

# SES/U

As required by the *Pay Equity Act*, the SES/U has four overall criteria or factors:

1. Skill
2. Effort
3. Responsibility
4. Working Conditions

Each of the sub-factors was assigned a weight.

Each of the above four factors has several “sub-factors”, for a total of 17. Each of the sub-factors was divided into ascending levels with each level assigned points:

## **Skill:**

Previous Education (11%);

Previous Experience (11%);

Interaction Skills (8%);

Movement Skills (6%);

Decision Making (11%);

## **Responsibility:**

Responsibility for Information (9%);

Responsibility for Materials, Equipment and/or Outcomes (9%);

Responsibility for the Safety of Others (3%);

Financial Responsibility (8%);

Responsibility to Manage or Direct Others (8%);

## **Effort:**

Mental Effort (5%);

Physical Effort (4%)

## **Working Conditions**

Temperature, Noise and other Environmental Conditions (1%);

Hazards (2%);

Stress (2%);

Work Interruptions and Distractions (1%);

Social Disruption Required by Work Schedule (1%)

The points for each ascending level within the subfactors were then factored based on their weightings:

## **Skill:**

Previous Education (1.87);

Previous Experience (1.87);

Interaction Skills (1.36);

Movement Skills (1.02);

Decision Making (1.87);

## **Responsibility:**

Responsibility for Information (1.53);

Responsibility for Materials, Equipment and/or Outcomes (1.53);

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Responsibility for the Safety of Others (0.51);  
Financial Responsibility (1.36);  
Responsibility to Manage or Direct Others (1.36);

**Effort:**

Mental Effort (0.85);  
Physical Effort (0.68)

**Working Conditions**

Temperature, Noise and other Environmental Conditions (0.17);  
Hazards (0.34);  
Stress (0.34);  
Work Interruptions and Distractions (0.17);  
Social Disruption Required by Work Schedule (0.17)

UNIVERSITY OF ST. MICHAEL'S COLLEGE this \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_  
20

**FOR THE UNION**

\_\_\_\_\_  
Signature

December 7, 2022.  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature

Dec 17 / 22  
\_\_\_\_\_  
Date

**FOR THE UNIVERSITY**

\_\_\_\_\_  
Signature

December 12, 2022  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date