

4.2 Pay

Deferred Salary

Employees on staff prior to April 9, 1989, and certain other employees later appointed to government by municipal transfer, received a Deferred Salary Advance (Pensionable Advance). These employees will have the amount of the advance recovered from their final payment(s) upon termination of employment or from benefits received under the Long Term Disability Plan.

Direct Deposit

Provincial government employees are paid bi-weekly through an electronic transfer of salary to an employee's bank account. This is the employee's only option for means of payment (a mandatory requirement of employment).

Rates of Pay for Bargaining Unit Positions

Rates of pay for bargaining unit classifications are negotiated by the Public Service Commission representing the government and the Nova Scotia Government Employees Union (NSGEU) representing the employees. In determining rates of pay, these parties reach a memorandum of agreement, which is then ratified by the government and the union membership. These rates of pay are found as an appendix in the back of the appropriate collective agreement.

Rates of Pay for Excluded Employees

Except where rates of compensation are established through collective bargaining, the Public Service Commission shall from time to time, as it deems necessary, recommend rates of compensation for classes of positions deemed to be non-bargaining or excluded and may recommend changes in the rates of compensation for classes. These rates are published separately by the Public Service Commission and are available on request from departmental personnel offices.

The rates of compensation recommended by the Public Service Commission become operative only upon their approval by the Governor-in-Council.

Pay Provisions

BARGAINING UNIT EMPLOYEES

The provisions for determining an employee's level of compensation with respect to appointment, reclassification, promotion demotion, and lateral transfer are outlined in the Pay article of the various collective agreements.

INCREMENTS

Public Service Commission, on the recommendation of the head or deputy head of the department, may grant semi-annual or annual increments for meritorious service in accordance with the provisions of the appropriate collective agreement.

EXCLUDED EMPLOYEES (OTHER THAN THOSE IN MCP PAY PLAN)

Outlined in Regulation 15 of the regulations under the *Civil Service Act* are the provisions for determining an employee's level of compensation on appointment, reclassification, promotion, and demotion. Acting pay provisions are outlined in section 6 and in regulations 26 and 27.

PAY PROVISIONS (MCP EMPLOYEES)

Criteria for increments for these employees are the same as above.

Currently, provisions are being developed based on revised regulations to determine an employee's level of compensation on merit pay, appointment, reclassification, promotion, demotion, lateral transfer, and acting pay. Until these are finalized, contact the departmental human resources office.

Enquiries

General Enquiries, Public Service Commission (902) 424-7660

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Approved by:

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