

PAY EQUITY PLAN

Job-to-Job Comparison Method

FAIRPAY COMPANY
 123 Any Road
 Toronto ON

Date of posting and pay equity adjustments

Fairpay Company has posted the following pay equity plan on January 1, 1993. Pay equity adjustments will begin January 1, 1994.

Establishment

This plan covers all employees of Fairpay Company who are located at 123 Any Road, Toronto, Ontario.

Job Classes

The following job classes are female job classes:	The following job classes are male job classes:
Accounting Clerk	Accountant
Accounting Supervisor	Controller
Administrative Assistant	Market Analyst
Customer Service Clerk	Marketing Manager
Marketing Coordinator	President
Receptionist	Programmer
Secretary	Sales Manager
	Sales Representative
	Shipper/Receiver
	Warehouse Manager

Method of Comparison

A gender neutral job comparison system was used to measure the value of each job class. Points were assigned to each job class based on the following factors and subfactors:

Factors	Sub-factors
Skill (30%)	Knowledge (10%) Problem-solving/judgement (12%) Interpersonal skills/contacts (8%)
Effort (25%)	Mental Effort (15%) Physical Effort (10%)
Responsibility (35%)	Human Resources (12%) Financial Resources (8%) Information Resources (10%) Material Resources (5%)
Working Conditions (10%)	Environment (10%)

Evaluations were carried out by a committee.

Job classes of equal or comparable value were determined by dividing the system into point bands, 75 points wide.

Comparison results

Following are female job classes that found male comparators, their male comparator job classes, and the total pay equity adjustment needed in each case:

Female Job Class	* Points	Male Comparator Job Class	* Points	Pay Equity Adjustment
Accounting Supervisor	570	Programmer	555	\$1.00/hr
Administrative Assistant	490	Shipper/Receiver	470	\$1.00/hr

Permissible differences

No permissible differences were found between job rates of female job classes and male job classes.

First payment

The law requires that one percent (1%) of the 1993 payroll be spent on pay equity adjustments in 1994. Because total pay equity adjustments amount to less than the one percent, the full amount of pay equity adjustments will be made on January 1, 1994.

For further information, contact John Smith, Controller.

* This information is optional.

How do I get more information?

We are here to help. We can answer your questions by e-mail at <mailto:pecinfo.pecinfo@ontario.ca> or by phone at (416) 314-1896, or toll-free at 1-800-387-8813. Publications and seminars are available free of charge. Request these by contacting us at <mailto:pecseminars.pecseminars@ontario.ca> or through our site at www.payequity.gov.on.ca.

All communications are confidential.

The Pay Equity Commission

This fact sheet is for information only, and is not intended to restrict Review Officers or the Pay Equity Hearings Tribunal in their determination of matters. Refer to the *Pay Equity Act* for exact interpretation.

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