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THE FIRST THREE STEPS – RSMC PAY EQUITY STUDY

In our last bulletin, we explained the importance of following the *Human Rights Act* and the Equal Wage Guidelines and we outlined the first two steps in a Pay Equity Study. The first step was to determine the male comparators and in our case they are all jobs in Group 2 and Mail Despatchers. The second step is developing and confirming the Job Profiles. The third step is developing the Job Evaluation Plan.

Job Evaluation Plan

A Job Evaluation Plan compares the work performed by the predominantly female group, in our case the RSMCs, with a male comparator to determine whether the work is of “equal value”. In order to determine if the work is of “equal value” the study must compare the work based on 4 Elements (SERW);

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|---------------|---------------------------|
| 1. Skill (S) | 3. Responsibility (R) |
| 2. Effort (E) | 4. Working Conditions (W) |

The Equal Wage Guidelines have 9 factors that must be assessed under the 4 Elements;

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|-------------------------------|-------------------------------------|
| 1. Intellectual skills | 6. Financial responsibilities |
| 2. Physical skills | 7. Human resources responsibilities |
| 3. Intellectual efforts | 8. Physical working conditions |
| 4. Physical efforts | 9. Psychological working conditions |
| 5. Technical responsibilities | |

The consultants will develop questions to ask under the 4 Elements based on the above factors and any other factors that may be agreed to. The consultants must agree on the weight (importance) given to each question. For example; will physical skills be given as much weight as physical effort?

In our next bulletin, we will discuss the next steps following the creation of the Job Evaluation Plan.

In Solidarity,

Nancy Beauchamp

Cathy Kennedy

Barb McMillan

Pay Equity Committee Members

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