

**UNIVERSITY OF VICTORIA**  
**ANNUAL GENERAL MEETING**

**November 13, 2002**

**REPORT FROM THE JOB EVALUATION COMMITTEE**

This is the third year that I have reported on the Job Evaluation Plan to members at our Annual General Meeting. While some of you may have known how long a process this would be, I do not believe Laura Black, who is the other PEA member on this committee, or I had any idea of the complexity or duration of this project when we began.

The University and PEA agreed to form a joint Job Evaluation Plan in the first collective agreement concluded in 1996 (Art. 19.03). The objective was to jointly establish a gender-neutral job evaluation plan to facilitate the objectives of equal pay for work of equal value and the University's competitiveness with respect to recruitment and retention of staff members.

This past year, the co-chairs continue the "sore thumbing" review process, reporting back on a regular basis to the committee as a whole. The committee received 74 completed questionnaires from incumbents of the 80 jobs initially selected.

We met in April of 2002 with the consultant, Ted Byrne, who reviewed and approved the process to date. At the end of August, we began the process of returning the surveys to members for their review. We look forward to moving onto the next stage of this project in the coming year – evaluation of the remaining jobs in the bargaining unit.

Your patience with this lengthy process continues to be noted and appreciated. The committee is grateful for the participation of the benchmark group members. As noted last year, the time spent on the benchmark group is warranted as it will have future ramifications for the whole system; their positions will form the structure around which the new Job Evaluation Plan is built.

On behalf of the committee, I would like to acknowledge the important contribution made by Ted Byrne, an experienced job analyst from the Trade Union Research Bureau (TURB), who is the project consultant.

Chapter members Laura Black and Susan Corner, and PEA Staff Officer Tony Bute represent the PEA on the Project Committee. Chapter members Maggie Cooper-Little, Bert Klatt and Morag MacNeil represent the PEA on the Steering Committee.

Phil Reusing, Linda Sproule Jones and Cled Thomas represent the University on the Project Committee. Wes Koczka, Peter Sanderson and Bob Worth represent the University on the Steering Committee.

## **Susan Corner**

Job Evaluation Project Committee

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