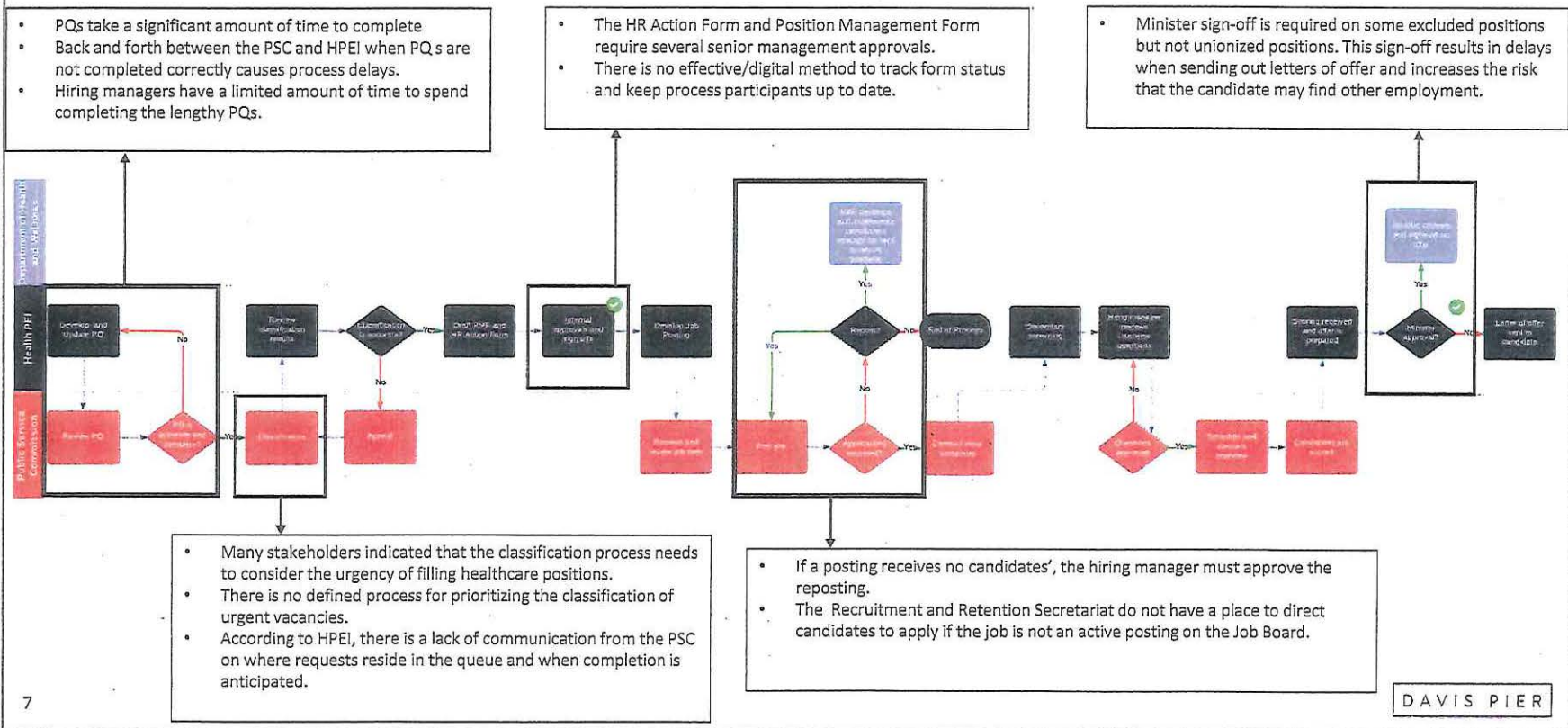


M. MacFarlane
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Overview of Current State

The following is a representation of the current state of in scope processes.



Case Study Highlight | Health Association of Nova Scotia (HANS)

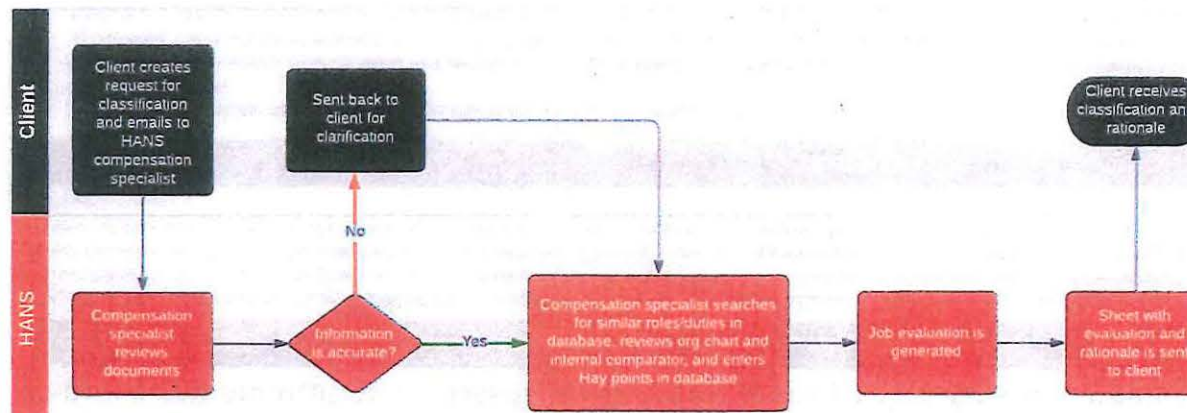
HANS was engaged to provide an example of the use of alternative classification systems

HANS-Background

HANS is a not-for-profit, non-government, member-based association with 60 years of experience providing expertise, shared services, and support. One of their longstanding core shared services are labour relations and compensation analysis. This role is performed by one compensation specialist using the Hay classification system for both non-union and management positions), Wyfactor (administrative and healthcare positions) and job comparison methodology. The compensation specialist classifies between 400-500 positions annually.

Overview of HANS Hay Classification Process

Process Highlights



- Input received from the client (the hiring manager) is a 1-page document. Compared to the 14-page document required in PEI
- From when HANS receives the request, there is a 10-day turnaround, and HANS indicated that there is rarely deviation from this target.
- HANS provides a rationale for each classification decision to their clients so that employers can choose to share that information with the hiring manager or Union.