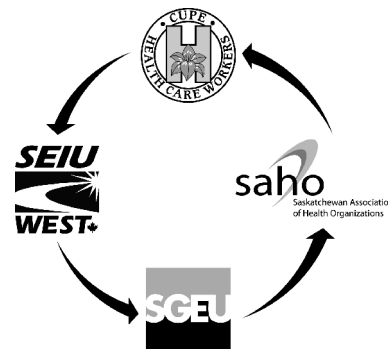


JOB EVALUATION NEWS



ISSUE
22

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

September 2009

Retirement of Co-Facilitator to the JJEMC

JoAnn Collett, Senior Officer, CUPE's National Office, Ottawa, is retiring and her last meeting was September 8 to 11, 2009 meeting. Brad Dale, also from CUPE's National Office will replace JoAnn. Both JoAnn and Brad were at the JJEMC's September 8 to 11, 2009 meeting. Susan Bellavance, Consultant, SAHO, continues as the other Co-Facilitator.

Progress to Date – as of August 31, 2009

- ◆ The JJEMC is continuing to review 2005 files in chronological order (also reviewing like files at the same time).
- ◆ The JJEMC first met on May 24 to 26, 2006 and have had a total of 34 meetings.
- ◆ The JJEMC has received and closed the following files:
 - 2004 – received 84 files and closed 76 files
 - 2004 files comprise requests that missed the deadline for Reconsideration.
 - 2005 – received 276 files and closed 195 files
 - 2006 – received 103 files and closed 54 files
 - 2007 – received 67 files and closed 23 files
 - 2008 – received 48 files and closed 8 files
 - 2009 – received 50 files and closed 2 files

	<u>Progress as of Mar 31/09</u>	<u>Progress as of Aug 31/09</u>
Total number of files:	593	631
Total number closed:	324	358
Total number pending:	269	273

- ◆ A number of pending files have been reviewed and are waiting for additional information.
- ◆ We have received 14 new job requests since March 31, 2009.
- ◆ To date, nine new jobs have been rated by the JJEMC and are available on the Provider Group-Job Evaluation website.

MAINTENANCE COMMITTEE (JJEMC)

New Jobs Rated by JJEMC

To date, the JJEMC has created the following nine new jobs as a result of the Maintenance Process.

- ◆ New Job #401 – Research Officer
- ◆ New Job #404 – Combined Laboratory & X-Ray Technician Working Supervisor
- ◆ New Job #407 – Payroll & Finance Coordinator
- ◆ New Job #408 – Medical Diagnostic Technician
- ◆ New Job #413 – Health Information & Patient Registration Working Supervisor
- ◆ New Job #414 – Community Program Worker
- ◆ New Job #419 – Supervisor of Health Information & Administrative Services
- ◆ New Job #428 – Respiratory Benefits Program Coordinator
- ◆ New Job #429 – Payroll & Benefits Coordinator

Provider Group-Job Evaluation Website

The following documents have been updated and are now available on the Provider Group-Job Evaluation website (www.working-for-health.ca/supportjobevaluation):

- ◆ Indices
- ◆ Provincial Job Descriptions
- ◆ Provincial Job Fact Sheets
- ◆ Provincial Rating Rationales
- ◆ Ratings, Total Points, Pay Band Comparison
- ◆ Stream Maps

We endeavour to keep our website up-to-date as new jobs are added or amendments are made to current jobs.

Dispute Resolution Tribunal

Four files are being forwarded to the Dispute Resolution Tribunal process. Three of these file have gone through the Mediation process where consensus could not be reached. The other file is being forwarded straight to the Dispute Resolution Tribunal process. The Dispute Resolution Tribunal process is set out in Part VII – Dispute Resolution in the Letter of Understanding between CUPE, SEIU, SGEU and SAHO Re: Joint Job Evaluation Maintenance Plan.

Files that have been forwarded to Dispute Resolution Tribunal have been communicated to Union and Human Resource representatives.

Provincial Review Process

The JJEMC has reached consensus on a draft Provincial Review Process and has forwarded the documents to the COPs for their review.

Job Evaluation Newsletters

Available on our website are our newsletters – Job Evaluation News – Issues 1 to 21. Issues 18 to 21 are specific to the Joint Job Evaluation Maintenance Committee. As we will not be providing paper copies, we ask for your assistance in providing this information to a wide range of stakeholders (e.g., employees, OOS Supervisors, Facility Managers, HR personnel, shop stewards etc.). Please post on union bulletin boards, place in lunch rooms, include in staff meetings, intranet sites, etc. (e.g., Regina Qu’Appelle, Saskatoon and Sunrise Health Regions).

- ◆ Issue 18 – July 2007
 - Joint Job Evaluation Maintenance Committee (JJEMC)
 - Committee of the Parties (COPs)
 - 300-Series Jobs
 - Educational Changes
 - How the JJEMC Works
 - Progress to Date
 - Website
 - What’s Next?
- ◆ Issue 19 – October 2007
 - “New and Improved” Job Evaluation Forms
 - Job Review Request Form
 - Provider Group – Joint Job Evaluation Job Fact Sheet
 - Guidebook
 - Provider Group – Joint Job Evaluation Changed Job Form
 - Submission Forms to the Maintenance Process
- ◆ Issue 20 – May 2008
 - Health Information Protection Act (HIPA)
 - Progress to Date – as of May, 2008
 - “Reminder” New Job Evaluation Forms
- ◆ Issue 21 – April 2009
 - Progress to Date – as of March 31, 2009
 - New Jobs Rated by JJEMC
 - Future JJEMC Meeting Dates
 - Mediation
 - Three-Party Discussion
 - JJEMC’S Meeting Structure

SEIUWEST members may call:

1-888-999-7348

CUPE members may call:

Regional Office 1-306-525-5874

Local 3967 (757-7925)

Local 4777 (922-0600)

Local 4980 (783-1396)

Local 5111 (445-6433)

Local 5999 (842-1559)

SGEU members may call:

Prince Albert 1-800-667-9355

**[www.working-for-health.ca/
supportjobevaluation](http://www.working-for-health.ca/supportjobevaluation)**

Employees can find the newsletter on the following regions’ intranet, in the human resources section.

- ◆ Regina Qu’Appelle Health Region
- ◆ Saskatoon Health Region
- ◆ Sunrise Health Region