



CARS Newsletter

July 2007

What's New?

Short-Term Compensation Comparability Studies Now Under Way

The PSLRB is conducting three compensation comparability studies to support the parties' collective bargaining efforts in 2007 and 2008.

These projects were chosen from among the two dozen proposals submitted in 2006 by the parties to collective bargaining in the federal public service.

Two of the studies will result in a broad survey of current wages and benefits offered by other employers in the public and private sectors for jobs comparable to selected security enforcement and technical services occupations in bargaining units represented by the Public Service Alliance of Canada. These studies will be undertaken by external service providers selected through a competitive bidding process.

The third study covers health-related occupations represented by the Professional Institute of the Public Service of Canada. At the request of the parties, this study will be based on the methodology developed by l'Institut de la Statistique du Québec (ISQ) for its *Enquête sur la rémunération globale* (Total Compensation Survey). It will be undertaken on behalf of the PSLRB through a partnership between l'ISQ and Statistics Canada.

Discussions are being held with the parties involved in all three projects to determine their precise scope, framework and parameters. Results should be available in early to mid 2008.

About CARS

The Board's Compensation Analysis and Research Services (CARS) has 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, will be 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.

Working Towards the Development of a National Survey

The PSLRB is also piloting various methodologies and tools for the development of a national survey. CARS has been working closely with Statistics Canada, to benefit from that agency's expertise in identifying and resolving methodological and process issues related to conducting a survey on a national scale.

Major development work on the national survey of

(Continued on page 2)



CARS — Our mission is to be recognized as a comprehensive and authoritative source of information on compensation-related matters by all the parties involved in collective bargaining in the federal public service and other interested individuals and organizations.

(Continued from page 1)

a wider range of federal public service occupations is expected to occur over the next year. This will include the identification of benchmark occupations and the development of the survey sample, parameters and data collection and reporting processes. We hope to disseminate a preliminary set of these survey results in the fall of 2009.

Valuable Advice Provided by the Advisory Board on Compensation Analysis and Research

Since its first meeting in January 2006, the Advisory Board has convened on a regular basis. Discussions at these meetings have focused on the Advisory Board's contribution to the fulfillment of the PSLRB's compensation analysis and research mandate and a number of issues to assist CARS in addressing the interests of all of the parties under the *Public Service Labour Relations Act*. Members have also deliberated on the composition, role and functioning of the Advisory Board.

Over the past 18 months, members have advised CARS on the criteria for the selection of both the short-term survey projects and the external service providers to carry out the surveys. Recent discussions have also focused on survey methodologies and tools for longer-term development.

In upcoming months, the Advisory Board will be examining and formulating recommendations on the options and complexities involved in surveying both wage and non-wage benefits.

In addressing its own role and objectives, the Advisory Board has made recommendations on the Board's composition, the appointment and

rotation of members, the processes to identify possible future members and the selection of the Chairperson. Members will also be investigating various means of self-evaluation with a view to developing a simple and effective performance measurement framework against which the work of the Advisory Board would be assessed.

Staffing CARS

In recent months, CARS has been moving forward with the establishment of its core organization by staffing key positions.

The individuals recently appointed bring with them a wealth of experience in compensation, labour-management relations and labour economics. This small team of experts, combined with the use of external service providers, will serve the PSLRB well in addressing the parties' compensation information needs.

Tell Us How We're Doing

Since CARS was created, we've made an effort to provide information on our activities to the parties to collective bargaining in the federal public service, other stakeholders and partners, and to the general public.

By answering a few questions on-line, you can tell us how well we're doing and help us improve our communications.

The on-line survey can be found at http://www.pslrb-crtfp.gc.ca/cars-sarr/survey_e.asp.



For more information about the Compensation Analysis and Research Services of the Public Service Labour Relations Board, please visit pslrbc.gc.ca/cars.