

COMMUNIQUÉ ON THE JOINT JOB EVALUATION STUDY

January 18, 2013

Introduction

In 2009, the New Brunswick Nurses Union entered into an agreement with the Province of New Brunswick, representing Horizon Health Network, Vitalité Health Network, and Ambulance New Brunswick, to undertake a Joint Job Evaluation Study. The study examined job classifications under the Nurses Part III bargaining group, as well as the Nurse Managers and Supervisors bargaining group. The goal of the study was to address any internal relativity issues and to provide a fair basis of comparison between jobs and groups of jobs within the bargaining units.

Over 1,200 nurses participated in this study by completing job analysis questionnaires on an individual or group basis. The questionnaire gathered information on current job duties and responsibilities. Employees answered questions on a number of factors related to the skill, effort and responsibility required of their jobs and the working conditions under which their jobs are performed. Information about an individual employee's capabilities or performance was not collected. All of the questionnaires were reviewed by Nurse Managers or Program Managers and then submitted to the Joint Job Evaluation Committee for evaluation.

The Joint Job Evaluation Committee consisted of three (3) representatives from each the Union and the Employer. The Committee was responsible for reading and evaluating the many different jobs within registered nursing in both Regional Health Authorities and Ambulance New Brunswick using a gender-neutral job evaluation system.

The results of the study identified four distinct levels of work in the Nurses Part III bargaining group and as a result new classifications have been developed. Subject to approval of the tentative agreement, the new classifications will be implemented effective January 1, 2013.

New Classifications

The new classification specifications are as follows:

- **REGISTERED NURSE CLASS A**

This is professional nursing work to provide a plan of care for a patient/client or a group of patients/clients.

Work involves assessing, planning, implementing and evaluating a plan of care, in collaboration with other health care providers, and providing direction and coordination to professional and non-professional nursing personnel. Work also includes participating in the development, implementation and evaluation of education programs, policies, procedures, standards of care, goals and objectives. Position may function as a nursing generalist or in any clinical speciality or specialities.

Work is performed in accordance with professional nursing standards and established policies and practices; however, work is often self-directed with considerable initiative and independent judgement exercised.

Examples of Registered Nurse Class A jobs:

- Discharge Planning Coordinator
- Extra-Mural Program Nurse
- General Duty Unit Nurse
- Mental Health Nurse
- Nurse Mentor Coordinator
- Public Health Nurse
- Staff Educator

- **REGISTERED NURSE CLASS B**

This is expanded professional nursing work in the care of a patient/client or group of patients/clients.

Work involves responsibility for providing leadership and direction to and supervision of staff; coordinating the activities of a program or unit to ensure that the care provided is appropriate, or as a generalist with a higher level of clinical responsibilities.

Work is performed relatively independently in the daily planning, organizing, delegating, coordinating and evaluating optimal nursing care.

Examples of Registered Nurse Class B classification include, but are not limited to:

- Charge Nurse
- Expanded Practice Nurse
- Mental Health and Public Health Team Lead

- **REGISTERED NURSE CLASS C**

This is advanced professional nursing work in providing clinical leadership, consultation and provides unit specific in-service education to staff. Work involves providing guidance and advice in complex clinical situations to improve current nursing practices.

Work involves providing direct clinical leadership, supervision and education in complex patient situations in support of a collaborative nursing care model; the administration and supervision of an assigned nursing unit; allocation of workload. Work may include conducting clinical research and analysis to improve patient outcome and/or introduce new evidence based methods and techniques.

Work is performed independently in the daily planning, organizing, delegating, coordinating and evaluating optimal nursing care.

Examples of Registered Nurse Class C jobs:

- Assistant Nurse Manager
 - Clinical Nurse Specialist
 - Resource Nurse
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- **REGISTERED NURSE CLASS D**

This is advanced professional nursing work in the care of a patient/client or a group of patients/clients.

Work involves responsibility for providing a full range of primary health care services to all age groups in a collaborative practice. Work involves conducting comprehensive health assessment of patients; diagnosis; prescribes medication, tests and treatments; and provides follow-up care. Work also includes conducting nursing research.

Work is performed with independence and initiative within the scope of professional nurse practitioner guidelines.

Example of Registered Nurse Class D job:

- Nurse Practitioner

Placement upon Implementation

All employees have been placed in the new classifications based on the evaluation of the job analysis questionnaires (JAQ) submitted by individual employees or groups of employees during the joint job evaluation study. Employees who were not asked to or did not participate in the job evaluation study have been placed in the new classifications based on having been identified as doing the same or similar work as was described in a JAQ evaluated during the study.

In order to ensure that employees have been properly classified, a validation of the placement of employees in the new classifications will be completed during the implementation phase. Within 120 days of the signing of the collective agreement validation of all employees' classification will be completed.

Classification Maintenance Process

If a new classification is created or if there has been significant changes in the duties, responsibilities or qualifications for existing classification, then the matter will be submitted to the Joint Classification Maintenance Committee for review.

The Joint Maintenance Committee will consist of two (2) representatives of both the Employer and the Union. The committee will be responsible for maintaining the integrity of the classification system. All decisions of the Joint Classification Maintenance Committee will be final and binding.