

Evaluation of administrative processes specialists
and institutional counsellors

Our investigations confirm our position

To remember

Our investigation confirm our position on the evaluation of administrative processes specialists and institutional counsellors

We have done our homework in an effort to get some movement on the evaluation of administrative processes specialists and institutional counsellors. Initially, we wanted to conduct a new investigation jointly with the employer, but they refused.

So we have conducted our own investigation by meeting with workers in different regions and institutions. The results confirm and bolster our position that these two job titles should be ranked higher.

The disagreement continues

Administrative processes specialists and institutional counsellors are among the few job titles for which we have yet to reach a pay relativity agreement. In the last round of public sector bargaining, a working committee was established to continue the discussion on the evaluation of these job titles.

The evaluation work that we have been doing along with the FTQ for months has supplied us with even more arguments to defend our position on the ranking of these two job titles.

Our analyses are based on the work currently performed by administrative processes specialists and institutional counsellors.

For its part, the employer is sticking to its position without having conducted any new investigations to support its arguments. The disagreement over the classification of the jobs remains. Recall that Treasury Board's evaluation would place these employees off the pay scale. In other words, the employer believes their current salary is too high based on the real value of their work!

Continuing efforts to resolve the dispute

The government's response is unsatisfactory and we will continue pressing our demands. We will bring the matter to the Front commun bargaining table in the current negotiations in order to come to an agreement on a ranking at last. It is time to recognize these workers for what they are worth!