Sector Bargaining and Compensation – PSEC Secretariat, Ministry of Finance and thereafter assumed the role of acting Assistant Deputy Minister – Labour Relations role.

His resume is attached. A criminal record review has been conducted and clearance has been provided.

## **IV Recommendation**

Approve the appointment of Ted Patterson to Assistant Deputy Minister, Ministry of Health. His salary for this position will be \$145,000, inclusive of a 10% holdback.

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**Approved/Not Approved**

John Dyble  
Deputy Minister to the Premier and Cabinet Secretary



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**Approved/Not Approved**

Lynda Tarras  
Deputy Minister  
BC Public Service Agency

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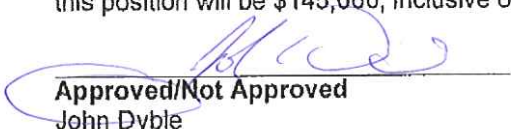
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John Dyble

Deputy Minister to the Premier and Cabinet Secretary



**Approved/Not Approved**

Lynda Tarras

Deputy Minister

BC Public Service Agency



**PERSONAL AND CONFIDENTIAL**

October 17, 2014

Ted Patterson

s.22

Dear Ted:

This letter confirms your appointment as Assistant Deputy Minister – Health Sector Workforce Division, Ministry of Health, as specified in your appointing Order in Council, effective October 16 2014.

Your salary will be \$145,000 per annum and, consistent with our Executive Compensation Plan, a 10% performance holdback will be applied. I will provide you with the criteria for the performance holdback, these criteria forming part of your annual performance plan. The performance holdback is paid at the end of each annual performance review cycle.

The terms and conditions of employment for Assistant Deputy Ministers are those established for Category A Order in Council appointments.

As a public service employee you must conduct yourself in a manner that maintains and enhances the public's trust and confidence in the public service. Please ensure you are familiar with the Standards of Conduct for Public Service Employees. Also, you are subject to the Post Employment Restrictions, a copy of which is attached.

Once you have signed this letter indicating your acceptance, please return the original letter to Tracy Mandur, BC Public Service Agency.

Lastly, I want to extend my best wishes for your success in this role.

Yours truly,

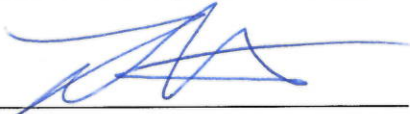


Stephen Brown  
Deputy Minister

pc: Tracy Mandur, BC Public Service Agency

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I have read and accept the terms and conditions of this appointment.

  
\_\_\_\_\_  
Ted Patterson

October 27, 2014  
Date

Pages 5 through 8 redacted for the following reasons:

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s.12

s.12, s.14

s.22