

Deadlock on evaluation of administrative processes specialists and institutional counsellors

To remember

There is still no agreement on the value of the jobs of administrative processes specialists and institutional counsellors

To do

We invite you to take part in the survey process to help us in the pursuit of our work

After several years, the FSSS-CSN, CUPE and SQEES-FTQ have yet to agree with Treasury Board on the value of the administrative processes specialist and institutional counsellor positions.

In the last public sector bargaining round, the parties agreed to set up a working committee to continue talks on the evaluation of the two job titles. The CSN and the FTQ are currently working on this process together, having agreed to merge our committees dealing with Treasury Board.

Salary relativity process yet to be completed

Administrative processes specialists and institutional counsellors are among the few job titles for which a pay relativity agreement has yet to be reached. This is the process through which a value is assigned to “mixed” jobs—i.e. jobs that are not predominantly male or female.

After several meetings of the working committee, the parties remain deadlocked. Treasury Board is sticking to its position that both positions should be evaluated at the equivalent of ranking 21, but placed off the salary scale. In other words, Treasury Board believes the administrative processes specialists and institutional counsellors are being paid more than their work is worth! The

unions continue to demand a higher ranking for these jobs.

New surveys

We have therefore informed Treasury Board that the unions will conduct new surveys of administrative processes specialists and institutional counsellors.

To support our arguments, we want to get more information about the work these employees perform, in the wake of the changes brought on by the reforms of the health and social services system in recent years and staff transfers.

The surveys will begin shortly. If you have any questions, please contact your union local.