

## Executive Summary

- As a result of recommendations from the pay and employment equity review within the Ministry of Education a pay investigation has been conducted for all special education support workers (SESWs) – specifically Education Support Workers (ESWs), Communication Support Workers (CSWs) and Behaviour Support Workers (BSWs).
- A pay investigation is a rigorous evidence based study of job size and remuneration of female dominated occupations compare to male dominated jobs.
- The male dominated jobs selected as comparators for this pay investigation were Corrections officers and Orderlies.
- Two external consultants, Janice Burns of Top Drawer and Lyndy Young of Pulse HR were appointed to manage the technical aspects of the pay investigation.
- Interviews were held with a number of job holders and managers for each position ESW, BSW CSW, Corrections Officers and Orderlies to establish an accurate description of the jobs in composite job questionnaires. This information was then validated back by other representatives from the roles and their managers.
- Each of the jobs (as described in the questionnaire and job description) were evaluated using two different job evaluation methodologies. Job Evaluations using EJE (a gender neutral job evaluation tool developed by the Pay and Employment equity Unit) were carried out by a trained job evaluation committee made up of union and Ministry representatives. A Mercer consultant carried out the job evaluations using Compers, the system currently used within the Ministry.
- The job evaluations done by both systems came out with substantially similar job evaluations for the three SESW roles, which would suggest they are all the same job size.
- The job evaluations done by both EJE and Compers evaluated the Corrections Officer position as the same size as the SESW roles.
- The Orderly position was evaluated as significantly smaller than the SESW roles on both job evaluation systems.
- The remuneration information both from the salary survey data and the rates of pay paid to the comparator positions indicate that the SESW have historically been undervalued and underpaid in terms of the skills, responsibilities and demands of the required in the role.
- The pay investigation also found disparities in the current rates of pay for SESWs, with men on average being paid more highly than their women counterparts and those being employed on fixed term employment agreements being paid at a lower rate on average than those on permanent employment agreements.