

JOB EVALUATION NEWS

ISSUE 13 The newsletter of the CUPE-SEIU-SGEU-SAHO
Joint Job Evaluation Steering Committee

July 2002

JE Info Line : 1-877-855-3240 (in Regina call 525-4174)

Call for a Project Update or to
leave a message.

Visit: www.sdh.sk.ca/supportjobevaluation
for information and news about the project!



PROGRESS CONTINUES

Since our last report the Job Evaluation Committee has completed its work. At the end of March they turned over, to the Steering Committee, job descriptions, ratings and rationale for the 250 provincial jobs that they identified.

The Steering Committee and project consultants have reviewed the reports and identified a number of issues that must be dealt with prior to roll out to employees, employers and unions.

This process has taken longer than anticipated due to many factors, such as:

- the amount of data (over 100,000 pages),
- the complexity and diversity of the project i.e. over 1,000 old jobs reducing to 250 new jobs carrying out a variety of tasks in facilities ranging from remote locations to heavily populated areas, and
- the commitment of all committee members to ensuring that this process is done correctly.

Meeting dates have been established in August and September to deal with these issues.

Once the issues have been resolved the Steering Committee will make the information available to all concerned.

What Are the Committees Doing?

Job Evaluation Means Evaluating all Jobs Using the Same Factors/ Sub-factors.

The factors/sub-factors are

- **Skill**
 - Decision Making
 - Education
 - Experience
 - Independent Judgement
- **Effort**
 - Physical Demands
 - Sensory Demands
- **Responsibility**
 - Working Relationships
 - Impact of Action
 - Leadership/Supervision
 - Responsibility for Resources
- **Working Conditions**
 - Environment

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1-877-855-3240 or 525-4174 In Regina.

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www.sdh.sk.ca/supportjobevaluation

Regina Health District employees can find the newsletter on the district's intranet in the human resources section.

Remember...

- If you do not agree with the rating results when you see them, you will have the opportunity to provide more information.
- Job Evaluation does not mean an automatic wage increase for all jobs. Salary adjustments will be made only to those jobs requiring a pay equity or internal equity adjustment.
- Job Evaluation does not compare one person to another i.e. performance.
- Job Evaluation does however compare one job to another.
- Funding made available for Job Evaluation implementation is separate from funding for general wage increases.
- No salaries or wage rates are reduced in order to achieve pay equity or internal equity.

How does the SUN agreement affect this project?

The SUN project used preliminary data for male jobs within HSAS, CUPE, SEIU and SGEU to determine the male wage line used in the SUN settlement.

The Provider project will refine the information pertaining to male jobs prior to reaching a settlement.

Use of this common male wage line will insure pay equity within the health care sector in Saskatchewan for all of the unions and employers.