

Market Adjustments – Child Protection Worker SPO 24 (CP)

Inclusion Criteria

To be eligible for a market adjustment, positions must meet the following inclusion criteria.

Inclusion Definition

Child Protection Workers are Ministry of Children and Family Development staff who are expected to perform the full scope of child protection duties, up to and including removal of children and youth from crisis situations. The classification is Social Program Officer 24 (Child Protection), commonly referred to as SPO 24 (CP), to differentiate them from other working level staff that have the classification of Social Program Officer 24 or SPO 24. In order to perform the duties of a Child Protection Worker an individual must have C6 delegation under the *Child, Family and Community Service Act*.

Inclusion Statements

1. Performs the full scope of child protection duties, up to and including removal.
2. The duties are performed on a regular and ongoing basis.

Exclusions

Specifically excluded are:

1. Positions where the full scope of child protection duties, up to and including removal, are not a normal part of the position's duties.
2. Positions that may only be asked to perform child protection duties on an occasional basis, for example during vacation coverage. (These positions would be entitled to substitution pay at the Temporary Market Adjustment (TMA) rate for the duration of coverage. See Example 1 below.)

Example 1

An individual in a non-Child Protection position, who possesses the necessary delegation, is asked to temporarily cover Child Protection duties for a specific timeframe.

This individual does not normally receive the TMA; however the TMA is based on job duties so in this example the individual would receive the TMA for the duration of the temporary coverage, through the application of substitution pay. This would also apply if the individual

was called out to perform child protection duties. They would receive the TMA for the duration of the call out.

Example 2

An individual holds a generalist position that is responsible for a range of duties, including but not limited to, child protection.

A generalist position that is expected to undertake the full scope of child protection duties as a normal part of their job (i.e. could reasonably be expected to perform child protection duties on any given day), should be classified as a SPO 24 (CP) and the individual would receive the TMA even if normal duties also include non-child protection work.

Additional Guidelines:

The Social Program Officer 24 (Child Protection) is classified at the grid 24 level through application of the Public Service Job Evaluation Plan and the associated benchmarks. The Temporary Market Adjustment for this position takes the form of a one grid increase (so paid at the 25 level) effective April 1, 2019. Effective April 1, 2021 a second TMA will come into effect and the positions will be paid at the grid 26 level.

Examples of positions that do not receive the TMA include, but are not limited to, Resource Worker, Family Group Conference Worker, Child Youth and Special Needs Worker, Guardianship Worker, Adoptions Worker.