

NOTES FROM DISCUSSIONS DURING DEVELOPMENT OF NEW BENCHMARKS FOR THE LSO PLAN

BENCHMARK # 1 – SENIOR ENGINEER, MINISTRY OF AGRICULTURE AND LANDS

- It is important to note that the position recommends and develops amendments to legislation that “belongs” to another ministry (e.g., Water Act, MoE).

BENCHMARK # 9 – GEO-SPATIAL REFERENCE (GSR) DEVELOPMENT AND STANDARDS ENGINEER, MINISTRY OF AGRICULTURE AND LANDS

- Job Description, Duty Block 1: To carry out these responsibilities, the position links to satellites and plots coordinates through computer models.
- Knowledge: This position is similar to the land surveyors who mapped out coordinates using manual systems however, this position is credited with a higher level of knowledge for its role in developing policy and integrating data.
- The topic position determines the digital systems to be used and how they will be used.

BENCHMARK # 10 – LAND LICENSED OFFICER, MINISTRY OF AGRICULTURE AND LANDS

- Purpose of Position and Summary of its Functions: The reference to ‘highest and best use of Crown land’ does not refer to the \$ value only, it also includes land value, e.g., ecosystems.

BENCHMARK # 12 – SENIOR PETROLEUM GEOLOGIST – COAL, MINISTRY OF EMPR

- Judgement: Although the job description includes a number of references to ‘research’, the first 70% of the job is conducting field research which is predominantly related to quantification and assessment of coal beds, coalfields, and related coalbed gas extraction and best fits Degree C (aimed at making major adaptations). This is not a significant departure from the Senior Project Geologist Benchmark in the earlier plan.

BENCHMARK # 13 – INSPECTOR OF MINES, MINISTRY OF EMPR

- Judgement: Years ago the Mines Industry used check lists to determine industry compliance. Today the basic standards still exist but, the work is more results based and requires interpretation and judgement to assess the engineering of mines (how mines were constructed for the purpose of rescue operations).

BENCHMARK # 16 – INSPECTOR OF DIKES AND FLOOD HAZARD MANAGEMENT, MINISTRY OF ENVIRONMENT

- Judgement: The position would not meet D in a non-supervisory role because although it does develop legislation, it is not the main purpose of the job but rather a by-product of the role. Without supervision, the Judgement rating would be C3 because you can not be credited as being the highest level of technical planning without subordinates.

BENCHMARK # 19 – REGIONAL HYDROLOGIST ENGINEER, MINISTRY OF ENVIRONMENT

- OPR: The rating is awarded for the position’s regulatory role.
- Judgement: The rating is based on the engineering related responsibilities. If it was rated on the regulatory function only, the Judgement rating would be B3.

BENCHMARK # 21 – FOREST ESTABLISHMENT OFFICER, MINISTRY OF FORESTS AND RANGE

- Knowledge: Although the majority of this position is developing policy, the rating is based on the science for leading/managing reforestation initiatives. The subordinate position (BM # 30) is rated under knowledge for its policy role, not for science.
- Judgement: Without supervision, the rating would move to C3 because you cannot be the highest level of technical planning without subordinates because the highest level of technical planning involves not only determining the operational requirements of the program, but what resources will be required (typically includes budgeting), setting the priorities and determining who will be doing what.
- Having staff deliver the program under the supervision of someone else would be odd however, if it could be shown that a position was fulfilling all the 'obligations' of the 'highest level of technical planning' then it would warrant the D in Judgement.

BENCHMARK # 22 – SENIOR COMMUNICATIONS ENGINEER, MINISTRY OF FORESTS AND RANGE

- The position is the Operational Specialist/Expert in the ministry.

BENCHMARK # 24 – EXPORT POLICY FORESTER, MINISTRY OF FORESTS AND RANGE

- There can be more than one of these policy positions with the same rating. If additional positions were considered, the positions would likely focus on specialized markets (e.g., timber residue, forest products, etc) and would still need to have a broad knowledge of Forestry, with considerable depth in timber harvesting in order to develop/amend export policy.
- Knowledge: This position has a broad knowledge base in raw logs, timber harvesting, forest product markets, sustainability and regeneration, and commodity markets.

BENCHMARK # 27 – TEAM LEADER, ECOSYSTEM RESTORATION, MINISTRY OF FORESTS AND RANGE

- Purpose of Position and Summary of its Functions: A fire-maintained ecosystem is one that is managed using prescribed or controlled burning.
- Knowledge: Ecosystems, and their restoration, is considered complex work.

BENCHMARK # 29 – RESEARCH ECOLOGIST, MINISTRY OF FORESTS AND RANGE

- Purpose of Position and Summary of its Functions: Forest Ecology is one area within the discipline of Forestry, and is therefore considered to be "narrow". Other disciplines in Forestry include:
 - silviculture
 - protection
 - harvesting
 - tenures
 - range
 - recreation
 - entomology
 - pathology
 - practices
 - ecology (some overlap with silviculture)

BENCHMARK # 30 – POLICY FORESTER, MINISTRY OF FORESTS AND RANGE

- Knowledge: The position is awarded D because it works with and uses Ministry specialists, awarded E in this factor, to develop policy. It is weaker than positions at E because they are typically specialists with a deep knowledge (e.g., Cruising Policy Forester (BM # 23) and Senior Materials and Pavement Engineer (BM # 34) and, Export Policy Forester (BM # 24) who has a broader knowledge base in raw logs, timber harvesting, forest product markets, sustainability and regeneration, and commodity markets).

BENCHMARK # 32 – DISTRICT FIRST NATIONS OFFICER, MINISTRY OF FORESTS AND RANGE

- In 2008, ILMB was given the mandate to take on the coordinating role for Government's FNs involvement. Ministries are still involved in negotiations/consultations with FNs that impact their mandate however, ILMB would be the first point of contact for FNs groups, unless otherwise stipulated.

BENCHMARK # 33 – MANAGER, ELECTRICAL ENGINEERING, MINISTRY OF TRANSPORTATION AND INFRASTRUCTURE

- The level will hold even if the position's provincial role changed to a regional role (i.e., each region could have one position). Other engineering fields in the ministry don't necessarily get this same rating because they have dedicated excluded supervisors who are responsible for the program area. The TP reports to the Regional Manager, Engineering.

BENCHMARK # 36 – BRIDGE CONSULTANT LIAISON ENGINEER, MINISTRY OF TRANSPORTATION AND INFRASTRUCTURE

- You can have more than one of this position, but they can not be responsible for the same location - there must be some geographic separation. For example, the Southern Interior Region has one position in Kamloops and one position in Nelson – both areas have a very large number of bridges/bridge structures and used to be two separate regions prior to being amalgamated. When additional positions are requested, look at how the work is divided.
- Knowledge:
 - The position requires a deep knowledge in order to be able to identify the complexities of bridge projects.
 - This is an artificial push to E level as a result of the subordinate rating - LSO 3s who have a D in Knowledge.
 - If bridge design work was done in house, the position would get an E (1) rating.
- Job Description – Duty Block #1 – responsibility to research and review the professional expertise of outside consulting firms.

Email conversation between Bruce Welsh and Don Shaw (2009):
I asked if this was a valid requirement and did they still do this. His response, "you betcha". It was kind of neat though because he said he didn't think that the term "research" was really accurate. It transpired that the "research" was what I would consider investigation. Anyway, he said that they do review the expertise, not only of consulting firms, but of individual engineers. So, it's confirmed that this is a valid requirement. That said, that particular work, while requiring a lot of knowledge wouldn't, in my view wouldn't be sufficient to stand out as a lead in for the E in Knowledge."
- TSR: The dedicated supervisor does not preclude the rating @ 3 because the work goes directly to the clients.

BENCHMARK # 39 – HIGHWAY DESIGN CONSULTANT LIAISON ENGINEER, MINISTRY OF TRANSPORTATION AND INFRASTRUCTURE

- Knowledge: This factor would be a D(2) if the design work was done in-house **and** if the TP was the Lead Hand responsible for reviewing complex issues referred by the Highway Design Engineers (BM # 42) at the LSO 2 level (C B2).
- Judgement: The rating could be C3 if the supervisor was not required to be a Design Engineer or, if the supervisor came up through the survey side (for example) **and** had responsibility for survey as well as design.

BENCHMARK # 41 – DISTRICT PROGRAM ENGINEERS, MINISTRY OF TRANSPORTATION AND INFRASTRUCTURE

- Planning Role:

Summary of conversation between Bruce Welsh and Jack Bennetto (2009):

Jack said that while it's true that the District Position will "plan" for the need for consultants to meet the District's "program" needs, it is not the same type, breadth or depth of planning that is done at the Regional level. Additionally, Districts use the contract template developed at Region and then make any changes to suit the District's purposes, but the Regional position is the engineering contract expert, and things like ethics/peer reviews etc rest at that level. Another difference is that the Regional positions are dealing with more 'core' engineering works because that's where the engineering expertise lies, so the projects are bigger, more complex etc whereas the District projects are smaller and where there are complex issues that need to be addressed, they obtain that from the Regional experts.

- Comparable to BM # 26 – schedules, monitors and reports on district program activities, and makes recommendations on initiatives.