



MIDDLESEX-LONDON HEALTH UNIT

REPORT NO. 73-15

TO: Chair and Members of the Board of Health

FROM: Christopher Mackie, Medical Officer of Health

DATE: 2015 December 10

MIDDLESEX-LONDON HEALTH UNIT AND ONTARIO NURSES' ASSOCIATION (ONA) PAY EQUITY PLAN

Recommendation

It is recommended that the Board of Health receive Report No. 73-15 re ONA Middlesex-London Health Unit ("MLHU") and Ontario Nurses' Association Pay Equity Plan for approval.

Key Points

- Negotiation with ONA with respect to Pay Equity Compliance has been ongoing since 2009.
- A Pay Equity Plan has been drafted and Attached as Appendix A
- This plan was ratified by the ONA bargaining unit November 27, 2015
- No pay equity adjustments are required for the female job classes in the ONA employee group.

Background

The Pay Equity Plan in [Appendix A](#) covers the MLHU and the Ontario Nurses Association (ONA). MLHU 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. The 14 job evaluation factors and the weights used are listed in Schedule I of the plan document.

The four female job classes that were evaluated were the Community Health Nursing Specialist, Nurse Practitioner, Public Health Nurse and Registered Nurse. There are no male job classes in the ONA employee group therefore male comparators were identified in the non-union and CUPE employee groups.

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. Rating rationales were provided to employees and employees were afforded an opportunity to request a reconsideration by the Committee.

Weights and points were allocated to each factor for each job and a total point score was calculated for each job class. To provide fair, equitable pay equity adjustments that are in keeping with the Ontario *Pay Equity Act*, the job-to-job method of comparison was used to determine pay equity adjustments. It has been determined that no pay equity adjustments are required for the female job classes.

Next Steps

Once pay equity is achieved, MLHU is required to maintain pay equity for the employees in female dominated job classes. Maintaining pay equity is an ongoing process whereby employers must review job classes for changes in job rate, job value, duties and responsibilities as positions are added or eliminated.

Once the Board of Health has provided their approval the final step in achieving Pay Equity for MLHU and ONA will be to post the signed plan within the workplace.

This report was prepared by Ms. Laura Di Cesare, Director, Human Resources and Corporate Strategy.

A handwritten signature in black ink, appearing to read 'C. Mackie', is positioned above the printed name.

Christopher Mackie, MD, MHSc, CCFP, FRCPC
Medical Officer of Health