

Community Residence Sector Newsletter

Spring 2014

Welcome to the third newsletter for Direct Caregivers and Supervisors/Direct Caregivers. The Women’s Equality Branch and the Department of Social Development are proud to be able to provide you with the results of the Pay Equity Program for the Community Residence Sector.



Job Evaluation Process and Pay Equity Analysis

The job evaluation process and pay equity analysis for Direct Caregivers and Supervisors/Direct Caregivers are now complete. To review the results, please visit the following link:
<http://www.gnb.ca/0012/Womens-Issues/PDF/Community%20Residence%20Sector.pdf>

Pay Equity Program

In the 2012-2013 provincial budget, government committed 6.4 million dollars to address pay equity for a number of female-dominated public sector groups as well as workers in the private sector. This allocation will provide Direct Caregivers and Supervisors/Direct Caregivers in community residences with pay equity adjustments beginning in 2013-2014.

Under the Community Residence Sector pay equity program, the job classes evaluated were Direct Caregivers and Supervisors/Direct Caregivers in Adult Residential Facilities and Child Care Residential Centres. As a result, the following fair hourly rates were determined:

<i>Job Classes</i>	<i>Fair hourly rate</i>
Direct Caregiver (Adults)	\$14.80
Supervisor/Direct Caregiver (Adults)	\$16.06
Direct Caregiver (Children)	\$14.92
Supervisor/Direct Caregiver (Children)	\$16.18

Eligibility

To identify if you are eligible under this program, the fair hourly rate is compared to your actual hourly rate as of April 1, 2013. If you earned less than the fair hourly rate, a pay inequity is said to exist and pay equity adjustment(s) are required to correct it.

So, for example, as a Direct Caregiver (Adults) your actual hourly rate of pay on April 1, 2013 was \$13.00. Therefore, your total inequity is \$1.80 ($\$14.80 - \$13.00 = \1.80). Adjustments made under this program over the next four years are to eliminate this \$1.80 inequity.

The pay equity program is separate from existing pay structures and strategies and should not affect your regular scheduled wage increases.

Implementation of Pay Equity

Pay equity adjustments are increments that are made over a period of time, to your hourly rate until pay equity is achieved. They will be retroactive to April 1, 2013.

The pay equity adjustment for 2013 – 2014 will be made as a lump-sum payment. The amount of the payment will vary for each eligible employee because it will be based on hours worked during this period. The retroactive amount will be calculated by multiplying the 2013-2014 pay equity adjustment amount (yet to be determined) by the number of hours worked. A request for wages and hours worked will be made in the coming weeks.

You can expect to receive your retroactive adjustment, once pay equity funds have been distributed to your community residence.

Pay equity adjustment amounts will not be added to your current rate of pay at this time. A process to have these adjustments added to your pay on a regular basis needs to be established.

The pay equity adjustments are considered income and form part of your salary, therefore all the usual deductions apply.

For additional information:

Visit the Women's Equality Branch website at: www.gnb.ca/wagegap

Or contact us at: Toll-Free Line: 1-877-253-0266

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