

Supplementary notes to the LSO Plan

GLOSSARY OF TERMS (PAGE 7)

Regulatory – compelling someone to do something (e.g., issue a stop work order). An example of non-regulatory: writing a ticket to enforce an Act when someone does not comply with the Act.

Unlicensed Science Officers (page 8)

Because the Science Officer 30 classification level is not highly used, awareness of the inclusion criteria for this classification is not well known. It is: *Responsible for conducting highly specialized, significant and original research in an applied science field, within a research organization where positions are normally classified as Licensed Science Officers. This series is limited to positions which require the highest level of academic achievement and also require recognition as an authority in a specific field of applied scientific research.*

ORG AND PROGRAM ROLE (PAGE 11)

III (b) – when assigning this degree rating to positions for exercising technical supervision over private consultant licensed professionals, it must be an on-going requirement of the job and it is important to:

- Determine if the position hires, reviews and accepts the work of consultants. To get credit for technical supervision (OPR) of a consultant, the position must set the standards, monitor the process throughout, and evaluate the performance of the consultant.
- Determine if the consultants are hired by a member of the general public (i.e., an applicant or their representative) to complete the professional work required as part of an application package (e.g., land use application – building a dam). If this is the case, the position would not be awarded III(b).
- Ensure that for occasional supervision of project teams, that any change in classification is processed through a temporary reclassification.

JUDGEMENT

Prototype solutions (Page 13 – Degree D): Positions that receive credit here are responsible for developing solutions that all future products will be based on. For example, when the fixed wing aircraft was developed, it consisted of ailerons, rudders, and flaps. Today, all fixed wing aircraft have these components.

Judgement (Supervisory role, bottom of Page 13) – it must be a bona fide part of the job to receive credit at Degree C for the supervision of professional consultants on a project basis. Consider the overall responsibilities of the job when applying Degree C. For example, Project Managers/Program Managers would appear to be stronger candidates than a Policy Forester or a Research Ecologist position who might, on the odd occasion, hire a contractor to gather data. It is important to note that the % of time is a factor in the decision, but not the deciding factor.

Although 'project' does not have a formal definition within the plan, there was some discussion (no consensus) about the term which resulted in: 'a specific defined undertaking aimed at achieving specific goals typically identified in or resulting from program planning and development'.

Policy development responsibilities – Positions who develop policy are typically awarded Degree 2 for TSR because policies are not usually created and implemented all by oneself, without review by others.

Judgement – supervisors and subordinates can both be rated at C3, but the boss is normally artificially pushed to the level.

Regulatory positions at a B level of Originality and Complexity may be awarded Degree 3 in TSR (unless they have a dedicated supervisor) because decisions at that level are limited to ensuring situations conform to policies, regulations, specifications and standards that would only require a very general review.

KNOWLEDGE

Investigative work (page 15 – Degree C) includes field trials. These trials are gathering factual data and are considered investigative work.

Qualifiers – **some** versus **many** judgements (page 15 – Degrees D and E)

- Some judgements – this is not talking about volume; it is talking about type and diversity. For example, 300 decisions about X and 300 decisions about Y would be considered some.
- Many judgements - these would include a variety of different types of diverse issues and decisions.

Advanced Education (page 15 – Degree E): This is typically more than a Bachelor's Degree (e.g., Master's, Doctorate, or post-graduate).

(No consensus) Technical supervision of consultants at D would typically be found working at the "local level", e.g., districts. At E, they would typically be found working at a "broader scale", e.g., regional level or for multiple districts.

CLARIFICATION

Technical Supervision Received (Page 18 – note at the bottom of the page): The review of a position's work by others includes industry.

Technical Supervision Received, Section (b) (Page 19): Positions which develop policy would not typically see their work being distributed with only a "general review or spot check". This also applies to regulatory positions rated at Degree C for Judgement.

SUPPLEMENTARY NOTES TO RATERS

Judgement (Page 21 – #3b): Negotiating the terms of a permit in the application process can be described as a conciliatory discussion and is not considered to be complex so, positions would receive Degree B.

Judgement (Page 21 – #3c): In formal negotiations, the position must have the authority to formally commit the Province.

Judgement (Page 22 – #4a): Consultations are conciliatory discussions that include a give and take by both parties to reach agreement. Because these types of discussions are usually carried out directly with the client, TSR may be considered at Degree 3.

Judgement (Page 22 – #4a): No position is going to ink a deal (true negotiation) with FNs without consultation with others, including the supervisor.

UNCOMMON RATING PATTERNS

B3 is less common than C2 or C3 when Knowledge Requirements are "D" because most seasoned/advanced "D" jobs have more than "B" Originality and Complexity.