

Joint Job Evaluation Plan Working Group Report:

The Joint Job Evaluation Plan Working Group was created in 2022. The purpose of this working group is for the University of Victoria and the PEA to review the strengths and weaknesses of the current PEA Joint Job Evaluation Plan. The recommendations for change will be made to streamline user experience and promote a fair, equitable and transparent job evaluation plan that adequately reflects the work at the University of Victoria and the work of PEA members.

Members of the Joint Job Evaluation Plan Working Group for this past year included:

Professional Employees Association

Sandra Guerreiro
Samantha Montgomery
Kristen Ficke
Katy Chan/Cliff Haman
Ori Granot

University of Victoria

Vanessa Cartwright
Michael Lancaster
Penny Waterman
Kam Cheema
Scott Thompson
Mundeep Grewall

This year HR welcomed Michael Lancaster to UVic as the new Associate Director, Labour Relations & HR Consulting and he has joined this working group.

This year we also said goodbye to Katy Chan, who was laid off as part of the recent budget cuts. Katy had deep knowledge of the history of the UVic PEA job evaluation process, and we'll miss her dearly as we go through the rest of this process. Thanks to Cliff Haman for stepping up to replace her on this working group.

Early in the year we met with the consulting company Mercer, as they consulted different stakeholders in the job evaluation process. In May Mercer presented the group with the results of their consultation, along with recommendations for changes to the plan, which were well received. The results echoed many of the issues we had experienced with the plan.

The Working Group then drafted a project plan for making the changes, with the following Objective:

To use the recommendations from Mercer to introduce benchmark positions (with organization charts) to further support and explain the application of the plan and to streamline the job evaluation process. The working group will develop a glossary of terms to define commonly used terms in the Joint Job Evaluation Plan, streamline user experience and promote a fair, equitable and transparent job evaluation plan that adequately reflects the work at the University of Victoria and the work of PEA members.

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Proposed changes include shifting from 12 factors to 10 to simplify the process, creating a new factor for Continuous Improvement or Innovation, and reducing the number of pay bands so that when people move between them the salary change is meaningful.

Our next steps are job evaluation training for the entire working group and getting started on tasks from the project plan.

Respectfully submitted: Kristen Ficke, Joint Job Evaluation Plan Working Group Report

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