



# Example of a Pay Equity Plan Amended for Proportional Value

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The *Pay Equity Act* was amended on July 1, 1993. The amendments require that the proportional value comparison method be applied to all female job classes that could not achieve pay equity using the job-to-job comparison method.

As a result, the pay equity plan posted on January 1, 1993 is amended as follows:

## Female job classes with male comparators

The job-to-job comparison method was used to achieve pay equity for the following job classes:

- Accounting Supervisor
- Administrative Assistant

## Female job classes without male comparators

The proportional value comparison method was used to achieve pay equity for the following female job classes:

- Accounting Clerk
- Customer Service Clerk
- Marketing Coordinator
- Receptionist
- Secretary

## Representative group of male job classes

The following male job classes were used as the representative group of male job classes when applying the proportional value method:

- Accountant
- Controller
- Market Assistant
- Marketing Manager
- Programmer
- Sales Representative

- Sales Manager
- Shipper/Receiver
- Warehouse Manager

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:

**Table 1: Method of comparison**

Factors	Subfactors
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.

### **Proportional value comparisons and calculations**

The job value and job rates of all male job classes were plotted on a graph. A representative group of male job classes was selected from these male job classes.

A statistical method called regression analysis was used to determine the relationship between the value of male job classes and their job rates. This produced a formula that was then used to calculate pay equity job rates for female job classes.

Pay equity is achieved when the female job class is paid the pay equity job rate. Female job classes that are paid less than the pay equity job rate receive an adjustment until pay equity is achieved. Female job classes that are paid more than the pay equity job rate do not receive a proportional value adjustment.

**Table 2: Proportional value comparisons and calculations**

<b>Job Class</b>	<b>Value</b>	<b>Present Job Rate</b>	<b>Pay Equity Job Rate</b>	<b>Adjustment Required</b>
Accounting Clerk	350	\$13.25	\$14.07	\$0.82
Customer Service Clerk	390	14.50	15.59	1.09
Marketing Coordinator	380	16.00	15.21	0.00
Receptionist	340	13.04	13.69	0.65
Secretary	400	14.72	15.97	1.25

## How do I get more information?

The Pay Equity Commission is here to help you. We can answer your questions by e-mail at [pecinfo@ontario.ca](mailto:pecinfo@ontario.ca) or by phone at 416-314-1896, or toll-free at 1-800-387-8813 and at TTY Local: 416-212-3991 or TTY Toll-free: 1-855-253-8333.

We also offer free [webinar training](#).

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### **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.