

CSSEA Info keeps members informed about human resources and labour relations issues in the community social services sector.

For more information, contact your human resources/ labour relations consulting team.

APPLICATION OF ARTICLE 24.3 - APPOINTMENT POLICY

This bulletin provides specific guidance for members on how to apply the new language of Article 24.3 (Appointment Policy).

During the last round of bargaining, the parties agreed the four (4) factors: seniority, ability, performance and requisite qualifications (for lateral transfers or demotions) or qualifications (for promotions) would each receive equal weight.

The numerical scoring system means each candidate will be awarded up to 25 points for each factor. Specifically, in assessing candidates, the Employers' Bargaining Committee advised the CSSBA on April 18, 2012, that effective immediately, the criteria of Article 24.3 (Appointment Policy) will be applied as follows:

Seniority points will be awarded on the basis of 1.5 points per full year of seniority. If the most senior candidate has 17 or more years of seniority, that candidate will receive 25 points and the other candidates will be awarded points proportionately.

Qualification points will be 12.5 for candidates with the requisite qualification for the position. In the case of promotions, candidates will be awarded further points for additional relevant qualifications (if any).

Ability points will start at 12.5 for candidates with average ability for the posted position, with additional points awarded for greater ability, and deductions for candidates with lesser than average ability to interact effectively with clients.

Performance will also start at 12.5, with adjustments up for superior performance, and down for less than average performance. The employer will give more weight to aspects of past performance that are relevant to the posted position. For example, where a position requires problem-solving as a key component, the candidates would not be awarded the same number of points for performance if the review of their relative performances indicates better performance for one candidate in situations where problem-solving is required.

As a result, if none of the candidates has a great deal of seniority, a high level of qualifications, a great deal of ability to interact effectively with the client or an exemplary work performance record, then none of them would be awarded 25 points in any of the four categories.

In comparing the scores of the candidates, the threshold to be considered to be relatively equal will be 8%.

If you have any questions, please contact your HRLR Consultant.

Community Social
Services Employers'
Association

800 – 555 Burrard Street
Box 232
Vancouver, BC V7X 1M8

TEL 604.687.7220 /
1.800.377.3340
FAX 604.687.7266
EMAIL cssea@cssea.bc.ca
WEB cssea.bc.ca

