

APPENDIX 8: JOB CLASSES, GENDER PREDOMINANCE, FACTOR RATINGS, TOTAL POINTS AND PAY BANDS (JULY 31, 2025)																						
Position Number	Job Class	Department	Gender	SK1 Education (11%)	SK2 Experience (11%)	SK3 Interaction Skills (8%)	SK4 Movement Skills (6%)	SK5 Decision Making (11%)	RE1 Responsibility for Information (9%)	RE2 Responsibility for Materials, Equipment and/or Outcomes (9%)	RE3 Responsibility for the Safety of Others (3%)	RE4 Financial Responsibility (8%)	RE5 Responsibility to Manage or Direct Others (8%)	EF1 Mental Effort (5%)	EF2 Physical Effort (4%)	WO1 Temperature, Noise & Other Environmental Conditions (1%)	WO2 Hazards (2%)	WO3 Stress (2%)	WO4 Work Interruptions & Distractions (1%)	WO5 Social Disruption Required by Work Schedule (1%)	Total Weighted Points	Pay Band
66	Wellness Counsellor	Office of the Dean	F	45	40	50	30	45	40	35	45	25	30	40	20	15	30	50	25	10	638	15
54	Assistant Dean, Campus Life	Office of the Dean	F	35	40	40	30	40	40	35	35	30	30	40	40	25	30	40	30	40	615	14
53	Assistant Dean, Administration & Operations	Office of the Dean	F	35	40	40	30	40	40	35	35	35	25	40	40	20	30	40	25	40	614	14
65	Senior Building Operator	Facilities & Services	M	35	40	30	40	35	40	35	40	25	25	40	50	45	40	40	35	25	604	14
60	IT Support Technician	Facilities & Services	M	35	35	30	40	35	45	35	20	20	20	40	50	25	25	40	30	20	568	12
19	AV / IT Technician	Facilities & Services	M	35	35	30	40	35	40	35	20	20	20	40	50	25	25	40	30	20	560	12
52	Advancement Officer, Engagement	Advancement	F	40	35	35	40	35	35	35	15	25	20	30	40	20	25	40	25	25	557	11
39	Building Operator	Physical Plant	M	35	30	25	40	30	35	30	40	25	25	30	60	35	40	40	30	30	550	11
55	Assistant Registrar, Academic Integrity, International	Office of the Registrar	F	35	35	35	40	35	40	35	35	10	20	40	30	20	25	40	30	10	545	11
59	Groundskeeper/Coordinator	Facilities & Services	M	25	45	25	30	35	25	30	40	20	20	30	60	45	45	40	30	25	532	10
57	Campus Life Coordinator	Office of the Dean	F	35	25	35	30	35	35	30	35	25	25	30	40	20	25	40	25	40	530	10
38	Mailroom & Planning Coordinator	Facilities & Services	M	25	30	30	40	30	40	30	20	25	20	40	50	25	25	30	30	20	519	9
64	Recruitment & Enrolment Officer	Theology	F	35	30	35	30	35	35	35	35	15	20	30	30	20	25	35	20	30	516	9
34 A - C	Library Technician (Access & Information)	Library	F	35	20	30	40	30	35	30	20	20	20	30	40	25	25	30	30	25	490	8
51	Advancement Assistant	Advancement	M	35	30	30	30	30	35	25	15	20	20	30	40	20	25	40	20	20	488	8
69	Conference Services and Hospitality Assistant	Conference Services &	F	25	30	30	30	30	30	25	20	20	15	30	40	20	25	35	25	35	459	6
28	General Support Janitor	Facilities & Services	M	15	30	25	30	30	20	20	25	10	25	20	60	40	35	40	30	25	426	5

UNIVERSITY OF ST. MICHAEL'S COLLEGE this _____DAY of _____, 20_____.

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