

Social Services Sector Compensation Standard (SSSCS) Project

Progress Report – November 2022

Deliverable – Non-Union Compensation Report

A high level analysis of non-union (bargaining unit equivalent) compensation versus their equivalent unionized jobs was conducted based on 2021 CSSEA Compensation and Employee Turnover Report data. Preliminary estimate for closing the wage and benefit gap was presented to the SSSCS Advisory Group for feedback and discussion. PSEC was provided with preliminary estimate and Advisory Group feedback.

Next Steps

- Refresh leveling costing data with 2022 data set and update costing once bargaining is complete
- Prepare draft report for PSEC's consideration that will include: cost estimate; scenarios to close the gap; and recommendations on strategies and processes required to carry out the work

Deliverable – Management & Excluded Classification and Compensation Plan Development

Phase 1 – Data Gathering

Completed

1. Project Charter, budget & funding
2. Define mandate and purpose of the Advisory Group (Terms of Reference)
3. Recruit and orient Project Advisory Group
4. Develop a survey and information request package
5. Invite agencies to participate in information collection

Ongoing

6. Collection of Management and Excluded (M&E) job descriptions and organizational charts
7. Collection of M&E total compensation survey
8. Preparation of draft benchmark summaries (New)
9. Creation of SSSCS Database and survey report

Data Collection as of November 18, 2022

- 54 agencies confirmed to participate
 - (35 CSSEA agencies and 19 Non-CSSEA/Non-Union agencies)
 - (24 Community Living, 24 General Services, 5 Indigenous agencies)
- 648 job descriptions from 42 agencies (and 31 organizational charts)
- 42 completed M&E total compensation surveys

Phase 2 – Compensation Philosophy and Classification Plan

- Review of select compensation and classification plans in the BC Public Sector (in progress)
- Benchmark tabulation and development of preliminary draft benchmark profiles (in progress)

Next Steps

- Complete Data Gathering
- Summarize Total Compensation Survey information
- Benchmark Job Description Development
- Complete Classification Plan Research, review findings and prepare plan design recommendations