

# Home Support Worker Newsletter - Issue 4

## Spring 2013



Welcome to the fourth newsletter for Home Support Workers. 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 Home Support Workers.

### Job Evaluation Process and Pay Equity Analysis

The job evaluation process and pay equity analysis for the Home Support Sector are now complete. To review the results, please visit the following link:

<http://www.gnb.ca/0012/Womens-Issues/PDF/Home%20Support%20Sector%20Report%202012.pdf>

### Pay Equity Program

In the 2012-2013 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 such as child care workers, home support workers and workers in transition houses.

Under the home support pay equity program, the job class evaluated was a home support worker. As a result, the following fair hourly rate was determined:

<i>Job Class</i>	<i>Fair hourly rate</i>
Home Support Worker	\$13.15

To determine if an employee is eligible under this program, the fair hourly rate is compared to an employee’s actual hourly rate as of April 1, 2012. Regardless of any wage increase(s) received since April 1, 2012, if an employee earned less than the fair hourly rate, a pay inequity is said to exist and pay equity adjustment(s) are required to correct it.

Please note that the pay equity program is separate from existing pay structures and strategies and should not adversely affect regular scheduled wage increases.

### Implementation of Pay Equity

Pay equity adjustments are increments that are **made over a period of time**, to an employee’s hourly rate until pay equity is achieved.

Pay equity adjustments will be distributed to eligible home support agencies before the end of June and will be retroactive to April 1, 2012. Pay equity adjustments were calculated using wage data submitted by the agency.

The pay equity adjustments are considered income and form part of an employee’s salary, therefore all the usual deductions will apply.

### For Additional Information

Visit the Wage Gap Reduction Initiatives website at: [www.gnb.ca/wagegap](http://www.gnb.ca/wagegap)  
 Or contact us at: Toll-Free Line: 1-877-253-0266  
 E-mail: [nbwagegap@gnb.ca](mailto:nbwagegap@gnb.ca)