

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
Cliff Haman
Ori Granot

University of Victoria

Vanessa Cartwright
Michael Lancaster
Kam Cheema
Belinda Fontes
Scott Thompson
Mundeep Grewall
Emily Waterman

We have been moving through our project plan, mostly on schedule. In late 2023 the group completed Joint Job Evaluation Training with our consultants Mercer to level set on job evaluation knowledge and come together as a team.

Early in 2024 Mercer presented an updated Job Evaluation Raters Guide and the group selected a small set of benchmark positions to have Mercer rate using the new plan. The HR job evaluation experts then did an initial review of the benchmarks and made tweaks with Mercer before the benchmark ratings were presented to the entire group. We are now in the process of testing the benchmarks ourselves by conducting test evaluations using the updated factors.

In this phase of the project, we are looking at the factors and levels in the updated plan and deciding if and how they meet our needs. Once that is complete, we will move into work on the Salary Grades and compensation, and we imagine that this will be a large part of the next round of bargaining.

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