



## Acute Care Alberta Workforce Transfer Fact Sheet

The fact sheet helps address questions for AHS employees whose positions are identified for transfer to ACA, effective April 1, 2025.

**Acute Care Alberta** Acute Care Alberta (ACA) is the new provincial health agency that will oversee the governance and coordination of acute care services across Alberta by working directly with acute care service providers—including Alberta Health Services (AHS), Covenant Health, Lamont Health Care Centre and chartered surgical facilities—hospitals, urgent care centres, and EMS to make every patient’s journey through the acute care system efficient and effective. The creation of ACA means providers responsible for acute care will have greater accountability to the province and, above all, to patients.

**Transferring to ACA** Approximately 425 positions have been identified for transfer from AHS to ACA effective April 1, 2025. Positions and functions identified for transfer belong to the following areas: quality management and improvement, operations oversight and coordination, acute care commissioning and surgical contract management, and acute care strategy and planning. All Program Improvement Integration Networks (PINS) will report to ACA effective April 1, 2025. Additionally, the Surgery PIN, Provincial Surgery Utilization team, the Alberta Surgical Initiative (ASI) and the Institute of Healthcare Optimization team (IHO) will integrate to form a new provincial program within ACA called Surgical Care Alberta, to serve as a provincial hub for surgical expertise, standardization, and planning.

**Transfer Purpose** This transfer enables ACA to begin assuming province-wide oversight of acute care so that AHS can shift from the single health authority to a leading hospital service provider with a renewed focus on shorter wait times and supporting high-quality hospital care. As efforts to refocus the health care system continue, additional positions and functions may move from AHS to better align with and support provincial health agencies. AHS and Acute Care Alberta will work together to ensure ongoing communication, coordination and uninterrupted delivery of services.

**Work Continuity** Staff transferring from AHS to ACA can expect a smooth transfer to ACA including continuity of pay, benefits, pension, standard hours, vacation entitlement, seniority, years of service, union affiliation, work location and corporate systems and processes. Existing banks remain in place. For most staff, day-to-day responsibilities will not change on April 1, 2025, and existing relationships will be maintained during the transfer. Existing contracts or agreements affected by this transfer will transfer as-is from AHS to ACA. Any work to establish new processes, if needed, will occur after April 1, 2025 and be done in collaboration with staff.

**Service Access** Albertans will continue to access acute care health services as they always have through hospitals, emergency departments, urgent care centres and ambulances.

**Governance** ACA is accountable to Alberta’s Ministry of Health to create a modern, responsive, and unified health system, aiming to enhance Albertans’ access to high-quality emergency and ongoing care.

**Support** For HR questions, please email [transition.hr@ahs.ca](mailto:transition.hr@ahs.ca). For questions about ACA, please email [ask@acutearealberta.ca](mailto:ask@acutearealberta.ca).