

## **Core Public Administration – Spring 2025 update**

The Core Public Administration Pay Equity Committee has spent recent months redefining its operations and priorities. Earlier this year, we established a planning and implementation subcommittee that worked with employer representatives to set clear objectives and develop a shared timeline. Given the significant workload and inherent complexity of the core public administration, the pay equity committee has created three additional subcommittees (job value, gender predominance, and total compensation). Each subcommittee is responsible for completing specific legislative requirements and will report back to the central committee for approval.

The gender predominance subcommittee has held multiple working sessions in recent months and remains on track to submit its report by early fall 2025. As required by the Pay Equity Act, the subcommittee is reviewing all existing job groups and levels in the core public administration, categorizing each position as female-predominant, male-predominant, or gender-neutral, and evaluating over 600 distinct job categories.

To ensure member perspectives inform this process, we have established an advisory committee of EC and TR members. This group provides valuable on-the-ground insights to the pay equity committee.

Following the completion of the gender predominance work, we will develop a standardized job evaluation plan, collect all necessary supporting information, and begin the formal evaluation process with our consulting partner.

This spring, we presented a preliminary draft of the evaluation plan. Committee members will provide feedback, and, over the summer, the consultant will incorporate these comments into a revised version for a fall presentation.

While complex, this important work to establish a fair, legally compliant pay equity plan – one that addresses historical wage gaps between female- and male-predominant positions – continues to move forward.

CAPE is developing a series of brief webinars to help members understand the pay equity process. Initial sessions will launch in June, with additional offerings planned for the fall. Stay tuned!

For any pay equity-related questions, please email: [equitesalariale-payequity@acep-cape.ca](mailto:equitesalariale-payequity@acep-cape.ca).