

JOB EVALUATION COMMITTEE REPORT TO THE TFEU EXECUTIVE FOR THE SPRING AGM, JUNE 1, 2016

Since the last TFEU AGM, please note that the JEC has completed fourteen (14) job reviews and are close to finalizing three others that require full evaluation.

We also completed nine (9) Housekeeping reviews where there were minor language changes. We have met four times with the employer, as well as on numerous occasions with supervisors, directors and the incumbents (the latest being May 9, 2016) to clarify, edit, collaborate and ultimately finalize Job Descriptions. In at least five instances we were able to re-rank and increase the pay grade for these positions by demonstrating a need for more advanced skills and duties.

The committee has seen an excellent and constructive working environment for joint reviews. This has led to a considerable reduction in the backlog and faster resolution of even the most complex cases.

Both the TFEU Committee and the employer have requested an update of all the benchmark positions used to classify reviews. This update will be of considerable benefit to our members. We will actively pursue this “across the board” update of benchmarks.