



Ontario Compensation Pilot Survey, 2004



100
Status Code

101
Interviewer ID Number

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The Purpose of the Pilot Survey

Statistics Canada is conducting the Ontario Compensation Pilot Survey on behalf of the Joint Compensation Advisory Committee (JCAC), a committee of the National Joint Council. This committee includes representatives from the Treasury Board of Canada, other Public Service employers and bargaining agents. The committee's mandate is to identify compensation research requirements for occupations in the federal public service. This Pilot survey will measure compensation paid to employees in various occupational categories in Ontario in both the private and public sectors and examine the feasibility of making this an on-going national survey. Information from a national survey will be used during contract negotiations between employers and bargaining agents in the Federal Government. It will also serve as a valuable source of information for independent businesses in assessing the current market compensation packages being offered to occupational groups across Canada.

Your Participation is Important

While participation in this survey is voluntary, your co-operation is important to ensure that the information collected in this survey is as accurate and as comprehensive as possible.

Confidentiality

Statistics Canada is prohibited by law from publishing or releasing statistics that could reveal information obtained from this survey relating to an identifiable individual person or business. The data reported on the questionnaire will be treated in strict confidence, and used only for statistical purposes. The confidentiality provisions of the Statistics Act are not affected by either the Access to Information Act or any other legislation.

Section 1: Changes to Respondent Information (if different from label)

102
Business Activity

103
Establishment Name

104 Civic Number 105 Street 106 Suite 107 City

108 Province 109 Postal Code 110 CMA

111 Name of Contact 112 Title

113 Telephone Number 114 Ext. 115 Fax Number
 - -

116
E-mail

117
Name of Authorizing Person (if different from contact person)

118
Title of Authorizing Person

119 Telephone Number 120 Ext. 121 Fax Number
 - -

122
E-mail

The data you are reporting are confidential.

Section 2: Occupation Information (to be collected during pre-contact)

1a) What is the total number of permanent full time (minimum 30 hours per week) employees at this place of employment?
(Excluding contract, agency, casual, short term workers and employees working outside Canada.)

201

Private sector: If less than 50 employees: → please go to 1b).

Federal or other public sector: → please go to question 2a).

1b) Does this place of employment have a formal pay structure?

202

1 Yes → Please go to question 2a).

2 No → Please end interview.

3 Don't know → Please end interview.

2a). Which of the following occupations are currently found at this place of employment? (Follow the pre-filled rank.)

2b). How many employees are currently employed full time in this occupation?

2c). How many distinct job positions do you recognize for this occupation?

	National Occupational Classification Code	National Occupational Classification Title	2a) Pre-filled rank	2b) Employees	2c) Positions
1.	0111 and 111	Financial Managers and Auditors, Accountants and Investment Professionals	203	204	205
2.	0213	Computer and Information Systems Managers	206	207	208
3.	122 and 1122 (excluding 1225, 1228)	Administrative and Regulatory Occupations and Professional Occupations in Business Services to Management (excluding Purchasing Agents and Officers and Immigration, Employment Insurance and Revenue Officers)	209	210	211
4.	1225	Purchasing Agents and Officers	212	213	214
5.	1241	Secretaries (except Legal and Medical)	215	216	217
6.	14 (excluding 1462 and 1472)	Clerical Occupations (excluding Storekeepers, Parts Clerks and Letter Carriers)	218	219	220
7.	2112	Chemists	221	222	223
8.	213 and 214	Civil, Mechanical, Electrical and Chemical Engineers and Other Engineers	224	225	226
9.	2171	Information Systems Analysts and Consultants	227	228	229
10.	2174	Computer Programmers and Interactive Media Developers	230	231	232
11.	2211, 2221 and 223	Chemical Technologists and Technicians, Biological Technologists and Technicians, Technical Occupations in Civil, Mechanical and Industrial Engineering	233	234	235
12.	2241	Electrical and Electronics Engineering Technologists and Technicians	236	237	238
13.	2262	Engineering Inspectors and Regulatory Officers	239	240	241
14.	228	Computer and Network Operators and Web Technicians, User Support Technicians and Systems Testing Technicians	242	243	244
15.	4163	Business Development Officers and Marketing Researchers and Consultants	245	246	247
16.	5124	Professional Occupations in Public Relations and Communications	248	249	250
17.	7241	Electricians (except Industrial and Power System)	251	252	253
18.	7312	Heavy-Duty Equipment Mechanics	254	255	256
19.	7313	Refrigeration and Air Conditioning Mechanics	257	258	259
20.	7351	Stationary Engineers and Auxiliary Equipment Operators	260	261	262

Section 4: Profile 1

4001

NOC Title: _____

4002

NOC Code:

4003
Selected position title: _____

4A. Profile 1: Position Levelling

For each of the levelling criteria, please select the response that most closely applies to the requirements for this position. Responses should pertain to the position and NOT to the incumbent.

A. Knowledge (please choose one)

- A1 4004 Knowledge to perform simple tasks; requires little or no previous education/training.
- A2 Knowledge of commonly used procedures; requires some previous training or experience.
- A3 Knowledge of standardized rules. Requires considerable training or experience.
- A4 Knowledge of extensive rules in a generic field to perform a wide variety of tasks.
- A5 Knowledge of specialized, complicated, techniques, such as those acquired through a pertinent bachelor degree, or equivalent experience, training or study.
- A6 Knowledge level A5 supplemented by either job experience permitting autonomy or by expanded professional knowledge acquired through relevant graduate study (such as Master's degree) or equivalent experience.
- A7 Knowledge level A6 supplemented by expanded professional knowledge and applicable skill acquired through extended graduate study (such as Ph.D.) or equivalent experience.
- A8 Mastery of professional field to apply experimental theories/new developments.
- A9 Mastery of professional field to develop new hypotheses and theories.

B. Supervision Received (please choose one)

- B1 4005 Supervisor makes specific assignments; employee closely monitored.
- B2 Employee handles ongoing assignments; supervisor makes decisions.
- B3 Supervisor provides objectives/deadlines; employee plans tasks. Review based on conformity to policy.
- B4 Supervisor sets objectives; employee sets deadlines/plans tasks. Review based on meeting requirements.
- B5 Supervisor defines mission; employee responsible for all planning. Review in terms of meeting program objectives.

C. Guidelines (please choose one)

- C1 4006 Guidelines are specific and detailed. Employee follows them strictly.
- C2 There is a list of guidelines; employee chooses most appropriate.
- C3 Guidelines are not always applicable; employee uses judgement in adapting them.
- C4 Guidelines are scarce, but policies are stated; employees may deviate from traditional methods to develop new methods.
- C5 Guidelines are broadly stated; employee is a technical authority in development of guidelines.

D. Complexity (please choose one)

- D1 4007 Tasks are clear cut and easily mastered. No decision making.
- D2 Tasks involve related steps requiring employee to recognize different steps.
- D3 Tasks involve unrelated methods, employee must recognize them and choose based on relationships.
- D4 Tasks involve unrelated methods, employee must assess approach.
- D5 Tasks involve unrelated methods, decisions deal with uncertainty.
- D6 Tasks involve broad functions; decision making involves undefined issues.

E. Scope and Effect (please choose one)

- E1 4008 Little impact beyond immediate organization.
- E2 Work impacts future processes.
- E3 Work affects the operation of the program.
- E4 Work affects wide range of establishment activities or operations of other establishments.
- E5 Work affects work of other experts or development of major program aspects.
- E6 Work is essential to the mission of the establishment.

F. Personal Contacts (please choose one)

- F1 4009 Contacts are with employees in immediate office or with public; highly structured situations.
- F2 Contacts are with employees in the same establishment (in/out of office) or with public in moderately structured situations.
- F3 Contacts are with individuals/groups outside the organization. Each contact is different.
- F4 Contacts are with high ranking officials in unstructured settings.

G. Purpose of Contacts (please choose one)

- G1 4010 The purpose is to obtain, clarify or give facts.
- G2 The purpose is to plan, coordinate or advise on work efforts.
- G3 The purpose is to influence, motivate, interrogate or control persons or groups.
- G4 The purpose is to justify, defend, negotiate or settle matters involving significant/controversial issues.

H. Physical Demands (please choose one)

- H1 4011 Work is sedentary.
- H2 Work requires physical exertion.
- H3 Work requires considerable and strenuous physical exertion.

I. Work Environment (please choose one)

- I1 4012 Work involves everyday risks - normal safety precautions.
- I2 Work involves moderate risk - special safety precautions.
- I3 Work involves high risk.

4B. Profile 1: Salary Information by Position

1. In total, how many employees are there in this position at this place of employment?

4013

2. What is the base salary range for the position in Canadian dollars?

(Note: Base salaries include commissions, piecework payments, cost of living adjustments, market premiums and certification pay. Excluded are performance bonuses, merit awards, bilingual bonuses, overtime and shift differential payments, uniform and tool allowances.)

4014 \$. Minimum 4015 \$. Normal Maximum (Job rate) 4016 \$. Merit Maximum (if applicable)

4017
 Please check → Hourly Weekly Bi-Weekly Monthly Annual

3. What is the average number of hours worked per week for this position?

4018
 . hours/week

4. Is this position unionized?

4019
 Yes No Unknown

5. On what date did the base salary range come into effect under the collective agreement or employee pay plan?

4020 / / year / month 4021 Unknown 4022 More than one date applies.

6. Has the base salary range for this position ever been adjusted in accordance with a pay equity plan?

4023
 Yes No Unknown

4C. Profile 1: Salary Information by Employee

For each employee in this position at this place of employment, please provide their base salary, the amount of any additional performance bonuses received in the last 12 months, their hours worked per week and their gender.

(Note: A bonus is mutually exclusive and additional to the base salary amount.)

Base Salary	Base Salary Units	Bonus	Bonus Amount	Bonus Units	Hours / Week	Gender
4030 <input type="text"/> \$.	4031 <input type="radio"/> H <input type="radio"/> W <input type="radio"/> B-W <input type="radio"/> M <input type="radio"/> A	4032 <input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Unknown	4033 <input type="text"/> . 4034 <input type="radio"/> Unknown	4035 <input type="radio"/> \$ <input type="radio"/> %	4036 <input type="text"/> .	4037 <input type="radio"/> Male <input type="radio"/> Female <input type="radio"/> Unknown
4040 <input type="text"/> \$.	4041 <input type="radio"/> H <input type="radio"/> W <input type="radio"/> B-W <input type="radio"/> M <input type="radio"/> A	4042 <input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Unknown	4043 <input type="text"/> . 4044 <input type="radio"/> Unknown	4045 <input type="radio"/> \$ <input type="radio"/> %	4046 <input type="text"/> .	4047 <input type="radio"/> Male <input type="radio"/> Female <input type="radio"/> Unknown
4050 <input type="text"/> \$.	4051 <input type="radio"/> H <input type="radio"/> W <input type="radio"/> B-W <input type="radio"/> M <input type="radio"/> A	4052 <input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Unknown	4053 <input type="text"/> . 4054 <input type="radio"/> Unknown	4055 <input type="radio"/> \$ <input type="radio"/> %	4056 <input type="text"/> .	4057 <input type="radio"/> Male <input type="radio"/> Female <input type="radio"/> Unknown

4C. Profile 1: Salary Information by Employee - Continued

Base Salary	Base Salary Units	Bonus	Bonus Amount	Bonus Units	Hours / Week	Gender
4060 \$ _____ . _____	4061 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	4062 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	4063 _____ . _____ 4064 1 <input type="radio"/> Unknown	4065 1 <input type="radio"/> \$ 2 <input type="radio"/> %	4066 _____ . _____	4067 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
4070 \$ _____ . _____	4071 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	4072 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	4073 _____ . _____ 4074 1 <input type="radio"/> Unknown	4075 1 <input type="radio"/> \$ 2 <input type="radio"/> %	4076 _____ . _____	4077 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
4080 \$ _____ . _____	4081 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	4082 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	4083 _____ . _____ 4084 1 <input type="radio"/> Unknown	4085 1 <input type="radio"/> \$ 2 <input type="radio"/> %	4086 _____ . _____	4087 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
4090 \$ _____ . _____	4091 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	4092 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	4093 _____ . _____ 4094 1 <input type="radio"/> Unknown	4095 1 <input type="radio"/> \$ 2 <input type="radio"/> %	4096 _____ . _____	4097 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
4100 \$ _____ . _____	4101 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	4102 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	4103 _____ . _____ 4104 1 <input type="radio"/> Unknown	4105 1 <input type="radio"/> \$ 2 <input type="radio"/> %	4106 _____ . _____	4107 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
4110 \$ _____ . _____	4111 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	4112 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	4113 _____ . _____ 4114 1 <input type="radio"/> Unknown	4115 1 <input type="radio"/> \$ 2 <input type="radio"/> %	4116 _____ . _____	4117 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
4120 \$ _____ . _____	4121 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	4122 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	4123 _____ . _____ 4124 1 <input type="radio"/> Unknown	4125 1 <input type="radio"/> \$ 2 <input type="radio"/> %	4126 _____ . _____	4127 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
4130 \$ _____ . _____	4131 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	4132 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	4133 _____ . _____ 4134 1 <input type="radio"/> Unknown	4135 1 <input type="radio"/> \$ 2 <input type="radio"/> %	4136 _____ . _____	4137 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
4140 \$ _____ . _____	4141 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	4142 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	4143 _____ . _____ 4144 1 <input type="radio"/> Unknown	4145 1 <input type="radio"/> \$ 2 <input type="radio"/> %	4146 _____ . _____	4147 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
4150 \$ _____ . _____	4151 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	4152 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	4153 _____ . _____ 4154 1 <input type="radio"/> Unknown	4155 1 <input type="radio"/> \$ 2 <input type="radio"/> %	4156 _____ . _____	4157 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown

4C. Profile 1: Salary Information by Employee - Concluded

Base Salary	Base Salary Units	Bonus	Bonus Amount	Bonus Units	Hours / Week	Gender
4160 \$ _____ . _____	4161 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	4162 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	4163 _____ . _____ 4164 1 <input type="radio"/> Unknown	4165 1 <input type="radio"/> \$ 2 <input type="radio"/> %	4166 _____ . _____	4167 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
4170 \$ _____ . _____	4171 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	4172 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	4173 _____ . _____ 4174 1 <input type="radio"/> Unknown	4175 1 <input type="radio"/> \$ 2 <input type="radio"/> %	4176 _____ . _____	4177 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
4180 \$ _____ . _____	4181 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	4182 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	4183 _____ . _____ 4184 1 <input type="radio"/> Unknown	4185 1 <input type="radio"/> \$ 2 <input type="radio"/> %	4186 _____ . _____	4187 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
4190 \$ _____ . _____	4191 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	4192 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	4193 _____ . _____ 4194 1 <input type="radio"/> Unknown	4195 1 <input type="radio"/> \$ 2 <input type="radio"/> %	4196 _____ . _____	4197 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
4200 \$ _____ . _____	4201 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	4202 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	4203 _____ . _____ 4204 1 <input type="radio"/> Unknown	4205 1 <input type="radio"/> \$ 2 <input type="radio"/> %	4206 _____ . _____	4207 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
4210 \$ _____ . _____	4211 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	4212 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	4213 _____ . _____ 4214 1 <input type="radio"/> Unknown	4215 1 <input type="radio"/> \$ 2 <input type="radio"/> %	4216 _____ . _____	4217 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
4220 \$ _____ . _____	4221 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	4222 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	4223 _____ . _____ 4224 1 <input type="radio"/> Unknown	4225 1 <input type="radio"/> \$ 2 <input type="radio"/> %	4226 _____ . _____	4227 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
4230 \$ _____ . _____	4231 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	4232 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	4233 _____ . _____ 4234 1 <input type="radio"/> Unknown	4235 1 <input type="radio"/> \$ 2 <input type="radio"/> %	4236 _____ . _____	4237 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
4240 \$ _____ . _____	4241 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	4242 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	4243 _____ . _____ 4244 1 <input type="radio"/> Unknown	4245 1 <input type="radio"/> \$ 2 <input type="radio"/> %	4246 _____ . _____	4247 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
4250 \$ _____ . _____	4251 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	4252 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	4253 _____ . _____ 4254 1 <input type="radio"/> Unknown	4255 1 <input type="radio"/> \$ 2 <input type="radio"/> %	4256 _____ . _____	4257 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown

Section 5: Profile 2

5001

NOC Title: _____

5002

NOC Code:

5003

Selected position title: _____

5A. Profile 2: Position Levelling

For each of the levelling criteria, please select the response that most closely applies to the requirements for this position. Responses should pertain to the position and NOT to the incumbent.

A. Knowledge (please choose one)

- A1 5004 Knowledge to perform simple tasks; requires little or no previous education/training.
- A2 Knowledge of commonly used procedures; requires some previous training or experience.
- A3 Knowledge of standardized rules. Requires considerable training or experience.
- A4 Knowledge of extensive rules in a generic field to perform a wide variety of tasks.
- A5 Knowledge of specialized, complicated, techniques, such as those acquired through a pertinent bachelor degree, or equivalent experience, training or study.
- A6 Knowledge level A5 supplemented by either job experience permitting autonomy or by expanded professional knowledge acquired through relevant graduate study (such as Master's degree) or equivalent experience.
- A7 Knowledge level A6 supplemented by expanded professional knowledge and applicable skill acquired through extended graduate study (such as Ph.D.) or equivalent experience.
- A8 Mastery of professional field to apply experimental theories/new developments.
- A9 Mastery of professional field to develop new hypotheses and theories.

B. Supervision Received (please choose one)

- B1 5005 Supervisor makes specific assignments; employee closely monitored.
- B2 Employee handles ongoing assignments; supervisor makes decisions.
- B3 Supervisor provides objectives/deadlines; employee plans tasks. Review based on conformity to policy.
- B4 Supervisor sets objectives; employee sets deadlines/plans tasks. Review based on meeting requirements.
- B5 Supervisor defines mission; employee responsible for all planning. Review in terms of meeting program objectives.

C. Guidelines (please choose one)

- C1 5006 Guidelines are specific and detailed. Employee follows them strictly.
- C2 There is a list of guidelines; employee chooses most appropriate.
- C3 Guidelines are not always applicable; employee uses judgement in adapting them.
- C4 Guidelines are scarce, but policies are stated; employees may deviate from traditional methods to develop new methods.
- C5 Guidelines are broadly stated; employee is a technical authority in development of guidelines.

D. Complexity (please choose one)

- D1 5007 Tasks are clear cut and easily mastered. No decision making.
- D2 Tasks involve related steps requiring employee to recognize different steps.
- D3 Tasks involve unrelated methods, employee must recognize them and choose based on relationships.
- D4 Tasks involve unrelated methods, employee must assess approach.
- D5 Tasks involve unrelated methods, decisions deal with uncertainty.
- D6 Tasks involve broad functions; decision making involves undefined issues.

E. Scope and Effect (please choose one)

- E1 5008 Little impact beyond immediate organization.
- E2 Work impacts future processes.
- E3 Work affects the operation of the program.
- E4 Work affects wide range of establishment activities or operations of other establishments.
- E5 Work affects work of other experts or development of major program aspects.
- E6 Work is essential to the mission of the establishment.

F. Personal Contacts (please choose one)

- F1 5009 Contacts are with employees in immediate office or with public; highly structured situations.
- F2 Contacts are with employees in the same establishment (in/out of office) or with public in moderately structured situations.
- F3 Contacts are with individuals/groups outside the organization. Each contact is different.
- F4 Contacts are with high ranking officials in unstructured settings.

G. Purpose of Contacts (please choose one)

- G1 5010 The purpose is to obtain, clarify or give facts.
- G2 The purpose is to plan, coordinate or advise on work efforts.
- G3 The purpose is to influence, motivate, interrogate or control persons or groups.
- G4 The purpose is to justify, defend, negotiate or settle matters involving significant/controversial issues.

H. Physical Demands (please choose one)

- H1 5011 Work is sedentary.
- H2 Work requires physical exertion.
- H3 Work requires considerable and strenuous physical exertion.

I. Work Environment (please choose one)

- I1 5012 Work involves everyday risks - normal safety precautions.
- I2 Work involves moderate risk - special safety precautions.
- I3 Work involves high risk.

5B. Profile 2: Salary Information by Position

1. In total, how many employees are there in this position at this place of employment?

5013

2. What is the base salary range for the position in Canadian dollars?

(Note: Base salaries include commissions, piecework payments, cost of living adjustments, market premiums and certification pay. Excluded are performance bonuses, merit awards, bilingual bonuses, overtime and shift differential payments, uniform and tool allowances.)

5014 \$. Minimum 5015 \$. Normal Maximum (Job rate) 5016 \$. Merit Maximum (if applicable)

5017
 Please check → Hourly Weekly Bi-Weekly Monthly Annual

3. What is the average number of hours worked per week for this position?

5018
 hours/week

4. Is this position unionized?

5019
 Yes No Unknown

5. On what date did the base salary range come into effect under the collective agreement or employee pay plan?

5020 year month 5021 Unknown 5022 More than one date applies.

6. Has the base salary range for this position ever been adjusted in accordance with a pay equity plan?

5023
 Yes No Unknown

5C. Profile 2: Salary Information by Employee

For each employee in this position at this place of employment, please provide their base salary, the amount of any additional performance bonuses received in the last 12 months, their hours worked per week and their gender.

(Note: A bonus is mutually exclusive and additional to the base salary amount.)

Base Salary	Base Salary Units	Bonus	Bonus Amount	Bonus Units	Hours / Week	Gender
5030 \$.	5031 <input type="radio"/> H <input type="radio"/> W <input type="radio"/> B-W <input type="radio"/> M <input type="radio"/> A	5032 <input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Unknown	5033 \$. 5034 <input type="radio"/> Unknown	5035 <input type="radio"/> \$ <input type="radio"/> %	5036 \$.	5037 <input type="radio"/> Male <input type="radio"/> Female <input type="radio"/> Unknown
5040 \$.	5041 <input type="radio"/> H <input type="radio"/> W <input type="radio"/> B-W <input type="radio"/> M <input type="radio"/> A	5042 <input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Unknown	5043 \$. 5044 <input type="radio"/> Unknown	5045 <input type="radio"/> \$ <input type="radio"/> %	5046 \$.	5047 <input type="radio"/> Male <input type="radio"/> Female <input type="radio"/> Unknown
5050 \$.	5051 <input type="radio"/> H <input type="radio"/> W <input type="radio"/> B-W <input type="radio"/> M <input type="radio"/> A	5052 <input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Unknown	5053 \$. 5054 <input type="radio"/> Unknown	5055 <input type="radio"/> \$ <input type="radio"/> %	5056 \$.	5057 <input type="radio"/> Male <input type="radio"/> Female <input type="radio"/> Unknown

5C. Profile 2: Salary Information by Employee - Continued

Base Salary	Base Salary Units	Bonus	Bonus Amount	Bonus Units	Hours / Week	Gender
5060 \$ _____ . _____	5061 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	5062 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	5063 _____. _____ 5064 1 <input type="radio"/> Unknown	5065 1 <input type="radio"/> \$ 2 <input type="radio"/> %	5066 _____. _____	5067 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
5070 \$ _____ . _____	5071 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	5072 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	5073 _____. _____ 5074 1 <input type="radio"/> Unknown	5075 1 <input type="radio"/> \$ 2 <input type="radio"/> %	5076 _____. _____	5077 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
5080 \$ _____ . _____	5081 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	5082 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	5083 _____. _____ 5084 1 <input type="radio"/> Unknown	5085 1 <input type="radio"/> \$ 2 <input type="radio"/> %	5086 _____. _____	5087 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
5090 \$ _____ . _____	5091 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	5092 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	5093 _____. _____ 5094 1 <input type="radio"/> Unknown	5095 1 <input type="radio"/> \$ 2 <input type="radio"/> %	5096 _____. _____	5097 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
5100 \$ _____ . _____	5101 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	5102 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	5103 _____. _____ 5104 1 <input type="radio"/> Unknown	5105 1 <input type="radio"/> \$ 2 <input type="radio"/> %	5106 _____. _____	5107 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
5110 \$ _____ . _____	5111 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	5112 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	5113 _____. _____ 5114 1 <input type="radio"/> Unknown	5115 1 <input type="radio"/> \$ 2 <input type="radio"/> %	5116 _____. _____	5117 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
5120 \$ _____ . _____	5121 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	5122 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	5123 _____. _____ 5124 1 <input type="radio"/> Unknown	5125 1 <input type="radio"/> \$ 2 <input type="radio"/> %	5126 _____. _____	5127 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
5130 \$ _____ . _____	5131 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	5132 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	5133 _____. _____ 5134 1 <input type="radio"/> Unknown	5135 1 <input type="radio"/> \$ 2 <input type="radio"/> %	5136 _____. _____	5137 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
5140 \$ _____ . _____	5141 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	5142 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	5143 _____. _____ 5144 1 <input type="radio"/> Unknown	5145 1 <input type="radio"/> \$ 2 <input type="radio"/> %	5146 _____. _____	5147 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
5150 \$ _____ . _____	5151 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	5152 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	5153 _____. _____ 5154 1 <input type="radio"/> Unknown	5155 1 <input type="radio"/> \$ 2 <input type="radio"/> %	5156 _____. _____	5157 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown

5C. Profile 2: Salary Information by Employee - Concluded

Base Salary	Base Salary Units	Bonus	Bonus Amount	Bonus Units	Hours / Week	Gender
5160 \$ _____ . _____	5161 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	5162 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	5163 _____ . _____ 5164 1 <input type="radio"/> Unknown	5165 1 <input type="radio"/> \$ 2 <input type="radio"/> %	5166 _____ . _____	5167 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
5170 \$ _____ . _____	5171 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	5172 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	5173 _____ . _____ 5174 1 <input type="radio"/> Unknown	5175 1 <input type="radio"/> \$ 2 <input type="radio"/> %	5176 _____ . _____	5177 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
5180 \$ _____ . _____	5181 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	5182 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	5183 _____ . _____ 5184 1 <input type="radio"/> Unknown	5185 1 <input type="radio"/> \$ 2 <input type="radio"/> %	5186 _____ . _____	5187 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
5190 \$ _____ . _____	5191 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	5192 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	5193 _____ . _____ 5194 1 <input type="radio"/> Unknown	5195 1 <input type="radio"/> \$ 2 <input type="radio"/> %	5196 _____ . _____	5197 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
5200 \$ _____ . _____	5201 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	5202 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	5203 _____ . _____ 5204 1 <input type="radio"/> Unknown	5205 1 <input type="radio"/> \$ 2 <input type="radio"/> %	5206 _____ . _____	5207 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
5210 \$ _____ . _____	5211 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	5212 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	5213 _____ . _____ 5214 1 <input type="radio"/> Unknown	5215 1 <input type="radio"/> \$ 2 <input type="radio"/> %	5216 _____ . _____	5217 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
5220 \$ _____ . _____	5221 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	5222 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	5223 _____ . _____ 5224 1 <input type="radio"/> Unknown	5225 1 <input type="radio"/> \$ 2 <input type="radio"/> %	5226 _____ . _____	5227 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
5230 \$ _____ . _____	5231 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	5232 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	5233 _____ . _____ 5234 1 <input type="radio"/> Unknown	5235 1 <input type="radio"/> \$ 2 <input type="radio"/> %	5236 _____ . _____	5237 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
5240 \$ _____ . _____	5241 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	5242 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	5243 _____ . _____ 5244 1 <input type="radio"/> Unknown	5245 1 <input type="radio"/> \$ 2 <input type="radio"/> %	5246 _____ . _____	5247 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
5250 \$ _____ . _____	5251 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	5252 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	5253 _____ . _____ 5254 1 <input type="radio"/> Unknown	5255 1 <input type="radio"/> \$ 2 <input type="radio"/> %	5256 _____ . _____	5257 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown

Section 6: Profile 3

6001

NOC Title: _____

6002

NOC Code:

6003

Selected position title: _____

6A. Profile 3: Position Levelling

For each of the levelling criteria, please select the response that most closely applies to the requirements for this position. Responses should pertain to the position and NOT to the incumbent.

A. Knowledge (please choose one)

- A1 6004 Knowledge to perform simple tasks; requires little or no previous education/training.
- A2 Knowledge of commonly used procedures; requires some previous training or experience.
- A3 Knowledge of standardized rules. Requires considerable training or experience.
- A4 Knowledge of extensive rules in a generic field to perform a wide variety of tasks.
- A5 Knowledge of specialized, complicated, techniques, such as those acquired through a pertinent bachelor degree, or equivalent experience, training or study.
- A6 Knowledge level A5 supplemented by either job experience permitting autonomy or by expanded professional knowledge acquired through relevant graduate study (such as Master's degree) or equivalent experience.
- A7 Knowledge level A6 supplemented by expanded professional knowledge and applicable skill acquired through extended graduate study (such as Ph.D.) or equivalent experience.
- A8 Mastery of professional field to apply experimental theories/new developments.
- A9 Mastery of professional field to develop new hypotheses and theories.

B. Supervision Received (please choose one)

- B1 6005 Supervisor makes specific assignments; employee closely monitored.
- B2 Employee handles ongoing assignments; supervisor makes decisions.
- B3 Supervisor provides objectives/deadlines; employee plans tasks. Review based on conformity to policy.
- B4 Supervisor sets objectives; employee sets deadlines/plans tasks. Review based on meeting requirements.
- B5 Supervisor defines mission; employee responsible for all planning. Review in terms of meeting program objectives.

C. Guidelines (please choose one)

- C1 6006 Guidelines are specific and detailed. Employee follows them strictly.
- C2 There is a list of guidelines; employee chooses most appropriate.
- C3 Guidelines are not always applicable; employee uses judgement in adapting them.
- C4 Guidelines are scarce, but policies are stated; employees may deviate from traditional methods to develop new methods.
- C5 Guidelines are broadly stated; employee is a technical authority in development of guidelines.

D. Complexity (please choose one)

- D1 6007 Tasks are clear cut and easily mastered. No decision making.
- D2 Tasks involve related steps requiring employee to recognize different steps.
- D3 Tasks involve unrelated methods, employee must recognize them and choose based on relationships.
- D4 Tasks involve unrelated methods, employee must assess approach.
- D5 Tasks involve unrelated methods, decisions deal with uncertainty.
- D6 Tasks involve broad functions; decision making involves undefined issues.

E. Scope and Effect (please choose one)

- E1 6008 Little impact beyond immediate organization.
- E2 Work impacts future processes.
- E3 Work affects the operation of the program.
- E4 Work affects wide range of establishment activities or operations of other establishments.
- E5 Work affects work of other experts or development of major program aspects.
- E6 Work is essential to the mission of the establishment.

F. Personal Contacts (please choose one)

- F1 6009 Contacts are with employees in immediate office or with public; highly structured situations.
- F2 Contacts are with employees in the same establishment (in/out of office) or with public in moderately structured situations.
- F3 Contacts are with individuals/groups outside the organization. Each contact is different.
- F4 Contacts are with high ranking officials in unstructured settings.

G. Purpose of Contacts (please choose one)

- G1 6010 The purpose is to obtain, clarify or give facts.
- G2 The purpose is to plan, coordinate or advise on work efforts.
- G3 The purpose is to influence, motivate, interrogate or control persons or groups.
- G4 The purpose is to justify, defend, negotiate or settle matters involving significant/controversial issues.

H. Physical Demands (please choose one)

- H1 6011 Work is sedentary.
- H2 Work requires physical exertion.
- H3 Work requires considerable and strenuous physical exertion.

I. Work Environment (please choose one)

- I1 6012 Work involves everyday risks - normal safety precautions.
- I2 Work involves moderate risk - special safety precautions.
- I3 Work involves high risk.

6B. Profile 3: Salary Information by Position

1. In total, how many employees are there in this position at this place of employment?

6013

2. What is the base salary range for the position in Canadian dollars?

(Note: Base salaries include commissions, piecework payments, cost of living adjustments, market premiums and certification pay. Excluded are performance bonuses, merit awards, bilingual bonuses, overtime and shift differential payments, uniform and tool allowances.)

6014 \$. Minimum 6015 \$. Normal Maximum (Job rate) 6016 \$. Merit Maximum (if applicable)

6017 Please check → Hourly Weekly Bi-Weekly Monthly Annual

3. What is the average number of hours worked per week for this position?

6018 . hours/week

4. Is this position unionized?

6019 Yes No Unknown

5. On what date did the base salary range come into effect under the collective agreement or employee pay plan?

6020 / / year / month 6021 Unknown 6022 More than one date applies.

6. Has the base salary range for this position ever been adjusted in accordance with a pay equity plan?

6023 Yes No Unknown

6C. Profile 3: Salary Information by Employee

For each employee in this position at this place of employment, please provide their base salary, the amount of any additional performance bonuses received in the last 12 months, their hours worked per week and their gender.

(Note: A bonus is mutually exclusive and additional to the base salary amount.)

Base Salary	Base Salary Units	Bonus	Bonus Amount	Bonus Units	Hours / Week	Gender
6030 <input type="text"/> \$.	6031 <input type="radio"/> H <input type="radio"/> W <input type="radio"/> B-W <input type="radio"/> M <input type="radio"/> A	6032 <input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Unknown	6033 <input type="text"/> . 6034 <input type="radio"/> Unknown	6035 <input type="radio"/> \$ <input type="radio"/> %	6036 <input type="text"/> .	6037 <input type="radio"/> Male <input type="radio"/> Female <input type="radio"/> Unknown
6040 <input type="text"/> \$.	6041 <input type="radio"/> H <input type="radio"/> W <input type="radio"/> B-W <input type="radio"/> M <input type="radio"/> A	6042 <input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Unknown	6043 <input type="text"/> . 6044 <input type="radio"/> Unknown	6045 <input type="radio"/> \$ <input type="radio"/> %	6046 <input type="text"/> .	6047 <input type="radio"/> Male <input type="radio"/> Female <input type="radio"/> Unknown
6050 <input type="text"/> \$.	6051 <input type="radio"/> H <input type="radio"/> W <input type="radio"/> B-W <input type="radio"/> M <input type="radio"/> A	6052 <input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Unknown	6053 <input type="text"/> . 6054 <input type="radio"/> Unknown	6055 <input type="radio"/> \$ <input type="radio"/> %	6056 <input type="text"/> .	6057 <input type="radio"/> Male <input type="radio"/> Female <input type="radio"/> Unknown

6C. Profile 3: Salary Information by Employee - Continued

Base Salary	Base Salary Units	Bonus	Bonus Amount	Bonus Units	Hours / Week	Gender
6060 \$ _____ . _____	6061 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	6062 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	6063 _____ . _____ 6064 1 <input type="radio"/> Unknown	6065 1 <input type="radio"/> \$ 2 <input type="radio"/> %	6066 _____ . _____	6067 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
6070 \$ _____ . _____	6071 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	6072 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	6073 _____ . _____ 6074 1 <input type="radio"/> Unknown	6075 1 <input type="radio"/> \$ 2 <input type="radio"/> %	6076 _____ . _____	6077 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
6080 \$ _____ . _____	6081 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	6082 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	6083 _____ . _____ 6084 1 <input type="radio"/> Unknown	6085 1 <input type="radio"/> \$ 2 <input type="radio"/> %	6086 _____ . _____	6087 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
6090 \$ _____ . _____	6091 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	6092 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	6093 _____ . _____ 6094 1 <input type="radio"/> Unknown	6095 1 <input type="radio"/> \$ 2 <input type="radio"/> %	6096 _____ . _____	6097 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
6100 \$ _____ . _____	6101 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	6102 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	6103 _____ . _____ 6104 1 <input type="radio"/> Unknown	6105 1 <input type="radio"/> \$ 2 <input type="radio"/> %	6106 _____ . _____	6107 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
6110 \$ _____ . _____	6111 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	6112 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	6113 _____ . _____ 6114 1 <input type="radio"/> Unknown	6115 1 <input type="radio"/> \$ 2 <input type="radio"/> %	6116 _____ . _____	6117 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
6120 \$ _____ . _____	6121 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	6122 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	6123 _____ . _____ 6124 1 <input type="radio"/> Unknown	6125 1 <input type="radio"/> \$ 2 <input type="radio"/> %	6126 _____ . _____	6127 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
6130 \$ _____ . _____	6131 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	6132 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	6133 _____ . _____ 6134 1 <input type="radio"/> Unknown	6135 1 <input type="radio"/> \$ 2 <input type="radio"/> %	6136 _____ . _____	6137 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
6140 \$ _____ . _____	6141 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	6142 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	6143 _____ . _____ 6144 1 <input type="radio"/> Unknown	6145 1 <input type="radio"/> \$ 2 <input type="radio"/> %	6146 _____ . _____	6147 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
6150 \$ _____ . _____	6151 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	6152 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	6153 _____ . _____ 6154 1 <input type="radio"/> Unknown	6155 1 <input type="radio"/> \$ 2 <input type="radio"/> %	6156 _____ . _____	6157 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown

6C. Profile 3: Salary Information by Employee - Concluded

Base Salary	Base Salary Units	Bonus	Bonus Amount	Bonus Units	Hours / Week	Gender
6160 \$ _____ .	6161 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	6162 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	6163 _____. 6164 1 <input type="radio"/> Unknown	6165 1 <input type="radio"/> \$ 2 <input type="radio"/> %	6166 _____.	6167 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
6170 \$ _____ .	6171 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	6172 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	6173 _____. 6174 1 <input type="radio"/> Unknown	6175 1 <input type="radio"/> \$ 2 <input type="radio"/> %	6176 _____.	6177 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
6180 \$ _____ .	6181 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	6182 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	6183 _____. 6184 1 <input type="radio"/> Unknown	6185 1 <input type="radio"/> \$ 2 <input type="radio"/> %	6186 _____.	6187 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
6190 \$ _____ .	6191 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	6192 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	6193 _____. 6194 1 <input type="radio"/> Unknown	6195 1 <input type="radio"/> \$ 2 <input type="radio"/> %	6196 _____.	6197 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
6200 \$ _____ .	6201 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	6202 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	6203 _____. 6204 1 <input type="radio"/> Unknown	6205 1 <input type="radio"/> \$ 2 <input type="radio"/> %	6206 _____.	6207 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
6210 \$ _____ .	6211 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	6212 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	6213 _____. 6214 1 <input type="radio"/> Unknown	6215 1 <input type="radio"/> \$ 2 <input type="radio"/> %	6216 _____.	6217 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
6220 \$ _____ .	6221 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	6222 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	6223 _____. 6224 1 <input type="radio"/> Unknown	6225 1 <input type="radio"/> \$ 2 <input type="radio"/> %	6226 _____.	6227 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
6230 \$ _____ .	6231 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	6232 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	6233 _____. 6234 1 <input type="radio"/> Unknown	6235 1 <input type="radio"/> \$ 2 <input type="radio"/> %	6236 _____.	6237 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
6240 \$ _____ .	6241 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	6242 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	6243 _____. 6244 1 <input type="radio"/> Unknown	6245 1 <input type="radio"/> \$ 2 <input type="radio"/> %	6246 _____.	6247 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
6250 \$ _____ .	6251 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	6252 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	6253 _____. 6254 1 <input type="radio"/> Unknown	6255 1 <input type="radio"/> \$ 2 <input type="radio"/> %	6256 _____.	6257 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown

Section 7: Profile 4

7001

NOC Title: _____

7002

NOC Code:

7003
Selected position title: _____

7A. Profile 4: Position Levelling

For each of the levelling criteria, please select the response that most closely applies to the requirements for this position. Responses should pertain to the position and NOT to the incumbent.

A. Knowledge (please choose one)

- A1 7004 Knowledge to perform simple tasks; requires little or no previous education/training.
- A2 Knowledge of commonly used procedures; requires some previous training or experience.
- A3 Knowledge of standardized rules. Requires considerable training or experience.
- A4 Knowledge of extensive rules in a generic field to perform a wide variety of tasks.
- A5 Knowledge of specialized, complicated, techniques, such as those acquired through a pertinent bachelor degree, or equivalent experience, training or study.
- A6 Knowledge level A5 supplemented by either job experience permitting autonomy or by expanded professional knowledge acquired through relevant graduate study (such as Master's degree) or equivalent experience.
- A7 Knowledge level A6 supplemented by expanded professional knowledge and applicable skill acquired through extended graduate study (such as Ph.D.) or equivalent experience.
- A8 Mastery of professional field to apply experimental theories/new developments.
- A9 Mastery of professional field to develop new hypotheses and theories.

B. Supervision Received (please choose one)

- B1 7005 Supervisor makes specific assignments; employee closely monitored.
- B2 Employee handles ongoing assignments; supervisor makes decisions.
- B3 Supervisor provides objectives/deadlines; employee plans tasks. Review based on conformity to policy.
- B4 Supervisor sets objectives; employee sets deadlines/plans tasks. Review based on meeting requirements.
- B5 Supervisor defines mission; employee responsible for all planning. Review in terms of meeting program objectives.

C. Guidelines (please choose one)

- C1 7006 Guidelines are specific and detailed. Employee follows them strictly.
- C2 There is a list of guidelines; employee chooses most appropriate.
- C3 Guidelines are not always applicable; employee uses judgement in adapting them.
- C4 Guidelines are scarce, but policies are stated; employees may deviate from traditional methods to develop new methods.
- C5 Guidelines are broadly stated; employee is a technical authority in development of guidelines.

D. Complexity (please choose one)

- D1 7007 Tasks are clear cut and easily mastered. No decision making.
- D2 Tasks involve related steps requiring employee to recognize different steps.
- D3 Tasks involve unrelated methods, employee must recognize them and choose based on relationships.
- D4 Tasks involve unrelated methods, employee must assess approach.
- D5 Tasks involve unrelated methods, decisions deal with uncertainty.
- D6 Tasks involve broad functions; decision making involves undefined issues.

E. Scope and Effect (please choose one)

- E1 7008 Little impact beyond immediate organization.
- E2 Work impacts future processes.
- E3 Work affects the operation of the program.
- E4 Work affects wide range of establishment activities or operations of other establishments.
- E5 Work affects work of other experts or development of major program aspects.
- E6 Work is essential to the mission of the establishment.

F. Personal Contacts (please choose one)

- F1 7009 Contacts are with employees in immediate office or with public; highly structured situations.
- F2 Contacts are with employees in the same establishment (in/out of office) or with public in moderately structured situations.
- F3 Contacts are with individuals/groups outside the organization. Each contact is different.
- F4 Contacts are with high ranking officials in unstructured settings.

G. Purpose of Contacts (please choose one)

- G1 7010 The purpose is to obtain, clarify or give facts.
- G2 The purpose is to plan, coordinate or advise on work efforts.
- G3 The purpose is to influence, motivate, interrogate or control persons or groups.
- G4 The purpose is to justify, defend, negotiate or settle matters involving significant/controversial issues.

H. Physical Demands (please choose one)

- H1 7011 Work is sedentary.
- H2 Work requires physical exertion.
- H3 Work requires considerable and strenuous physical exertion.

I. Work Environment (please choose one)

- I1 7012 Work involves everyday risks - normal safety precautions.
- I2 Work involves moderate risk - special safety precautions.
- I3 Work involves high risk.

7B. Profile 4: Salary Information by Position

1. In total, how many employees are there in this position at this place of employment?

7013

2. What is the base salary range for the position in Canadian dollars?

(Note: Base salaries include commissions, piecework payments, cost of living adjustments, market premiums and certification pay. Excluded are performance bonuses, merit awards, bilingual bonuses, overtime and shift differential payments, uniform and tool allowances.)

7014 \$. Minimum 7015 \$. Normal Maximum (Job rate) 7016 \$. Merit Maximum (if applicable)

7017
 Please check → Hourly Weekly Bi-Weekly Monthly Annual

3. What is the average number of hours worked per week for this position?

7018
 . hours/week

4. Is this position unionized?

7019
 Yes No Unknown

5. On what date did the base salary range come into effect under the collective agreement or employee pay plan?

7020 / / year / month 7021 Unknown 7022 More than one date applies.

6. Has the base salary range for this position ever been adjusted in accordance with a pay equity plan?

7023
 Yes No Unknown

7C. Profile 4: Salary Information by Employee

For each employee in this position at this place of employment, please provide their base salary, the amount of any additional performance bonuses received in the last 12 months, their hours worked per week and their gender.

(Note: A bonus is mutually exclusive and additional to the base salary amount.)

Base Salary	Base Salary Units	Bonus	Bonus Amount	Bonus Units	Hours / Week	Gender
7030 <input type="text"/> \$.	7031 <input type="radio"/> H <input type="radio"/> W <input type="radio"/> B-W <input type="radio"/> M <input type="radio"/> A	7032 <input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Unknown	7033 <input type="text"/> . 7034 <input type="radio"/> Unknown	7035 <input type="radio"/> \$ <input type="radio"/> %	7036 <input type="text"/> .	7037 <input type="radio"/> Male <input type="radio"/> Female <input type="radio"/> Unknown
7040 <input type="text"/> \$.	7041 <input type="radio"/> H <input type="radio"/> W <input type="radio"/> B-W <input type="radio"/> M <input type="radio"/> A	7042 <input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Unknown	7043 <input type="text"/> . 7044 <input type="radio"/> Unknown	7045 <input type="radio"/> \$ <input type="radio"/> %	7046 <input type="text"/> .	7047 <input type="radio"/> Male <input type="radio"/> Female <input type="radio"/> Unknown
7050 <input type="text"/> \$.	7051 <input type="radio"/> H <input type="radio"/> W <input type="radio"/> B-W <input type="radio"/> M <input type="radio"/> A	7052 <input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Unknown	7053 <input type="text"/> . 7054 <input type="radio"/> Unknown	7055 <input type="radio"/> \$ <input type="radio"/> %	7056 <input type="text"/> .	7057 <input type="radio"/> Male <input type="radio"/> Female <input type="radio"/> Unknown

7C. Profile 4: Salary Information by Employee - Continued

Base Salary	Base Salary Units	Bonus	Bonus Amount	Bonus Units	Hours / Week	Gender
7060 \$ _____ . _____	7061 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	7062 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	7063 _____. _____ 7064 1 <input type="radio"/> Unknown	7065 1 <input type="radio"/> \$ 2 <input type="radio"/> %	7066 _____. _____	7067 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
7070 \$ _____ . _____	7071 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	7072 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	7073 _____. _____ 7074 1 <input type="radio"/> Unknown	7075 1 <input type="radio"/> \$ 2 <input type="radio"/> %	7076 _____. _____	7077 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
7080 \$ _____ . _____	7081 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	7082 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	7083 _____. _____ 7084 1 <input type="radio"/> Unknown	7085 1 <input type="radio"/> \$ 2 <input type="radio"/> %	7086 _____. _____	7087 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
7090 \$ _____ . _____	7091 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	7092 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	7093 _____. _____ 7094 1 <input type="radio"/> Unknown	7095 1 <input type="radio"/> \$ 2 <input type="radio"/> %	7096 _____. _____	7097 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
7100 \$ _____ . _____	7101 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	7102 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	7103 _____. _____ 7104 1 <input type="radio"/> Unknown	7105 1 <input type="radio"/> \$ 2 <input type="radio"/> %	7106 _____. _____	7107 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
7110 \$ _____ . _____	7111 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	7112 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	7113 _____. _____ 7114 1 <input type="radio"/> Unknown	7115 1 <input type="radio"/> \$ 2 <input type="radio"/> %	7116 _____. _____	7117 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
7120 \$ _____ . _____	7121 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	7122 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	7123 _____. _____ 7124 1 <input type="radio"/> Unknown	7125 1 <input type="radio"/> \$ 2 <input type="radio"/> %	7126 _____. _____	7127 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
7130 \$ _____ . _____	7131 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	7132 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	7133 _____. _____ 7134 1 <input type="radio"/> Unknown	7135 1 <input type="radio"/> \$ 2 <input type="radio"/> %	7136 _____. _____	7137 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
7140 \$ _____ . _____	7141 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	7142 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	7143 _____. _____ 7144 1 <input type="radio"/> Unknown	7145 1 <input type="radio"/> \$ 2 <input type="radio"/> %	7146 _____. _____	7147 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
7150 \$ _____ . _____	7151 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	7152 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	7153 _____. _____ 7154 1 <input type="radio"/> Unknown	7155 1 <input type="radio"/> \$ 2 <input type="radio"/> %	7156 _____. _____	7157 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown

7C. Profile 4: Salary Information by Employee - Concluded

Base Salary	Base Salary Units	Bonus	Bonus Amount	Bonus Units	Hours / Week	Gender
7160 \$ _____ .	7161 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	7162 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	7163 _____. 7164 1 <input type="radio"/> Unknown	7165 1 <input type="radio"/> \$ 2 <input type="radio"/> %	7166 _____.	7167 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
7170 \$ _____ .	7171 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	7172 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	7173 _____. 7174 1 <input type="radio"/> Unknown	7175 1 <input type="radio"/> \$ 2 <input type="radio"/> %	7176 _____.	7177 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
7180 \$ _____ .	7181 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	7182 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	7183 _____. 7184 1 <input type="radio"/> Unknown	7185 1 <input type="radio"/> \$ 2 <input type="radio"/> %	7186 _____.	7187 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
7190 \$ _____ .	7191 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	7192 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	7193 _____. 7194 1 <input type="radio"/> Unknown	7195 1 <input type="radio"/> \$ 2 <input type="radio"/> %	7196 _____.	7197 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
7200 \$ _____ .	7201 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	7202 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	7203 _____. 7204 1 <input type="radio"/> Unknown	7205 1 <input type="radio"/> \$ 2 <input type="radio"/> %	7206 _____.	7207 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
7210 \$ _____ .	7211 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	7212 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	7213 _____. 7214 1 <input type="radio"/> Unknown	7215 1 <input type="radio"/> \$ 2 <input type="radio"/> %	7216 _____.	7217 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
7220 \$ _____ .	7221 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	7222 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	7223 _____. 7224 1 <input type="radio"/> Unknown	7225 1 <input type="radio"/> \$ 2 <input type="radio"/> %	7226 _____.	7227 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
7230 \$ _____ .	7231 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	7232 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	7233 _____. 7234 1 <input type="radio"/> Unknown	7235 1 <input type="radio"/> \$ 2 <input type="radio"/> %	7236 _____.	7237 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
7240 \$ _____ .	7241 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	7242 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	7243 _____. 7244 1 <input type="radio"/> Unknown	7245 1 <input type="radio"/> \$ 2 <input type="radio"/> %	7246 _____.	7247 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
7250 \$ _____ .	7251 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	7252 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	7253 _____. 7254 1 <input type="radio"/> Unknown	7255 1 <input type="radio"/> \$ 2 <input type="radio"/> %	7256 _____.	7257 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown

Section 8: Profile 5

8001

NOC Title: _____

8002

NOC Code:

8003

Selected position title: _____

8A. Profile 5: Position Levelling

For each of the levelling criteria, please select the response that most closely applies to the requirements for this position. Responses should pertain to the position and NOT to the incumbent.

A. Knowledge (please choose one)

- A1 8004 Knowledge to perform simple tasks; requires little or no previous education/training.
- A2 Knowledge of commonly used procedures; requires some previous training or experience.
- A3 Knowledge of standardized rules. Requires considerable training or experience.
- A4 Knowledge of extensive rules in a generic field to perform a wide variety of tasks.
- A5 Knowledge of specialized, complicated, techniques, such as those acquired through a pertinent bachelor degree, or equivalent experience, training or study.
- A6 Knowledge level A5 supplemented by either job experience permitting autonomy or by expanded professional knowledge acquired through relevant graduate study (such as Master's degree) or equivalent experience.
- A7 Knowledge level A6 supplemented by expanded professional knowledge and applicable skill acquired through extended graduate study (such as Ph.D.) or equivalent experience.
- A8 Mastery of professional field to apply experimental theories/new developments.
- A9 Mastery of professional field to develop new hypotheses and theories.

B. Supervision Received (please choose one)

- B1 8005 Supervisor makes specific assignments; employee closely monitored.
- B2 Employee handles ongoing assignments; supervisor makes decisions.
- B3 Supervisor provides objectives/deadlines; employee plans tasks. Review based on conformity to policy.
- B4 Supervisor sets objectives; employee sets deadlines/plans tasks. Review based on meeting requirements.
- B5 Supervisor defines mission; employee responsible for all planning. Review in terms of meeting program objectives.

C. Guidelines (please choose one)

- C1 8006 Guidelines are specific and detailed. Employee follows them strictly.
- C2 There is a list of guidelines; employee chooses most appropriate.
- C3 Guidelines are not always applicable; employee uses judgement in adapting them.
- C4 Guidelines are scarce, but policies are stated; employees may deviate from traditional methods to develop new methods.
- C5 Guidelines are broadly stated; employee is a technical authority in development of guidelines.

D. Complexity (please choose one)

- D1 8007 Tasks are clear cut and easily mastered. No decision making.
- D2 Tasks involve related steps requiring employee to recognize different steps.
- D3 Tasks involve unrelated methods, employee must recognize them and choose based on relationships.
- D4 Tasks involve unrelated methods, employee must assess approach.
- D5 Tasks involve unrelated methods, decisions deal with uncertainty.
- D6 Tasks involve broad functions; decision making involves undefined issues.

E. Scope and Effect (please choose one)

- E1 8008 Little impact beyond immediate organization.
- E2 Work impacts future processes.
- E3 Work affects the operation of the program.
- E4 Work affects wide range of establishment activities or operations of other establishments.
- E5 Work affects work of other experts or development of major program aspects.
- E6 Work is essential to the mission of the establishment.

F. Personal Contacts (please choose one)

- F1 8009 Contacts are with employees in immediate office or with public; highly structured situations.
- F2 Contacts are with employees in the same establishment (in/out of office) or with public in moderately structured situations.
- F3 Contacts are with individuals/groups outside the organization. Each contact is different.
- F4 Contacts are with high ranking officials in unstructured settings.

G. Purpose of Contacts (please choose one)

- G1 8010 The purpose is to obtain, clarify or give facts.
- G2 The purpose is to plan, coordinate or advise on work efforts.
- G3 The purpose is to influence, motivate, interrogate or control persons or groups.
- G4 The purpose is to justify, defend, negotiate or settle matters involving significant/controversial issues.

H. Physical Demands (please choose one)

- H1 8011 Work is sedentary.
- H2 Work requires physical exertion.
- H3 Work requires considerable and strenuous physical exertion.

I. Work Environment (please choose one)

- I1 8012 Work involves everyday risks - normal safety precautions.
- I2 Work involves moderate risk - special safety precautions.
- I3 Work involves high risk.

8B. Profile 5: Salary Information by Position

1. In total, how many employees are there in this position at this place of employment?

8013

2. What is the base salary range for the position in Canadian dollars?

(Note: Base salaries include commissions, piecework payments, cost of living adjustments, market premiums and certification pay. Excluded are performance bonuses, merit awards, bilingual bonuses, overtime and shift differential payments, uniform and tool allowances.)

8014 \$. Minimum 8015 \$. Normal Maximum (Job rate) 8016 \$. Merit Maximum (if applicable)

8017 Please check → Hourly Weekly Bi-Weekly Monthly Annual

3. What is the average number of hours worked per week for this position?

8018 . hours/week

4. Is this position unionized?

8019 Yes No Unknown

5. On what date did the base salary range come into effect under the collective agreement or employee pay plan?

8020 / / year month 8021 Unknown 8022 More than one date applies.

6. Has the base salary range for this position ever been adjusted in accordance with a pay equity plan?

8023 Yes No Unknown

8C. Profile 5: Salary Information by Employee

For each employee in this position at this place of employment, please provide their base salary, the amount of any additional performance bonuses received in the last 12 months, their hours worked per week and their gender.

(Note: A bonus is mutually exclusive and additional to the base salary amount.)

Base Salary	Base Salary Units	Bonus	Bonus Amount	Bonus Units	Hours / Week	Gender
8030 <input type="text"/> \$.	8031 <input type="radio"/> H <input type="radio"/> W <input type="radio"/> B-W <input type="radio"/> M <input type="radio"/> A	8032 <input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Unknown	8033 <input type="text"/> . 8034 <input type="radio"/> Unknown	8035 <input type="radio"/> \$ <input type="radio"/> %	8036 <input type="text"/> .	8037 <input type="radio"/> Male <input type="radio"/> Female <input type="radio"/> Unknown
8040 <input type="text"/> \$.	8041 <input type="radio"/> H <input type="radio"/> W <input type="radio"/> B-W <input type="radio"/> M <input type="radio"/> A	8042 <input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Unknown	8043 <input type="text"/> . 8044 <input type="radio"/> Unknown	8045 <input type="radio"/> \$ <input type="radio"/> %	8046 <input type="text"/> .	8047 <input type="radio"/> Male <input type="radio"/> Female <input type="radio"/> Unknown
8050 <input type="text"/> \$.	8051 <input type="radio"/> H <input type="radio"/> W <input type="radio"/> B-W <input type="radio"/> M <input type="radio"/> A	8052 <input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Unknown	8053 <input type="text"/> . 8054 <input type="radio"/> Unknown	8055 <input type="radio"/> \$ <input type="radio"/> %	8056 <input type="text"/> .	8057 <input type="radio"/> Male <input type="radio"/> Female <input type="radio"/> Unknown

8C. Profile 5: Salary Information by Employee - Continued

Base Salary	Base Salary Units	Bonus	Bonus Amount	Bonus Units	Hours / Week	Gender
8060 \$ _____ . _____	8061 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	8062 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	8063 _____. _____ 8064 1 <input type="radio"/> Unknown	8065 1 <input type="radio"/> \$ 2 <input type="radio"/> %	8066 _____. _____	8067 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
8070 \$ _____ . _____	8071 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	8072 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	8073 _____. _____ 8074 1 <input type="radio"/> Unknown	8075 1 <input type="radio"/> \$ 2 <input type="radio"/> %	8076 _____. _____	8077 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
8080 \$ _____ . _____	8081 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	8082 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	8083 _____. _____ 8084 1 <input type="radio"/> Unknown	8085 1 <input type="radio"/> \$ 2 <input type="radio"/> %	8086 _____. _____	8087 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
8090 \$ _____ . _____	8091 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	8092 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	8093 _____. _____ 8094 1 <input type="radio"/> Unknown	8095 1 <input type="radio"/> \$ 2 <input type="radio"/> %	8096 _____. _____	8097 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
8100 \$ _____ . _____	8101 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	8102 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	8103 _____. _____ 8104 1 <input type="radio"/> Unknown	8105 1 <input type="radio"/> \$ 2 <input type="radio"/> %	8106 _____. _____	8107 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
8110 \$ _____ . _____	8111 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	8112 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	8113 _____. _____ 8114 1 <input type="radio"/> Unknown	8115 1 <input type="radio"/> \$ 2 <input type="radio"/> %	8116 _____. _____	8117 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
8120 \$ _____ . _____	8121 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	8122 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	8123 _____. _____ 8124 1 <input type="radio"/> Unknown	8125 1 <input type="radio"/> \$ 2 <input type="radio"/> %	8126 _____. _____	8127 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
8130 \$ _____ . _____	8131 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	8132 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	8133 _____. _____ 8134 1 <input type="radio"/> Unknown	8135 1 <input type="radio"/> \$ 2 <input type="radio"/> %	8136 _____. _____	8137 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
8140 \$ _____ . _____	8141 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	8142 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	8143 _____. _____ 8144 1 <input type="radio"/> Unknown	8145 1 <input type="radio"/> \$ 2 <input type="radio"/> %	8146 _____. _____	8147 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
8150 \$ _____ . _____	8151 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	8152 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	8153 _____. _____ 8154 1 <input type="radio"/> Unknown	8155 1 <input type="radio"/> \$ 2 <input type="radio"/> %	8156 _____. _____	8157 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown

8C. Profile 5: Salary Information by Employee - Concluded

Base Salary	Base Salary Units	Bonus	Bonus Amount	Bonus Units	Hours / Week	Gender
8160 \$ _____ . _____	8161 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	8162 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	8163 _____ . _____ 8164 1 <input type="radio"/> Unknown	8165 1 <input type="radio"/> \$ _____ 2 <input type="radio"/> %	8166 _____ . _____	8167 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
8170 \$ _____ . _____	8171 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	8172 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	8173 _____ . _____ 8174 1 <input type="radio"/> Unknown	8175 1 <input type="radio"/> \$ _____ 2 <input type="radio"/> %	8176 _____ . _____	8177 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
8180 \$ _____ . _____	8181 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	8182 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	8183 _____ . _____ 8184 1 <input type="radio"/> Unknown	8185 1 <input type="radio"/> \$ _____ 2 <input type="radio"/> %	8186 _____ . _____	8187 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
8190 \$ _____ . _____	8191 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	8192 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	8193 _____ . _____ 8194 1 <input type="radio"/> Unknown	8195 1 <input type="radio"/> \$ _____ 2 <input type="radio"/> %	8196 _____ . _____	8197 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
8200 \$ _____ . _____	8201 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	8202 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	8203 _____ . _____ 8204 1 <input type="radio"/> Unknown	8205 1 <input type="radio"/> \$ _____ 2 <input type="radio"/> %	8206 _____ . _____	8207 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
8210 \$ _____ . _____	8211 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	8212 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	8213 _____ . _____ 8214 1 <input type="radio"/> Unknown	8215 1 <input type="radio"/> \$ _____ 2 <input type="radio"/> %	8216 _____ . _____	8217 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
8220 \$ _____ . _____	8221 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	8222 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	8223 _____ . _____ 8224 1 <input type="radio"/> Unknown	8225 1 <input type="radio"/> \$ _____ 2 <input type="radio"/> %	8226 _____ . _____	8227 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
8230 \$ _____ . _____	8231 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	8232 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	8233 _____ . _____ 8234 1 <input type="radio"/> Unknown	8235 1 <input type="radio"/> \$ _____ 2 <input type="radio"/> %	8236 _____ . _____	8237 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
8240 \$ _____ . _____	8241 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	8242 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	8243 _____ . _____ 8244 1 <input type="radio"/> Unknown	8245 1 <input type="radio"/> \$ _____ 2 <input type="radio"/> %	8246 _____ . _____	8247 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown
8250 \$ _____ . _____	8251 1 <input type="radio"/> H 2 <input type="radio"/> W 3 <input type="radio"/> B-W 4 <input type="radio"/> M 5 <input type="radio"/> A	8252 1 <input type="radio"/> Yes 2 <input type="radio"/> No 3 <input type="radio"/> Unknown	8253 _____ . _____ 8254 1 <input type="radio"/> Unknown	8255 1 <input type="radio"/> \$ _____ 2 <input type="radio"/> %	8256 _____ . _____	8257 1 <input type="radio"/> Male 2 <input type="radio"/> Female 3 <input type="radio"/> Unknown

Section 9: Supplementary Information

1a) In subsequent compensation surveys would you be able to readily provide age or date of birth information for each individual employee covered by the survey?

9100

1 Yes → Please go to question 2a).

2 No

3 Don't know → Please go to question 2a).

1b) Please indicate why you would be unable to provide this information?

(More than one option may apply.)

9110

1 Data on age not available.

2 Need to access individual employee files/too time consuming.

3 Privacy concerns.

4 Other, please specify.

5

2a) In subsequent compensation surveys would you be able to readily provide education information for each individual employee covered by the survey?

9200

1 Yes → Please go to question 3a).

2 No

3 Don't know → Please go to question 3a).

2b) Please indicate why you would be unable to provide this information?

(More than one option may apply.)

9210

1 Data on education level not available.

2 Need to access individual employee files/too time consuming.

3 Privacy concerns.

4 Other, please specify.

5

3a) In subsequent compensation surveys would you be able to readily provide employer costs for pension benefits for each individual employee covered by the survey?

9300

1 Yes → Please go to question 4a).

2 No

3 Don't know → Please go to question 4a).

3b) Please indicate why you would be unable to provide this information?

(More than one option may apply.)

9310

1 Do not have an employer sponsored pension plan.

2 Need to access individual employee files/too time consuming.

3 Can only provide data for our establishment as a whole.

4 Can only provide data on a bargaining unit basis.

5 Other, please specify.

6

4a) In subsequent compensation surveys would you be able to readily provide employer costs for health benefits for each individual employee covered by the survey?

9400

- 1 Yes → Please go to question 5a).
2 No
3 Don't know → Please go to question 5a).

4b) Please indicate why you would be unable to provide this information?
(More than one option may apply.)

9410

- 1 Do not have an employer sponsored health plan.
2 Need to access individual employee files/too time consuming.
3 Can only provide data for our establishment as a whole.
4 Can only provide data on a bargaining unit basis.
5 Other, please specify.

6

5a) In subsequent compensation surveys would you be able to readily provide employer costs for dental benefits for each individual employee covered by the survey?

9500

- 1 Yes → Please go to question 6.
2 No
3 Don't know → Please go to question 6.

5b) Please indicate why you would be unable to provide this information?
(More than one option may apply.)

9510

- 1 Do not have employer sponsored dental plan.
2 Need to access individual employee files/too time consuming.
3 Can only provide data for our establishment as a whole.
4 Can only provide data on a bargaining unit basis.
5 Other, please specify.

6

6. Are there other types of monetary payments made to these employees that are not included in either base salary or performance bonus?

9600

- 1 Yes, please specify
2 No
3 Don't know

9610

INTERVIEW END TIME: 9620 :

Thank you for your time and participation.

