

**JOB EVALUATION COMMITTEE REPORT TO THE TFEU EXECUTIVE FOR THE WINTER AGM, FEBRUARY 21, 2012**

Since the last TFEU meeting, please note that the JEC has completed **one** job evaluation.

Of the **seventeen** outstanding evaluations which are in varying stages of review we are very close to finalizing the wording on **thirteen positions, most of which are awaiting the employer's response**. Of the remainder, we have **two** on hold for various reasons and **two** others are now starting, with **one** being new this past week.

We have requested a meeting with the employer to discuss language in various job descriptions and try to come to a clearer understanding about those requirements. These are mainly related to education and training requirements by the employer who then refuses to recognize them in a concrete way, for example: **requiring** an Intermediate Level of Excel training/knowledge but then not acknowledging this in Licenses/Certificates. We have **five** like this.

We have requested a meeting with the employer to more easily define factors, such as "complexity," within the benchmarks and job descriptions.

We as a committee have agreed to try to resolve issues of disagreement in face to face meetings with the employer and the supervisor of the position first, before arranging the more formal internal Appeal Committee.

Our thanks to the TFEU Union Executive, which agreed to provide further job evaluation training to the committee and to discuss other resources for the committee.

My thanks to Jeannine Albert, and Mary Ellen Bullock, for their efforts on behalf of the membership and to Calum Watson and Olga Borissova for also helping on the committee.

Submitted on behalf of the TFEU Job Evaluation Committee.

Dennis Shaw  
Chair