

2012-02 October 11, 2012

By E-mail: One Page plus attachments

Public Sector Management Compensation Freeze

As we reported to school districts on September 13, the provincial government has established a freeze on management compensation in the public sector.

In his letter to Board Chairs dated September 19, the Minister of Education advised that the freeze is in response to the Government's 2012/13 Quarterly Report and is in effect "until further notice." The freeze applies to:

- any movement within existing compensation ranges on the basis of service, merit, or other progression
- changes to existing ranges, and
- position reclassifications without substantive changes to responsibilities.

BCPSEA, along with other public sector employers' associations, sought answers to questions of clarification with respect to interpretation and application of the freeze.

The Public Sector Employers' Council (PSEC) Secretariat has now prepared a Policy document, including Frequently Asked Questions (attached), to assist employers in this regard. It's important to note that:

- there is **not** a hiring freeze in the K-12 public education sector; the hiring freeze applies only to the public service
- a compensation increase may be honoured where a legally binding employment contract specifically references the date and amount of such increase.

Please note that we are seeking clarification from PSEC with respect to application of the policy to progression through an existing pay band where an "annual review" of salary is referenced in the employment contract and will advise further.

Questions

BCPSEA will work with school districts as issues arise with respect to implementation of the policy. Please direct any questions to Deborah Stewart, Senior Human Resources Consultant, at 604 730 4506 or deborahs@bcpsea.bc.ca.

Attachments:

- September 19 letter from Minister of Education
- Public Sector Management & Executive Compensation Freeze Policy, September 2012
- Frequently Asked Questions Public Sector Management & Executive Compensation Freeze Policy, October 2012.