

## **A glimmer of hope for the Performance Management & Staff Development (PMSD) evaluation process**

The 2012 PMSD evaluation process ended on a more positive note than it began with a special meeting of the National Joint Committee on May 30<sup>th</sup> in Toronto and in the presence of key decision makers from both networks. The employer will review its PMSD practices and everything suggests that positive changes will be made. This is the first time that the debate around such an initiative was put to senior managers as well as industrial relations officers. All in all, fifteen employer and APS representatives reached the same conclusion that it would be beneficial to consider changes to current PMSD evaluation process.

This special meeting followed the 2-day biennial meeting of the National Executive of APS that took place the weekend of May 25<sup>th</sup> in Montreal. Mario Poudrier, APS National President, made that point that there remains little time for real change to occur: the APS collective agreement ends in 2013 at which time APS members will have the opportunity to decide on the PMSD issue. Mario hoped to convince the employer via the special National Joint Committee meeting of the importance of supervisor-employee evaluations and that these evaluations should not be re-calibrated after the fact. It was this mandate that was presented at the Toronto meeting. It remains to be seen whether changes will be made in the last PMSD evaluation process before the end of this collective agreement.

## **Salary increases**

For the second consecutive year, the employer refused to fund pay scale adjustments across the APS pay bands. It bears remembering that in 2010, despite the Government's salary cap coming into effect, the employer agreed to allocate an additional 0.5% for pay increases for band adjustments. APS is thus confronted with a continued refusal whereas other unions continue to receive increases to their statutory pay scales under their agreements. APS is now paying a bitter price for its flexible pay band system. What had previously been an advantageous position has now seen us lose ground. Still, this provides another point for reflection at the next negotiation.

Accordingly, this year the 1.5% ceiling will continue to be applied to payroll with 1.4% allocated to salary increases and 0.1% paid to the Special Fund for employee benefits. Individual salary increases continue to vary according to the following two criteria: an individual's PMSD performance evaluation and where they fall within their pay band.