

Amendment to the MOU – PSJEP

Appendix L

GROWTH PLAN TO THE CORRECTIONAL SERVICES LEVEL 6 (CO)

Effective April 1, 2001
Full Working Level CSL 6 (CO) Current Grid 15, Step 1
Level 3 Current Grid 13, Step 1 913 hours
Level 2 Current Grid 12, Step 1 913 hours
Level 1 Current Grid 11, Step 1 913 hours

Training Placement:

Effective April 1, 2001
Grid 9, Step 1 6 months Until training is completed (up to approximately 6 months). After completion of training, employees move to the appropriate level of the model.

Amendment to the MOU – PSJEP**Appendix L****GROWTH PLAN TO THE CORRECTIONAL SERVICES LEVEL 6
(Correctional Officer)**

- The growth model applies only to employees appointed on or after April 1, 2001 to positions established at the Correctional Services Level 6 (Corrections Officer). Ministries that are able to attract fully qualified and experienced applicants to the CSL 6 level may hire directly to the CSL 6 level. Appointment to and movement through the growth model will be as per the growth plan set out below. The Employer will determine when the growth model is required.
- It is the responsibility of the Employer to determine the staffing qualifications when hiring for CSL 6 positions inclusive of the staffing qualifications for each level of the growth model to which individual applicants will be placed.
- Training activities such as the Justice Institute training program for new Security Officers at the Ministries of Attorney General or Children and Families will be compensated at a placement rate during the training, which is a prerequisite for placement at the appropriate level in the growth model. Placement in the growth model is not a "reclassification" for the purpose of salary treatment on placement in the model upon completion of the training phase.
- Increments are not applicable until an employee attains the CSL 6 level. The increment date shall be set at the date of attaining the CSL 6 level and the first increment will occur one year later, consistent with the Employer's policy on increments.

Conversion

- Employees hired before April 1, 2001 and not yet at the full working level (CSL 6) will be placed onto the growth model as per the conversion chart below.
- Employees at the Correctional Services Level 4 (SO), Step 3 will not be converted to the new growth model. Movement to the CSL 6 for these employees will be determined by the ministry and will be based on the employees meeting ministry standards of performance. Salary on placement at the full working level (CSL 6) will be to the salary step closest to, but not lower than their current salary.
- Each level on the new growth model is to be "the equivalent of 6 months full time employment." Once placed on the model, employees who meet ministry standards of performance will be eligible to move to the next level of the

Amendment to the MOU - PSJEP

Appendix L

- model at the end of the shift during which 913 hours paid at the straight time rate are accumulated.
- Time worked on the old model will be credited on the new model. For example, a Correctional Services Level 4 (SO) with 457 hours of service will convert to Level 1 of the new model and will only need to complete an additional 456 hours of service before being eligible for the next level.
- If 913 hours are reached in the middle of the day, the new level will be applied at the end of the shift and accumulation of hours toward the next level will start at the beginning of the following work shift.

Conversion Chart

Current Model		New Model
CSL 4, Step 1 0 - 913 hours	»»»➔	Level 1, Step 1
CSL 4, Step 1 914 - 1827 hours	»»»➔	Level 2, Step 1
CSL 4, Step 2 0 - 913 hours	»»»➔	Level 3, Step 1
SO, Step 2 914 hours	»»»➔	Full Working Level, Step 1

GROWTH PLAN TO THE APPRENTICESHIP COUNSELLOR 2 LEVEL

Effective April 1, 2001	Effective March 30, 2003
Full Working Level AC 2 Current Grid 23, Step 1	Full Working Level AC 2 Current Grid 24, Step 1
Level 3 Current Grid 22, Step 1 913 hours	Level 3 Current Grid 22, Step 1 913 hours
Level 2 Current Grid 21, Step 1 913 hours	Level 2 Current Grid 21, Step 1 913 hours
Level 1 Current Grid 20, Step 1 913 hours	Level 1 Current Grid 20, Step 1 913 hours

GROWTH PLAN TO THE AC 2 LEVEL

- The growth model applies only to employees appointed on or after April 1, 2001 to positions established at the Apprenticeship Counsellor 2 level. Ministries that are able to attract fully qualified and experienced applicants to the AC 2 level may hire directly to the AC 2 level. Appointment to and movement through the growth model will be as per the growth plan set out below. The Employer will determine when the growth model is required.
- It is the responsibility of the Employer to determine the staffing qualifications when hiring for AC 2 positions inclusive of the staffing qualifications for each level of the growth model to which individual applicants will be placed.
- Increments are not applicable until an employee attains the AC 2 level. The increment date shall be set at the date of attaining the AC 2 level and the first increment will occur one year later, consistent with the Employer's policy on increments.

Note:

Apprenticeship Counsellor 2 = Counsellor Apprenticeship/Industrial Training 2
 Apprenticeship Counsellor 1 = Counsellor Apprenticeship/Industrial Training 1

APPENDIX B

Modified Point Bands

Amend Appendix B of the Memorandum of Understanding respecting the Public Service Job Evaluation Plan, dated October 28, 1998, as follows:

Level	Current Point Break	Revised Point Break	Points in Band
32	NA	1015 or 1045 *	90 or 120 *
30	925	925	60
27	870	865	60
24	810	805	90
21	750	715	90
18	625	625	80
15	545	N/C	85
13	460	N/C	90
11	370	N/C	90
9	280	N/C	90
7	190	N/C	90
6	100	N/C	

*1045 points if new Degree G agreed-to in Work Assignments factor