

## Department of Environment and Labour

### Advisory Committee Selection Criteria

<b>NON-ADJUDICATIVE</b>		<b>Minimum Wage Review Committee</b>
<b>1</b>	<b>Statute</b>	Labour Standards Act, s. 51 No regulations governing this Committee.
<b>2</b>	<b>Purpose</b>	The purpose of the Minimum Wage Review Committee is to provide advice to the Minister on proposed changes to the minimum wage rate.
<b>3</b>	<b>Functions</b>	The function of the Minimum Wage Review Committee is to conduct an annual review of the minimum wage and submit a recommendation to the Minister.
<b>4</b>	<b>Composition</b>	The Committee shall be composed of an equal number of employee and employer representatives appointed by the Minister. It is recommended that there be 4 members. The Committee may decide to designate a Chair from among the members.
<b>5</b>	<b>Formal Qualifications</b>	Committee members should have knowledge of the Labour Standards Code, and related rules and practices; and an understanding of the economic factors affecting minimum wage.
<b>6</b>	<b>Work &amp; Experience Requirements</b>	It is desirable to have at least one committee member with a background in the academic field, mediation, law or economics. Must have excellent leadership abilities with experience in negotiation, problem solving, report writing and leading groups to bring about consensus decisions.
<b>7</b>	<b>Skills Required</b>	All members should possess general skill requirements including: ability to exercise fair judgement; good communication skills; a high degree of integrity and a good reputation amongst their peers.  Practical experience in minimum wage issues is preferred.

8	<b>Statutory/Traditional Nomination Requirements</b>	<p>Traditionally, employer groups with an interest in this issue are: TIANS (Tourism Industry), CANS (Construction Industry), CFIB (Canadian Federation of Independent Business), Canadian Restaurant and Food Services Association, Grocery Manufacturers and Retailers and the Retail Council of Canada. However, as the Committee is small, those representing employer interests must be seen to represent employer interests broadly.</p> <p>The employee group representation has traditionally been the Nova Scotia Federation of Labour, but it should be noted this issue impacts mainly non-unionized workers. Employee representatives should also be seen to represent employee interests broadly while recognizing that workers affected by minimum wage are especially vulnerable.</p>
9	<b>Term of Appointment</b>	Members will be appointed for a 3 year term, and may be reappointed.
10	<b>Remuneration</b>	<b>Members</b> will be reimbursed for any expenses necessarily incurred for travel or other expenses necessarily incurred in the performance of their duties.
11	<b>Anticipated Time Commitments</b>	<p>4 to 6 full day meetings, with preparation required between meetings. These would take place between September and November, or until the report is concluded. A recommendation shall be provided to the Minister, at times that the Minister requires.</p> <p>There shall be no hearings associated with the Committee, and no travel is expected.</p>
12	<b>Other Notes</b>	