

**Pay Equity Plan for
Middlesex London Health Unit and
Ontario Nurses' Association**

Date of Posting	
Establishment	This Plan covers the Middlesex London Health Unit and the Ontario Nurses' Association (ONA).
Gender Neutral Comparison System	<p>Middlesex London Health Unit and ONA jointly developed a gender-neutral job comparison system that was used to measure the value of each job class. The job comparison system is a closed, point factor system, incorporating skill, effort, responsibilities of the job and the working conditions under which the job is normally performed.</p> <p>The 14 job evaluation factors and the weights used are listed Schedule I of this document.</p>
Female Job Class	<ul style="list-style-type: none"> - Community Health Nursing Specialist - Nurse Practitioner - Public Health Nurse - Registered Nurse
Male Job Class	There are no male job classes in the ONA employee group. Male cross comparators were identified in the non-union and CUPE employee groups.
Gender - Neutral Job Class	There are no gender-neutral job classes in ONA the employee group.
Job Evaluation Process	<p>The evaluation of job classes was carried out by a committee representing equally the employer and ONA; facilitated by Advisors. The job evaluation involved a careful and thorough analysis of each job class.</p> <p>Rating rationales were provided to employees. Employees were afforded an opportunity to request a reconsideration by the Committee.</p> <p>Weights and points were allocated to each factor for each job and a total point score was calculated for each job class.</p>
Banding	Jobs of equal value or comparable value were determined by dividing the system into 50-point bands of consistent width starting at 380 points.
Permissible Difference	No permissible differences in compensation were found.

Comparison Results	<p>To provide fair, equitable pay equity adjustments that are in keeping with the Ontario <i>Pay Equity Act</i>, the job-to-job method of comparison was used to determine pay equity adjustments.</p> <p>The method of comparison for each female job class is shown in Schedule II.</p> <p>2015 job rates (effective April 1st) were used in the comparisons. The value of benefits were not included in the calculation of job rate given that all job classes used in the analysis are entitled to comparable benefits.</p>
Pay Equity Adjustments Required	<p>Pay equity was achieved using the job-to-job method of comparison.</p> <p>No pay equity adjustments are required for the female job classes in the ONA employee group.</p>
Further Information	<p>Further information and details of employer and employee obligations and rights are provided in the Ontario <i>Pay Equity Act</i>. Or you may contact the undersigned.</p>
Signed	<p style="text-align: center;">_____</p> <p style="text-align: center;">for the Employer for the Union</p>
Dated	<p style="text-align: center;">_____</p>
Committee Signatures	<p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p>

Job Evaluation System Factors	Primary Elements of Job Worth Measurement (For Pay Equity Purposes)
Knowledge / Education / Training	Skill
Skill Gained By Experience	Skill
Problem Solving	Skill
Responsibility For Ingenuity And Creativity	Skill
Sensory Demands	Effort
Physical Skill & Effort	Effort
Responsibility For Independent Action	Responsibility
Responsibility For Financial Resources And Assets	Responsibility
Effect Of Errors	Responsibility
Responsibility For Confidential Information	Responsibility
Responsibility For Human Resources	Responsibility
Responsibility For Influencing Others (Contacts)	Responsibility
Responsibility For Well Being Of Others	Responsibility
Disruption To Lifestyle & Working Conditions	Working Conditions

Bands	Band Width			Female Job Class	Male Job Class
	From	To	Spread		
9	730	779	50	Nurse Practitioner	Manager, Strategic Projects (Non-Union)
8	680	729	50	Community Health Nursing Specialist Public Health Nurse	Public Health Inspector (CUPE)
7	630	679	50		
6	580	629	50		
5	530	579	50		
4	480	529	50		
3	430	479	50		
2	380	429	50	Registered Nurse	Online Communications Coordinator (CUPE)