

The special level was what we want to call the occupational group, a sub-division on which the process of pay determination would be appropriately founded. As we saw in the time, many groups would be composed of employees with similar skills, performing similar kinds of work, bearing a relationship to an identifiable outside labor market. Each group should have its own pay plan, so that the rate of pay could be adjusted independently in response to changes in the outside world. Pay relationships within the group should be established with great care and maintained with as little change over time as possible. Some of occupational groups were eventually identified.

This, in a nutshell, is what the classification revision program is all about. It is a program dedicated to the proposition that the basic needs of the Public Service and its employees can be effectively met by a simple system of classification and pay founded on a relatively simple structure composed of six occupational categories and 67 occupational groups.

Work on the program got under way at the beginning of 1967, and is being carried forward with all possible speed by a staff of about 100 officers -- 70 in the Bureau of Classification Revision, 30 in the departments and agencies to which the program applies.

According to the schedule to which we are working, the program will be completed by July 1, 1967. The entire pay target dates were established for conversion from the old to the new system: October 1, 1967 for the Administrative and Administrative Support Categories; October 1, 1968 for the Operational Category; and July 1, 1969 for the Executive, Scientific and Professional and Technical Categories.

A number of steps have been taken to ensure that in the transition caused by the changes, there are no employees who will be kept to a minimum. The pay review exists in being notified to accommodate the new categories and groups -- but the government has made it clear that no existing Civil Service class and grade will go for more than two years without a pay review. In keeping with this commitment, a number of special transitional pay reviews are being scheduled.

There will, of course, be a loss of some consolidation. Quite frequently, a large number of existing classes and grades will be brought together into a single occupational group with a new grading structure and a single rate of pay. Some employees will find that their position has been assigned to a somewhat higher rate of pay on a range with a somewhat higher maximum. For them, there will be a small benefit. Others will find that their position has been assigned to a range with a lower maximum. Under the pay conversion rules approved by the Government, an employee in this situation will be placed in a holding position, and will retain the expectation represented by his existing maximum, but will remain there until as a result of pay revisions, it becomes advantageous for him to be moved to the range of rates that goes with the new classification of his position.