Why are there 81 classes of employment?

Illustrations by Simon Banville and text by Martin Cayouette, Communications Advisor

A Student Supervisor meets with a Labour Relations Advisor to clarify which jobs she can hold at the school board.

Can I apply for any job posted by the school board?

Yes, but most often you would need to possess the required qualifications.

Wow!

81 classes of employment?

Yes, this ensures that the right people are in the right place. All classes of employment appear in the Classification Plan. It specifies the nature of the work, as well as the characteristic duties that provided details of the work to be carried out.

Just because you are able to do it doesn’t mean you can do it, the qualifications are specified in the Classification Plan where you will find 81 classes of employment.

Sometimes I find it complicated.

Why are there Office Agents, Principal Class, Office Agents, Class I and Office Agents, Class II? Wouldn’t it be simpler to just have clerks?
Isn't it difficult to trace the boundaries between each job?

We need to ensure that job boundaries are respected to protect employees and ensure that employer expectations are justified. The collective agreement includes provisions for employees who feel that their rights have been compromised.

Okay, I understand now that everyone has their place and we can change our class of employment if we have the proper qualifications and succeed in the hiring process.