

CPO HOSTS JOB EVALUATION WORKSHOP FOR PSA EXECUTIVE

Chief Personnel Officer (CPO), Ms. Stephanie Lewis officially opened a *Sensitization Workshop for the Public Services Association on the Job Evaluation Exercise for offices in the Civil Service (including the Tobago House of Assembly and Statutory Authorities subject to the Statutory Authorities Act, Chapter 24:01)* at the Flamingo Room of the Hilton Hotel and Conference Centre, Lady Young Road, Port of Spain.

The one-day 'Sensitization Workshop', co-ordinated by the Personnel Department, saw the attendance and active participation of the **President of the Public Services Association (PSA), Mr. Watson Duke**, and other Executive members of the PSA. The Workshop's sessions were specially designed to provide the Association with an appreciation of job evaluations and their expected role in the conduct of the Job Evaluation Exercise (JEE). This is in keeping with the Memorandum of Understanding (MOU), which was signed between the CPO and the PSA, on April 8, 2011, in which the parties committed to the conduct of a JEE for offices in the Service.

The Sensitization Workshop also provided a tangible demonstration of the commitment undertaken by both parties to collaborate on facilitating the commencement of the process within the specified three (3) months of the signing of the MOU.

The Workshop was facilitated by **Mr. Ashton Brereton**, a Human Resource Management Specialist, with over twenty-five years experience, and covered several topics including: (a) the definition of Job Evaluation; (b) the purpose of Job Evaluation; (c) types of Job Evaluation systems; (d) advantages and disadvantages of those systems; (e) the process involved in the conduct of a JEE; (d) the role of key players in the process, that is, the Employer, Employee and the Association; (e) identification of potential challenges and strategies for managing same; and (f) the outcomes and expectations of a JEE.

It is envisaged that completion of the JEE would facilitate a new or modified compensation system, which would:

- assist in attracting and retaining the best qualified employees;
- be equitable, gender-neutral, transparent, efficient, readily understood and consistent with the organizational values of the Public Service;
- contribute to producing higher levels of employee motivation, job satisfaction and productivity;
- contribute to the effective functioning of the Human Resource Management system of the Service; and
- be able to respond efficiently to the changing role and skill requirements of the Service while reliably maintaining the overall integrity of the system.