

JOB EVALUATION NEWS

ISSUE 1
December 1999

The newsletter of the CUPE-SEIU-SGEU-SAHO Joint Job Evaluation Steering Committee



Season's Greetings

Evaluating jobs, not performance!

Joint Job Evaluation: Eliminating Inequity and Gender Bias

During the 1998-99 round of health sector collective bargaining, unions and employers agreed to a binding province-wide job evaluation process that would remove inequity and gender bias in jobs across the health sector. The process was to be jointly run by unions and employers.

To do this, a steering committee made up of CUPE, SEIU, SGEU and employer representatives, is now beginning work on a systematic process to measure and determine the relative worth or value of jobs throughout Saskatchewan's health sector.

The process will adhere to the goals outlined in the province's *Framework for Pay Equity and Equal Pay for Work of Equal Value*, which has been the basis for similar job evaluations conducted in Saskatchewan's crown corporations and public service commission.

Because employees represented by CUPE, SEIU and SGEU hold similar types of jobs and similar letters of understanding, the three unions agreed to work together on a single process. This cooperation will result in a more efficient process and results that are consistent throughout the province.

This committee will cover only jobs in CUPE, SEIU and SGEU*. Other unions will conduct their own evaluation process.

* SGEU jobs include only those at North Central Health District.

Impact on Employees

When the job evaluation project is complete, some jobs will increase in value, some will decrease, and the value of many jobs will remain unchanged. **No salaries or wage rates will be reduced in order to achieve pay equity.** Rates of pay will be set by the bargaining committees once the evaluation process is complete, not by the steering committee.

Job evaluation is not the same as performance appraisal. Job evaluation measures the tasks assigned to each job, not the performance of the individual doing the job.

Unions and employers agreed that adjustments will take effect April 1, 2001. If the project is not completed by then, the adjustments will be retroactive to April 1, 2001.

Background

What is Pay Equity?

Pay equity describes a process for achieving and maintaining wage equity in the workplace. It is based on the principle of equal pay for work of equal value, but is focused on ending gender based wage discrimination resulting in the undervaluation of female dominated jobs. Pay equity is the outcome of strategies designed to facilitate the development of equitable compensation practices, and to operationalize the principle of equal pay for work of equal value.

What is Internal Equity?

Internal equity applies the principle of equal pay for work of equal value to all jobs (both male and female jobs) within an organization. Once the principle of equal pay for work of equal value has been applied to an organization's compensation structure, all jobs are paid fairly as compared to one another, thus achieving the goal of internal equity.

Project Facilitator

Committee members agreed to use a full-time facilitator to keep all parties focused on the task and to coordinate the resources and people required to do the job. This facilitator is Morley Meyers, an experienced facilitator who led a similar job evaluation project with one of Saskatchewan's crown corporations.

Project Funding

The government of Saskatchewan is providing special funding for this project, both for conducting the evaluation and for the resulting pay adjustments.

Role of the Steering Committee

Representatives on the project's steering committee were carefully chosen to achieve gender balance and representation from a number of job categories.

The Committee met for the first time from October 19 to 21, and continues to meet every second week, alternating between Saskatoon and Regina.

Its mandate is to:

- develop terms of reference (rules and guidelines by which the committee operates).
- decide on the best procedure for job evaluation.
- test this procedure and make sure it performs well for all health care jobs.
- ensure that the procedure adheres to standards and guidelines set out in the province's *Framework for Pay Equity and Equal Pay for Work of Equal Value*.
- educate the evaluation committee in the application of the procedure.
- evaluate all CUPE, SEIU and SGEU jobs.
- ensure that the procedure is equitable and without gender bias.
- develop an appeals process.
- develop a procedure to evaluate new and changing jobs in the future.
- make every possible effort to complete evaluations by April 1, 2001.

Questions?

The steering committee is researching the feasibility of setting up a toll free 1-800 phone line to handle inquiries. We will keep you posted on this.

In the mean time, please contact your local union representative or your human resources department if you have any questions.

Steering Committee Members

Stan Adcock (CUPE)	Regina Health District
Rosalyn Colwell (SEIU)	Saskatoon District Health
Margaret Crellin	Prince Albert Health District
Russell Doell (SEIU)	Saskatoon District Health
Arlene Enright	Santa Maria Senior Citizens Home
Bonnie Erickson (SGEU)	North Central Health District
Mike Finney	Saskatoon District Health
Tammy Hinks	Prairie West Health District
Tim Hobbins	North-East Health District
Lesley Hunter	Saskatoon District Health
Bob Hurlburt	Moose Jaw-Thunder Creek Health District
Cherise Husulak (CUPE)	East Central Health District
Mona Laurans (SGEU)	North Central Health District
Sheila Pajunen	Midwest Health District
Cori Pasquet (SEIU)	Moose Jaw-Thunder Creek Health District
Randy Sokalofsky (CUPE)	Regina Health District
Connie Tank (CUPE)	North Valley Health District
Barbara Wotherspoon (SEIU)	Swift Current Health District
Don Zerr	Regina Health District
TBA	Employer

Support Group

The following people attend committee meetings to provide support and assistance.

Ross Bateson	SAHO staff
Maureen Fryett	SEIU International
Jacque Griffiths	CUPE staff
Deb King	administrative support
Irvine Martin	SGEU staff
Melanie Medicott	CUPE staff
Morley Meyers	facilitator



Meeting of the CUPE-SEIU-SGEU-SAHO Joint Job Evaluation Committee, November 3 - 5, 1999, Saskatoon