



What's New in CARS – February 2009

Results of the PSLRB's first two compensation studies are published

Since its last newsletter, the PSLRB's Compensation Analysis and Research Services (CARS) has published two national compensation comparability studies, namely, the *Technical Services Compensation Comparability Study* (April 2008) and the *Total Compensation Study on Health-Related Occupations in Canada* (November 2008).

AON Consulting conducted the first study, which the PSLRB directed in cooperation with the Public Service Alliance of Canada (PSAC) and the Treasury Board of Canada Secretariat (TBS). It provides information on salaries and on benefits and working conditions offered by public- and private-sector employers for 30 technical positions similar to those found in bargaining units represented by the PSAC.

The different models and approaches piloted for these two studies will serve CARS in the development of future studies.

Inc., who were responsible for collecting data from participating organizations. The study covers health-related occupations represented by the PIPSC. It provides detailed information on total compensation and on salary ranges as well as data on the incidence and characteristics of the benefits and working conditions prevailing in the Canadian health sector.

The different models and approaches piloted for these two studies will serve CARS in the development of future studies.

CARS conducted the second study, with the TBS and the Professional Institute of the Public Service of Canada (PIPSC) participating and in cooperation with Hackett Consulting

About CARS

The Board's Compensation Analysis and Research Services (CARS) have been established to collect, compile, analyze and disseminate impartial, accurate and timely information on comparative rates of pay, employee earnings, conditions of employment and benefits in the public and private sectors.

This information, derived from surveys grounded in sound methodology, is disseminated to the more than 50 parties to the collective bargaining process in the federal public service (employers and bargaining agents), as well as to other public sector institutions, private sector organizations and the general public.

Stay informed of CARS activities and developments with upcoming editions of our newsletter!

Advisory Board on compensation analysis and research

The mandate of the first Advisory Board established to advise the Chairperson on the compensation analysis and research services offered by the Board came to an end in November 2007.

Over the course of its mandate, the Advisory Board made a number of recommendations on the overall direction of CARS' research and on the criteria to use in selecting projects and in retaining service providers.

In its report to the Chairperson, the Advisory Board also provided comments and suggestions on its composition, mandate and work methods.

Members of the new Advisory Board have not yet been named.

CARS staffing activities

The CARS team has expanded since its last newsletter. Its newest members are Sylvia Garcia Soria and Louise Trépanier (Project Managers), Frédéric Mercier (Economic Research Analyst) and Martine Goyette (Processes and Quality Control Manager).

NEW: Toll-free information line

We can now be reached via our toll-free line at 1-866-931-3454 for any questions or comments on our studies.

