

**Memo**

**to REDs / Superintendent**

**from DM**

**Date** 2023-03-10

**Re: Compensation Framework Update – Economic Adjustments and Pay Step/Performance Increases**

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This memo is to provide you with another update on the Compensation Framework for non-union staff across the Nova Scotia Public Education sector. Please share the update below with appropriate staff in your region / board. Please note, specific details for HR and Finance Directors, on the SAP work described below, will follow.

### **Next step: Updating payroll system (SAP)**

We are at the final stage of working with SAP payroll data. This means that we need to pause system changes to allow loading and testing the new compensation framework. In order to do that, other changes to SAP will need to be delayed.

- **All changes to payroll system (SAP) are being paused. This is a significant step that will allow work to begin to implement the new compensation framework on August 1, 2023.**
- **This pause does mean changes, for some, to the normal timing of (A) economic adjustments and (B) pay step/performance increases.**

#### **(A) Economic Adjustments**

- A 3% economic adjustment has been approved for the upcoming fiscal year 2023/2024. Payments will begin August 1, 2023. For those who are eligible, and normally receive increases in April, it will be retroactive to April 1, 2023. For employees who normally receive economic adjustments on August 1<sup>st</sup>, that timing will not change.

#### **(B) Pay Step/Performance Increases**

- Pay step/performance increases are also coming for those who are eligible. These increases will happen August 1, 2023, and will be retroactive to April 1, 2023 (for those employees who normally see an adjustment on April 1<sup>st</sup>) or your anniversary date.

- The new compensation framework will see approximately 1300 people being eligible for pay step increases, whereas with the current pay plan, only approximately 400 people would have been eligible.

Government is committed to ensuring our non-union employees are appropriately compensated for the important work that they do. As previously announced, non-union employees will be paid according to a new compensation pay framework to be implemented on August 1, 2023, retroactive to August 1, 2022.

### **Going Forward**

Compensation is a sensitive topic, and we are cognizant there have been delays associated with the Compensation Framework for non-unionized staff across the Nova Scotia Public Education Section. We acknowledge these delays have created some uncertainty and frustration for employees. We are fully committed and have prioritized activities and staff to complete the compensation project by August 1, 2023.

We will share additional information as it is available.

Thank you for your continued understanding and patience. You are all valued members of our education system, and we appreciate the work you do. We will continue to provide regular updates on this important project.