

Transition House Sector Newsletter - Issue 4

Spring 2013



Welcome to the fourth newsletter for the Transition House Sector. 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 the Transition House Sector.

Job Evaluation Process and Pay Equity Analysis

The job evaluation process and pay equity analysis for the Transition House Sector are now complete. To review the results, please go to the following link:

<http://www.gnb.ca/0012/Womens-Issues/PDF/Transition%20House%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 child care workers, home support workers and workers in transition houses.

Under the transition house pay equity program, the job classes evaluated were crisis intervener, child support worker, outreach worker and support worker. As a result, the following fair hourly rates were determined:

<i>Job Class</i>	<i>Fair hourly rate</i>
Crisis Intervener	\$13.40
Child Support Worker	\$13.40
Outreach Worker	\$13.81
Support Worker	\$13.43

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 1st, 2012. If an employee earned less than the fair hourly rate, a pay inequity is said to exist and pay equity adjustment(s) will be required to correct it.

So, for example, as a crisis intervener your actual hourly rate of pay on April 1st, 2012 was \$12.30. Therefore, the adjustment required for you to achieve pay equity is \$1.10 (\$13.40 - \$12.30 = \$1.10) regardless of any wage increase(s) you have received since that date (April 1st, 2012) or may receive in the future.

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 funds will be distributed to eligible Transition Houses before the end of June for the retroactive period of April 1st 2012 – March 31st 2013. For every hour worked during this period, eligible employees in this sector will receive a pay equity adjustment which is based on the difference between the fair hourly rate and their rate of pay on April 1st, 2012.

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
 Or contact us at: Toll-Free Line: 1-877-253-0266
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