

# **POSTING**

**APPLICATION OF THE PAY EQUITY ACT (SECTIONS 76.3 AND 76.4)**

**PAY EQUITY AUDIT  
WITHIN THE PAY EQUITY PLAN  
OF THE CONSEIL DU TRÉSOR**

**FOR ALL EMPLOYEES IN THE HEALTH AND SOCIAL SERVICES SECTOR  
SCHOOL BOARDS AND COLLEGES SECTOR  
REPRESENTED BY CERTIFIED ASSOCIATIONS**

**AND ALL NON-UNION MEMBER EMPLOYEES  
IN THE SAME JOB CLASSES**

**DECEMBER 21st, 2015**

## **POSTING INFORMATION**

You will find below the elements of the posting required under the Pay Equity Act (sections 76.3 and 76.4)<sup>1</sup>. The official French version is available on the Internet at the following address:

[http://www.tresor.gouv.qc.ca/fileadmin/PDF/info\\_equite/maintien/francais/parassns\\_2a.pdf](http://www.tresor.gouv.qc.ca/fileadmin/PDF/info_equite/maintien/francais/parassns_2a.pdf)

A non-official English version is also available on the Internet at the same address.

The posting may also be consulted by employees at the Human Resources Department of each employer's local representatives.

## **EFFECTIVE DATE**

After conducting a pay equity audit, in accordance with the section 76.1 of the Act, the results will be posted on December 21st, 2015, and will expire on February 19th, 2016, 60 days after the beginning of the posting.

## **INFORMATION-OBSERVATIONS**

Any employee concerned by this posting who wishes to request additional information or make observations to the Conseil du Trésor may, within 60 days after the beginning of the posting, communicate via e-mail at: [maintien.para-2015@oricom.ca](mailto:maintien.para-2015@oricom.ca)

or by mail using the following address:

Maintien de l'équité salariale  
Programme du secteur parapublic  
875, Grande Allée Est, RC-159  
Québec (Québec) G1R 5R8

Within 30 days following February 19th, 2016, the Conseil du Trésor will prepare a new posting with any amendments or with indication that no amendments are needed.

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<sup>1</sup> L.R.Q., c.E-12.001

# **PAY EQUITY AUDIT WITHIN THE PAY EQUITY PLAN OF THE CONSEIL DU TRÉSOR**

**FOR ALL EMPLOYEES IN THE HEALTH AND SOCIAL SERVICES SECTOR  
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## **Posting required by the Pay Equity Act**

Section 76.3 of the Act states that the employer must, after conducting the pay equity audit process, post the audit results. The posting includes:

### **1. A summary of the pay equity audit process**

In accordance with section 76.2 of the Act, the Conseil du Trésor has chosen to proceed alone with the pay equity audit. Nevertheless, the Health and Social Services Sector as well as the School Boards and Colleges Sector have closely collaborated throughout the entire process in order to complete the related tasks:

- the research leading to identify events which have created or could create pay wage differentials;
- the verification related to job class identification and gender predominance;
- the conducting of surveys in order to complete information so as to allow proper job class assessment;
- the job class assessment;
- the wage differential estimation and the calculation of any necessary compensation adjustments.

In order to carry out this audit process, the employer considered the most recent information in continuation with the initial pay equity plan and the pay equity audit of December 20th, 2010. The employer made sure that tools (questionnaires, job evaluation system, guidelines, differentials valuation, and class rankings) comparable to those of the initial equity plan as well as of the pay equity audit were used. The same tools (questionnaires, job evaluation system, guidelines, differentials valuation, and class rankings) as well as the same method of wage differential evaluation (global method, quadratic polynomial type of curve) were used for the two previous audits.

### **2. A list of the events that may have led to compensation adjustments**

The events that may have led to compensation adjustments are as follows:

- the creation, abolition or fusion of predominantly female and male job classes;
- the update or revision of job classification plans;
- the changes in the requirements of professional associations;
- the changes in schooling or training required;
- the application of the general parameters of salary increase, including those of March 31<sup>st</sup>, 2015.

**3. A list of predominantly female job classes that are entitled to compensation adjustments and the percentage of the compensation adjustments**

The predominantly female job classes that are entitled to compensation adjustments in accordance with the pay equity audit are listed in Appendix 1.

**4. The posting date, the employees' rights, and the time period within which they may be exercised**

In accordance with section 76.4 of the Act, all employees concerned by the present posting may, in writing, within 60 days of the posting, demand additional information or present observations to the Conseil du Trésor. The Conseil du Trésor will, within 30 days, proceed with a new 60-day posting indicating the amendments made or post a notice indicating that no amendments are needed.

The posting date determining the beginning of the 60-day period is December 21<sup>st</sup>, 2015, which appears on the Conseil du Trésor's website.

**PREDOMINANTLY FEMALE JOB CLASSES – COMPENSATION  
ADJUSTMENTS RESULTING FROM THE PAY EQUITY AUDIT**

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## Catégories d'emplois à prédominance féminine ayant droit à un ajustement salarial

Secteur	Corps d'emplois	Classe	Titre	Catégorie d'emplois	% Correctif <sup>(1)</sup>
2 - Commissions scolaires	2113	0	PSYCHOLOGUE	<b>1</b>	0,04
3 - Santé et services sociaux	1546	0	PSYCHOLOGUE, THÉRAPEUTE DU COMPORTEMENT HUMAIN (T.R.)	<b>1</b>	0,04
4 - Collèges	C222	0	PSYCHOLOGUE	<b>1</b>	0,04
3 - Santé et services sociaux	1233	0	PHYSIOTHÉRAPEUTE	<b>16</b>	0,48
3 - Santé et services sociaux	1234	0	CHARGÉ DE L'ENSEIGNEMENT CLINIQUE (PHYSIOTHÉRAPIE)	<b>17</b>	0,54
2 - Commissions scolaires	2116	0	ERGOTHÉRAPEUTE	<b>20</b>	0,02
3 - Santé et services sociaux	1230	0	ERGOTHÉRAPEUTE	<b>20</b>	0,02
3 - Santé et services sociaux	3201	1	ASSISTANT TECHNIQUE AUX SOINS DE LA SANTÉ	<b>155</b>	0,05
3 - Santé et services sociaux	3251	1	PRÉPOSÉ À L'ACCUEIL	<b>161</b>	0,05
3 - Santé et services sociaux	6335	1	PRÉPOSÉ À L'ENTRETIEN MÉNAGER (TRAVAUX LÉGERS)	<b>170</b>	0,11
2 - Commissions scolaires	5306	0	AIDE GÉNÉRAL DE CUISINE	<b>172</b>	0,11
4 - Collèges	C903	0	AIDE GÉNÉRAL DE CUISINE	<b>172</b>	0,11
2 - Commissions scolaires	5319	0	OUVRIER D'ENTRETIEN CLASSE III (AIDE DOMESTIQUE)	<b>179</b>	0,11
4 - Collèges	C902	0	AIDE-DOMESTIQUE	<b>179</b>	0,11
2 - Commissions scolaires	4114	0	AUXILIAIRE DE BUREAU	<b>183</b>	0,11
3 - Santé et services sociaux	1912	0	INFIRMIER (ÈRE) CLINICIEN (NE) ASSISTANT CHEF, INFIRMIER (ÈRE) CLINICIEN (NE) ASSISTANT DU SUPÉRIEUR IMMÉDIAT	<b>191</b>	0,04
3 - Santé et services sociaux	6299	1	AIDE-CUISINIER	<b>497</b>	0,11
2 - Commissions scolaires	4103	0	AGENT DE BUREAU CLASSE II	<b>533</b>	0,05
3 - Santé et services sociaux	3205	1	ASSISTANT TECHNIQUE AU LABORATOIRE OU EN RADIOLOGIE	<b>534</b>	0,05
3 - Santé et services sociaux	6327	1	COUTURIER	<b>537</b>	0,11

## Catégories d'emplois à prédominance féminine ayant droit à un ajustement salarial

Secteur	Corps d'emplois	Classe	Titre	Catégorie d'emplois	% Correctif <sup>(1)</sup>
2 - Commissions scolaires	5307	0	BUANDIER	<b>561</b>	1,71
3 - Santé et services sociaux	6312	1	CAISSIER À LA CAFÉTÉRIA	<b>562</b>	0,11
3 - Santé et services sociaux	3259	1	PRÉPOSÉ À LA CENTRALE DES MESSAGERS	<b>572</b>	0,16
3 - Santé et services sociaux	6325	1	PRESSEUR	<b>575</b>	0,11
3 - Santé et services sociaux	6386	1	PRÉPOSÉ AUX SERVICES ALIMENTAIRES	<b>1515</b>	0,11
3 - Santé et services sociaux	3244	1	AIDE DE SERVICE	<b>1517</b>	0,11
3 - Santé et services sociaux	1916	0	INFIRMIER PREMIER ASSISTANT EN CHIRURGIE, INFIRMIÈRE PREMIÈRE ASSISTANTE EN CHIRURGIE	<b>1523</b>	0,04
3 - Santé et services sociaux	1915	0	INFIRMIER PRATICIEN SPÉCIALISÉ, INFIRMIÈRE PRATICIENNE SPÉCIALISÉE	<b>1524</b>	0,10
3 - Santé et services sociaux	1913	0	CONSEILLER OU CONSEILLÈRE EN SOINS INFIRMIERS	<b>1525</b>	0,02
3 - Santé et services sociaux	1570	0	RÉVISEUR	<b>1532</b>	0,02
3 - Santé et services sociaux	1291	1	SPÉCIALISTE CLINIQUE EN BIOLOGIE MÉDICALE	<b>1534</b>	0,13
3 - Santé et services sociaux	1539	0	CONSEILLER EN GÉNÉTIQUE	<b>1544</b>	0,02
3 - Santé et services sociaux	1573	1	SEXOLOGUE CLINICIEN	<b>6008</b>	0,02
3 - Santé et services sociaux	1917	0	INFIRMIER CLINICIEN SPÉCIALISÉ	<b>6009</b>	0,04
3 - Santé et services sociaux	5318	1	AGENT ADMINISTRATIF, CLASSE 4 - SECTEUR SecrÉTARIAT	<b>6016</b>	0,11
3 - Santé et services sociaux	5319	1	AGENT ADMINISTRATIF, CLASSE 4 - SECTEUR ADMINISTRATION	<b>6017</b>	0,11

## Catégories d'emplois à prédominance féminine ayant droit à un ajustement salarial

Secteur	Corps d'emplois	Classe	Titre	Catégorie d'emplois	% Correctif <sup>(1)</sup>
4 - Collèges	C506	0	AGENT DE SOUTIEN ADMINISTRATIF, CLASSE II	<b>6028</b>	0,05

(1) The employee whose salary rate is higher, the day preceding the compensation adjustment date, than the single rate or the maximum rate of the effective salary scale for his job class (or his class title) and equal or higher than the new single rate or the new maximum rate of the salary scale does not receive any adjustment.

The employee whose salary rate is equal or higher, the day preceding the compensation adjustment date, than the single rate or the maximum rate of the effective salary scale of his job class (or his class title) and lower than the new single rate or the new maximum rate of the salary scale finds his salary rate goes to the new single rate or to the maximum grade of the salary scale. However, this adjustment is equal to the difference between the adjusted rate and the rate applicable the day before this adjustment from which the lump sum is reduced, if need be, when the lump sum is paid as an employee above rate or above scale.