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BRITISH COLUMBIA
BC Public Service
Where ideas work

CLASSIFICATION PLAN
LICENSED SCIENCE OFFICERS

INTRODUCTION

HISTORY

The Licensed Science Officer Evaluation Plan was designed pursuant to Article 33.01 of the Master Agreement between the Government of British Columbia and the Professional Employees' Association dated the 18th, April, 1978.

The agreement provided a method for determining relative placement of positions covered by the old classification series for Agriculturists, Architects, Engineers, Forest Agrologists, Foresters, Geologists, Inspectors of Dykes, Land Officers, and Surveyors.

The evaluation plan was designed by a joint committee comprised of Employer and Association representatives using four plan factors of Knowledge Requirements, Judgement, Organizational and Program Role, and Administrative Supervisory Responsibility and forty two benchmark positions.

The point ranges for each factor were also negotiated as were the cut-off values for total points delineating the levels for pay. The plan was agreed to as of April 9, 1980.

The plan was updated in 2008/2009 jointly by the PEA and the Employer as part of an agreement reached in the 13th Master.

CLASSIFICATION STRUCTURE

The minimum and maximum number of points for each factor is:

	MIN	MAX	WEIGHT
Knowledge Requirements	75	150	44%
Judgement	56	130	39%
Organizational & Program Role	37	50	15%
Administrative/Supervisory Responsibility	0	8	2%

The point ranges for each level are:

Level	Point Range
1	168 - 203
2	204 - 237
3	238 - 267
4	268 - 295
5	296 - 338

SERIES DEFINITION

FULL PROFESSIONAL REGISTRATION – DEFINITION

For purposes of the Licensed Science Officer Evaluation Plan, "full professional registration" means registration as one of the following:

British Columbia Land Surveyor
Professional Agrologist
Professional Engineer
Registered Architect
Registered Professional Forester
Professional Geoscientist

INCLUSIONS

Consistent with Section 4(b) of The Public Service Labour Relations Act, this evaluation plan covers only those positions whose duties and responsibilities necessitate membership with either:

fully registered or licensed status
OR
pre-licensed, in-training, or articling status,

in one of the "designated professional associations" listed in the Table on the following page.

EXCLUSIONS

Excluded from the plan are:

(a) positions which do not require membership in one of these designated professional associations, although such positions may be filled by members of these associations;
(b) positions which require status as a forestry pupil but do not meet the specific membership criteria stated under inclusions;
(c) positions which require status as an articled pupil in land surveying, because that status does not constitute membership in the Corporation of B.C. Land surveyors.

Each designated professional association administers an act, which governs a single professional discipline, which in turn may comprise several fields of specialization. Jobs with duties and responsibilities connected with these professional disciplines or their specialty fields may be evaluated under this plan only if the performance of those duties and responsibilities necessitates membership in the corresponding professional association. The Table on the following page shows the relationship between each designated professional association, its appropriate professional discipline, and representative fields of specialization, where applicable.

DESIGNATED PROFESSIONAL ASSOCIATIONS

Designated Professional Association	Governing Legislation	Professional Discipline Governed	Representative Specialized Fields	Applicable Membership Status and Designation
BC Institute of Agrologists	Agrologists Act	Agrology	Agricultural economics Apiculture Entomology Forest agrology Horticulture Pedology Plant pathology	(a) registered member (Professional Agrologist) **or** (b) agrologist-in-training
Architectural Institute of BC	Architectural Profession Act	Architecture		(a) registered member (Registered Architect) **or** (b) student under articles
Association of Professional Engineers and Geo-scientists of BC	Engineers and Geo-scientists Act	Engineering and Geo-science	Aeronautical engineer Civil engineer Chemical engineer Electrical engineer Geological engineer Marine engineer Mechanical engineer Metallurgical engineer Structural engineer Geoscientist	(a) registered member (Professional Engineer or Geoscientist) **or** (b) engineer-in-training (EIT) or geoscientist-in-training (GIT)
Association of BC Professional Foresters	BC Professional Foresters Act	Forestry	Silviculture Timber management	(a) registered member (Professional Forester or Registered Professional Forester) **or** (b) forester-in-training
Corporation of BC Land Surveyors	Land Surveyors Act	Land surveying		Member (British Columbia Land Surveyor)

EVALUATION PLAN

RATING A POSITION

To be used in conjunction with the clarification and notes to raters that follows the plan in this manual

Elaboration is required for several aspects of the LSO plan, as a supplement for clarification of the plan, but not to alter the plan's language or the meaning of the language.

The Licensed Science Officer Plan must be read as a whole. All of the factors focus on the work that a position undertakes relative to the scientific aspects in the respective professions. The exception is the Administrative Supervision Factor. It is important to first identify what the role of the position is. Once this is established, the rater should then determine the judgements that are required of the position while functioning in that role. The rater must then determine the nature of the "Technical Supervision Received" by a position. Once the Organizational and Program Role of a position has been determined, and the Judgement required of the position in that role has been identified, the nature of the Knowledge required can be more accurately determined.

Once a tentative rating for a factor is determined, a review of Benchmark position descriptions, ratings and rationales is necessary to assist in determining if the tentative rating is appropriate. Such a review should not be limited to benchmarks to either support or reject a tentative rating, but should also consider the best qualifier description. If multiple qualifiers fit at given level, e. g. Degree E in Knowledge, all should be considered and credited.

If a Benchmark rationale shows multiple ratings e.g. Degree E(1) and E(3) in Knowledge, this indicates that even if that position was to lose its supervisory responsibility, E(1), it would still hold a Degree E rating for Knowledge because it was recognized as meeting the Degree E non supervisory qualifier, E(3).

The rating of a position should not be supported or denied by aspects of the job that the LSO Plan does not consider. In all cases a Factor Rating is to be assigned based on an assessment of the duties required of the position and a determination of which qualifier statement of the Factors best describes the work. An assessment of those responsibilities against Benchmark jobs is then done to assist in confirming the proper Factor rating assigned. The following are some examples of aspects that do not affect the Factor ratings, and ultimately the overall level of a job.

1. Location of Position

A position should not be denied a factor rating and ultimately a classification level solely based on where it resides. For example, a position's rating should not be impacted because it resides in a district/region. A position that is doing work that is best described by the Degree E qualifier of Knowledge, for example, is to be awarded that rating based on the duties and responsibilities of the position.

2. Numbers of Positions (volume)

If a position is established and rated as the Ministry's expert in a particular subject, the addition of another identical position would not impact the ratings assigned to the initially established expert. It merely means that the first position, whose duties and responsibilities have not changed with the addition of the added position, would now be "an" expert versus "the" expert.

3. Numbers of Positions (program responsibility)

It may be possible to credit more than one position with the 'highest level of technical planning' for a program, if the positions have responsibility for separate geographic areas. See page 19, section 3(a) for more information on Originality and Complexity and Highest Level of Technical Planning.

4. The classification level (or equivalency) of other positions in other Ministries/Private Sector

In today's public service work is being carried out in a variety of different ways. Licensed and Unlicensed Professionals are being retained to do work and matrix or project work is more routinely used now as a method to get work done than in the past. The fact that a position is responsible for reviewing and accepting the work of another position does not positively or negatively affect the Factor ratings of the position doing the review. It is not uncommon for peer reviews to be done and those reviews are not always done by positions at the same classification/compensation level as the person who did the original work. Again, what is important and what the plan considers is 'which qualifier in each factor best describes the work being done'.

GLOSSARY OF TERMS

(a) Full professional registration

For purposes of this evaluation plan, "full professional registration" means registration as one of the following:

- British Columbia Land Surveyor
- Professional Agrologist
- Professional Engineer
- Registered Architect
- Registered Professional Forester
- Professional Geoscientist

(b) Negotiation (informal)

Work with generally cooperative stakeholders to craft outcomes that satisfy various interests

(c) Negotiation (formal)

Work with stakeholders, who do not have common interests or compatible goals, to come to written agreements that significantly impact future actions by the stakeholders

(d) Investigative Work

To search information sources or make enquiries into situations or circumstances and gather data and/or information

(e) Extension

The act of conveying scientific information where the person conveying the information has specialized subject matter knowledge

(f) Regulatory

To develop or enforce a policy, standard, law or regulation which others are compelled to follow

(g) Research

Research is investigation or experimentation aimed at the discovery and interpretation of new facts, or at the revision of accepted theories or laws in the light of new facts

(h) Technical supervision

Technical supervision is control over the technical work of other licensed professionals or unlicensed science officers (employees or consultants). This control is exercised in either or both of the following ways:

(i) by directing the technical aspects of work to be performed by other employees;

(Note: Exercising technical supervision includes setting technical standards which other licensed professionals or unlicensed science officers must follow, but does not include developing standards, guidelines, or recommendations which are given technical review and approval by others before they are implemented. Nor does exercising technical supervision include giving technical advice to others if they are not compelled to follow that advice.)

and/or

(ii) by monitoring the technical content of another licensed professional's or unlicensed science officer's work, ensuring that anomalies are corrected, and evaluating the technical performance of those licensed professionals or unlicensed science officers**.**

(i) Unlicensed science officers

Unlicensed science officers are persons in positions which perform work that is similar in kind and is at the same level as work performed by Licensed Science Officer positions. The work is performed in scientific disciplines that are outside the Licensed Science Officer series. Such scientific disciplines include biology, chemistry, economics, and geography. Unlicensed science officer positions within government are typically classified as:

- Biologist	Grid 21 – Grid 30
- Economist	Grid 21 – Grid 30
- Planning Officer	Grid 21 – Grid 30
- Research Officer	Grid 21 – Grid 30
- Science Officer	Grid 30
- Scientific/Technical Officer	Grid 24 – Grid 30

ADMINISTRATIVE SUPERVISORY RESPONSIBILITY

There are two main aspects of supervisory responsibility – technical supervisory responsibility and administrative supervisory responsibility. Together, these are defined as continuing responsibility for training staff, assigning and reviewing work, assessing performance and recommending action based on the performance assessment. In some organizations, administrative supervision and technical supervision are exercised by two different people. In such cases, the technical supervisor is responsible for training staff and for reviewing and assessing the technical aspects of work performed. The administrative supervisor is responsible for administrative (or "rum and rations") control over subordinate staff. This control includes responsibility for assessing daily work habits and for recommending follow-up action. Under this factor of the Licensed Science Officer Evaluation Plan, only administrative supervisory responsibility is credited. Positions which must provide technical supervision to others without exercising administrative supervision are not intended to receive credit under this factor; such credit is given elsewhere in this plan.

"Lead workers" and "group leaders" are not fully accountable for performance assessments and recommendations for subsequent action. A lead worker's responsibility is principally for training other staff performing similar functions; a group leader's responsibility encompasses training and also assigning and reviewing work. Both lead workers and group leaders typically provide the supervisor with input into performance appraisals for the work group, but only a supervisor carries full responsibility. No credit is intended to be given under this factor to either lead workers or group leaders.

It is an established principle of job evaluation that no position may report to two administrative supervisors at the same time. Of course, this principle does not preclude the establishment of a chain of command whereby any position reports through an immediate supervisor to a senior supervisory level. However, two positions which have no supervisor/subordinate relationship must not both be credited with supervision of the same subordinate position(s) for the same period of time.

Prorated credit for supervising staff may be given provided no other position receives credit for supervising the same staff at the same time and when either:

(a) supervisory responsibility is clearly shifted from one position to another on a regularly recurring basis;

or

(b) continuous supervisory responsibility is exercised over part-time staff..

Note: No credit may be given for supervisory responsibility unless at least one full-time equivalent subordinate is supervised by the position being evaluated.

Administrative Supervisory Responsibility

Note: Positions which provide technical supervision to others without exercising administrative supervision are not intended to receive credit under this factor; such credit is given elsewhere in this plan.

Number of Positions Supervised Directly or through Subordinates	<1	1-4	5-9	10 or more
Points	0	4	6	8

Procedure for Prorating

(i) Ensure that conditions required for prorating have been met.
(ii) Determine equivalent number of full-time subordinates:

Number of positions supervised full-time by the position being evaluated	+	Number of positions supervised part-time by the position being evaluated	x	Proportion of time these positions are supervised by the position being evaluated

(iii) If the equivalent number of full-time subordinates is greater than or equal to one (1), select the appropriate point value from the table above. If the equivalent number of full-time subordinates is less than one (1), no points may be credited under this factor.

ORGANIZATIONAL AND PROGRAM ROLE

This evaluation factor measures and credits both the organizational role and the program role of each position. Program role compares and differentiates positions in terms of their responsibilities for providing information, for providing advice or recommendations, or for making authoritative, controlling decisions. Organizational role distinguishes those positions which exercise no technical supervision over others from those positions which exercise technical supervision over technical support staff or over Licensed Science Officers and/or unlicensed science officers.

Application of the "Role" Chart

In rating a position's Organizational and Program Role, raters must assign the position's highest role that uses both the assigned level of Originality and Complexity and the assigned level of Technical Supervision Received. If raters consider that a higher role may be more appropriate for the position, both elements of the Judgement factor must be re-examined in consideration of the higher role. The final rating assigned for this factor must be consistent with the rating assigned for Judgement, and should be the highest combined value that reflects the overall function of the position.

ORGANIZATIONAL AND PROGRAM ROLE CHART

ROLE – Select the position's highest role that employs both the assigned level of Originality and Complexity of work and the assigned level of Technical Supervision Received.	
I. Position provides factual information. Positions at this level gather, organize, and summarize data related to a scientific discipline, and perform computations.	37
II. (a) Position provides advice, recommendations, or consultative services within a scientific discipline. Positions at this level evaluate and/or interpret information to the extent of drawing a conclusion, making a prediction, or developing a recommendation for action. OR (b) Position exercises technical supervision over technical support staff or over Licensed Science Officers or unlicensed science officers who are at a training level.	43
III (a) Position exercises authority by making decisions which control the actions of non-subordinates. Positions at this level make authoritative, controlling determinations, (typically as a regulatory function*) based on their evaluation of information, advice and/or conclusions within a scientific discipline. OR (b) Position exercises technical supervision over Licensed Science Officers or unlicensed science officers (employees or consultants) who are beyond the training level. **	50

*Regulatory functions include the determination and development of standards for which others are compelled to follow. Positions responsible for the development of ministry standards that are only used as guiding principles/guidelines/advice and which others are not compelled to follow are not considered to be performing a regulatory function.

**Employees include licensed professionals or unlicensed science officers from other ministries assigned to project teams.

JUDGEMENT

This factor has two elements – Originality and Complexity of Work and Technical Supervision Received. Together, these elements measure the scope given to positions for making independent judgements.

Application of the Judgement Chart

When evaluating any position under this factor, raters must first assess the position's level of Originality and Complexity. Normally, raters should assign the highest level that is predominant in the position being evaluated. Occasionally, however, duties which are not predominant may also be considered significant for rating purposes. In this evaluation plan, the Judgement factor and the previous factor (Organizational and Program Role) are interrelated; thus, the same aspects of a position's duties and responsibilities must be considered in both factors. Therefore, in some cases raters may find it advantageous to the position to assign a level of originality which is less than predominant but which comprises a significant portion of the position's duties and is critical to the performance of the job. In such cases, the level of Originality and Complexity may be lower, for example, but the position may merit a higher ranking in both Technical Supervision Received and in Organizational and Program role, thus achieving a higher overall score.

Positions whose emphasis is on supervisory functions are normally assigned a level of Originality and Complexity by selecting an appropriate statement from column three on the left-hand side of the Judgement chart; positions whose emphasis is non-supervisory are normally assigned a level according to statements in column two.

Next, raters must select the level of Technical Supervision Received by the position for work performed at the assigned level of Originality and Complexity.

Lightly shaded areas represent unusual combinations of allocations.

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CLASSIFICATION PLAN
LICENSED SCIENCE OFFICERS

JUDGEMENT CHART

If the non supervisory role in Org & Program role is selected (II(a) or III(a)), then the corresponding non supervisory column of Judgement must be used. If the supervisory role in Org & Program role is selected (II(b) or III(b)), then the corresponding supervisory column of Judgement must be used.

(1) ORIGINALITY & COMPLEXITY OF WORK IN A SCIENTIFIC DISCIPLINE Assign the highest level that is predominant or critical in the position being evaluated				(2) TECHNICAL SUPERVISION RECEIVED For work performed at the assigned level of originality and complexity		
				Technical content is closely monitored	Technical content is evaluated on completion for adequacy & completeness	Technical content is subject only to a very general review or spot-checking
				1	2	3
	GENERAL	**NON SUPERVISORY**	**SUPERVISORY**			
A	Chooses from solutions which were previously developed	Applies manuals and established policies. Goes entirely by the book.		56	65	75
B	Adapts solutions consistent with established patterns	Applies considerable judgement to determine whether specific situations conform to policies, regulations, specifications, standards, etc. Explains policies. Selects and uses techniques, materials etc. in accordance with established guidelines. Analyzes and interprets data.	Directs or monitors the work of technical support staff, to ensure consistent application of policies, regulations, procedures etc.	65	75	86
C	Makes major adaptations of solutions which were previously developed	Interprets fine points of policies, regulations, etc.; Identifies, analyzes and resolves especially complex problems; interprets the results and makes determinations on controversial issues. In some situations this may be accomplished through negotiation. Develops techniques, instructional materials etc., to be used in accordance with established policy, proven technology and proven concepts. Analyzes complex data and interprets results.	Directs or monitors the application of policies, regulations, specifications, standards, etc., by Ministry professionals who are beyond the training level, in order to ensure consistency. OR Provides technical supervision over consultant licensed and unlicensed professionals.*		86	99
D	Develops prototype solutions	Formulates policy, legislation and other guidelines. Adapts new concepts. Tests and adapts new technology to suit practical situations. Conducts research; tests new hypotheses and interprets results.	Functions as the highest level of technical planning and development within an organizational hierarchy.		99	113
E	Develops new concepts which result in major technological advancements	Administrative policy is the only constraint.				130

*This includes government licensed professionals assigned to a project team. (Credit at this level of judgement is to be assigned to positions rated at III(b) in Org & Program Role)

KNOWLEDGE

This factor provides for the evaluation of all types of knowledge required by any position covered by this plan. These types of knowledge include the following:

- Knowledge of scientific principles or theories, and conceptual knowledge of how to apply those principles;
- Knowledge of practical techniques and procedures used in association with scientific principles or in their application, and knowledge of how to apply those techniques and procedures in order to obtain solutions to specific problems;
- Knowledge of how to implement those solutions in government programs;
- Communication skills;
- Supervisory skills.

This factor measures and compares the total amount of knowledge required by each position, but recognizes that the elements of knowledge required can be substantially different from one job to the next. The knowledge required may be broad or narrow, shallow or deep. Some jobs require highly developed expertise (a great "depth" of knowledge) in a very specialized field (a narrow "breadth" of knowledge); other jobs require more limited expertise (a shallower depth of knowledge) in very diverse fields (broad knowledge). Similarly, the emphasis in some jobs may be on knowledge that is normally gained through education ("advanced" knowledge); the emphasis in others, on knowledge gained through lengthy experience or "seasoning". All of these jobs may have approximately equivalent value when total knowledge requirements are compared

This evaluation plan does not presume any intrinsic differences in the complexity of one science, such as engineering, versus another, such as agrology. Each job must be assessed on the merits of its own complexity and responsibility.

Application of the Knowledge Qualifier Chart

In the accompanying chart for this factor, knowledge requirements are expressed in terms of:

(1) an overall level of knowledge requirements, and
(2) a qualifier which describes the required nature of positions at each level.

No position is to be assigned to a level of knowledge requirements simply because of the job's stated requirements for education, experience, and registration in a job description. This provides an objective basis for rating a position.

> No credit is given in this evaluation plan for preferred or desired combinations of qualifications which particular incumbents may possess beyond requirements. Only job requirements are credited.

KNOWLEDGE QUALIFIER CHART

QUALIFIER	POINTS
Pre Licensed	A 75
Positions at this level have limited breadth and depth. Some technical supervisory responsibility may be exercised over a small technical support staff, such as a field crew.	B 86 Ltd Experience
Positions at this level have some breadth and/or depth, as follows: (1)-positions which provide technical supervision to 1 or 2 LSO's or unlicensed science officers who are not required to be fully experienced; **OR** (2)-positions which require experience and proficiency in investigative, design and/or extension work.	C 99 Fully Experienced
Positions at this level are fairly broad with some depth, or narrower with considerable depth, as follows: (1)-technical supervisors of LSO's or unlicensed science officers who are required to be fully experienced (either with or without additional technical support staff) or consultant licensed professionals or unlicensed science officers **OR** (2)-positions which plan and conduct research or similarly advanced work of an interpretive nature, including developmental work, where the work requires either advanced education or ability to make some judgements based on knowledge gained through considerable experience.	D 113 Seasoned
Positions at this level are broad with considerable depth, or are deep, as follows: (1)-positions whose emphasis is on technical supervision of professionals, and which serve as: (a) the higher of 2 technical supervisory levels over a small to medium-sized group of LSO's and/or unlicensed science officers; or (b) technical supervisors of seasoned LSO's and/or unlicensed science officers; or (c) technical supervisors of a large group of fully experienced LSO's and/or unlicensed science officers; **OR** (2)- positions which plan and conduct research or similarly advanced work of a highly interpretive and highly analytical nature, including developmental work, where there is a strong requirement for ability to make many judgements based on knowledge gained through extensive experience. The majority of these jobs also require advanced education.	E 130 Advanced
Positions at this level are very broad with considerable depth, or they are very deep, as follows: (1)-positions which serve <u>both</u> as the technical authority in an organizational hierarchy <u>and</u> as the technical supervisor of LSO's and/or unlicensed science officers at an advanced level, such as: (a) a large group which includes one or two positions at the advanced level, or (b) a smaller group of positions which are predominantly at the advanced level; **OR** (2)-positions which plan and conduct research in order to achieve substantial technological advancements.	F 150 Highly Advanced

CLARIFICATION

Elaboration is required for several aspects of the LSO plan, as a supplement for clarification of the plan, but not to alter the plan's language or the meaning of the language.

1. Meaning of "Technical" in the Plan

Several aspects which require clarification are concerned with the use of the word "technical". This term has many meanings but must be read in the specific contexts of its use in the plan. Many people have apparently ascribed a narrow meaning to the term (particularly within the Judgement factor), but its meaning was not originally conceived to be narrow. There are two arguments which clearly support this conclusion.

First, in the factor entitled Administrative Supervisory Responsibility, the plan divides supervisory responsibility into two main categories – technical supervisory responsibility and administrative supervisory responsibility. The latter is given a specific and narrow meaning, leaving virtually all matters of functional or program supervision to fall within the meaning of "technical supervisory responsibility".

Second, in crediting responsibility for exercising "technical supervision" as defined on page 8 of this Plan, the joint committee accepted that technical supervision can be exercised, by licensed professionals, over staff in such diverse disciplines as biology, chemistry, economics, and geography, in addition to staff employed as Technicians or in technical support functions. This broad interpretation of "technical supervision" has been consistently applied in Knowledge Requirements and in Organizational and Program Role.

Clearly, then, a similarly broad interpretation must apply where the term "technical" is used in the Judgement factor. Just as the Knowledge Requirements factor is intended to evaluate "all types of knowledge required" by any position encompassed within the plan, and recognizes supervision over Biologists, Research Officers, etc. as the exercising of technical supervision, so also is the Judgement factor intended to comprise the total scope given to positions for making independent judgements. Consequently, the phrases "technical planning", "technical supervision" and "technical content" cannot be interpreted in a narrow sense.

2. Technical Supervision Received

(a) Technical Content

Many licensed professionals and managers believe, that "technical content" means technical or mechanical details (measurements, calculations, etc.) that are involved in work within a professional discipline, and that the phrase "technical planning" has a similarly narrow meaning. This belief has led to the erroneous conclusion that many positions have been underrated in either one, or both elements of Judgement – Technical Supervision Received and Originality and Complexity.

(b) Technical Details vs. Other Technical Content

What many people have not realized is that the first category of Technical Supervision Received is the only category which provides for checking of technical details, such as calculations and measurements. The plan recognized that most professionals are independently responsible for the accuracy of these technical details. Subsequent categories of Technical Supervision Received do not refer to technical details but rather to the full scope of functional content. This meaning is essential because the plan must differentiate positions performing work that is subject to supervisory evaluation, from other positions performing work that is not subject to supervisory evaluation. Included in the evaluation of technical content would be the determination of whether operational policies are being consistently applied.

This broad interpretation of Technical Supervision Received is entirely consistent with the interpretation applied to the element of Originality and Complexity. In that element, positions rated in higher categories are given credit for Originality or Complexity which is not necessarily an intrinsic part of the professional discipline.

(c) General Review and Spot Checking

The final point that must be made with reference to Technical Supervision Received is that the term "general review", in the third category of this element, has been misunderstood. Since the statements in category two that "technical content is evaluated on completion" does not include technical details, then a "general review" must be even more general than the evaluation in category two. Specifically, this means that category three applies to positions whose work assignments are not typically reviewed by a supervisor who has the capability to evaluate fully the technical content (in a broad sense). Spot-checking means, of course, that most individual assignments are simply not reviewed. The following chart provides a detailed explanation of each category within Technical Supervision Received.

TECHNICAL SUPERVISION RECEIVED

For work performed at the assigned level of originality and complexity…

Technical content is closely monitored	Technical content is evaluated on completion for adequacy and completeness	Technical content is subject only to a very general review or spot-checking
1	2	3
Thorough review of all work at any stage, including analysis, judgements and technical details such as calculations and measurements.	Completed reports and other work produced by the position are reviewed for analysis and conclusions in most cases, but technical details such as calculations are normally assumed by the reviewer to be correct Position's supervisor or other reviewer is required to have the technical ability to assess work Reviewer would ask questions of the incumbent, or check for himself, to determine whether specific considerations (policies, precedents, alternatives, effects, etc.) were taken into account	Supervisor cannot evaluate all work because <u>either</u> (a) position's work output goes directly to clients OR (b)supervisor has many immediate subordinates OR (c) supervisor or other reviewer does not have or require as much depth of knowledge as the subordinate in some key aspects Reviews are either general reviews of overall performance, or occasional reviews of individual assignments In (c) above, work assignments may normally be reviewed for adherence to policies, etc.
This category is normally not applied to positions which are beyond the training level.	These categories typically apply to positions at various levels beyond the training level.	

NOTE: The review of a position's work output may be carried out either by the position's supervisor or by another senior official on the supervisor's behalf.

3. Originality and Complexity

(a) Highest Level of Technical Planning

The one remaining aspect of the plan that requires clarification of the word "technical" is the phrase "highest level of technical planning", in Originality and Complexity. Again "technical" must be interpreted in the broad sense, for consistency. Technical planning must encompass planning operational details of a program or aspect of a program, including how defined program objectives will be achieved, what resources are required, and how those resources will be used, and which professional and technical staff are to be designated to perform specific assignments. Technical planning, if interpreted in a narrow sense, could easily be a function assigned to positions in category "B" of Originality and Complexity. Functions associated with the highest level of technical planning must, however, be parallel in originality to other functions in category "D". To elaborate, the criteria for "the highest level of technical planning in an organizational hierarchy" include:

(i) that this responsibility must not be credited to more than one position within a "chain of command", regardless of whether that position is included within or excluded from the bargaining unit;

and

(ii) that this responsibility must not be credited to two or more positions which report to the same supervisor and have virtually the same breadth and depth of responsibilities, requiring virtually the same knowledge,

and

(iii) that this responsibility can be credited only to positions which exercise technical supervision over licensed or unlicensed science officers.

(b) Policy and Research

Two other terms used in the Originality and Complexity element of the Judgement factor also require comment. These terms are "policy" and "research". Some misunderstanding appears to exist regarding the intent of these terms in category "D". Non-supervisory functions recognized in this category include those formulating policy and conducting research. However, it is intended that these functions be credited only to positions which are clearly developing "prototype solutions", or in other words, to positions which clearly have responsibility beyond category "C". Thus, since "interpreting fine points of policies" and "developing techniques" are included in the lower category, the performance of these functions cannot be construed as parallel to policy formulation or development, despite statements to that effect in position descriptions or from resource people. It was not intended that the development of procedural guidelines would be recognized in category "D". Rather, policy formulation would be limited to the development of guidelines for making judgements. Only on this basis could the policy formulation function clearly exceed the originality and complexity of developing techniques or of directing the work of other professionals – both functions included in category "C".

Typically, positions which are credited with formulating policy are in fact developers of operational policy and could not be credited with developing prototype solutions if the intent were limited to work within the professional discipline per se.

Similarly, although the phrase "conducts research" is employed only once within the Judgement factor, some functions that are normally associated with research are specifically mentioned elsewhere. In particular, the statement "analyzes complex data and interprets results" (in category "C") clearly encompasses a research-related function, as is already reflected in the evaluation of the Forest Research Officer benchmark position. Again, it is essential that responsibilities credited in category "D" not only conform with a specific reference statement, such as "conducts research", but also conform with the general requirements of the category – that is, that responsibilities entail the development of prototype solutions.

4. Consultant Licensed Professionals

The responsibility of public service employees to engage the use of consultant licensed professional staff is recognized in the LSO Plan. This is credited in all factors except Administrative Supervision.

SUPPLEMENTARY NOTES TO RATERS

1. Knowledge Requirements

   (a) At the "Seasoned" level of Knowledge Requirements, the last clause of the non-supervisory qualifier refers to work which requires either advanced education or the ability to make judgements which can only be based on knowledge gained through considerable experience.

   (b) The phrase "including developmental work" should be taken to mean "which may include developmental work".

2. Relationship between "Knowledge Requirements" and "Judgement"

   (a) The plan uses the same point scale for these two factors, that is: 150, 130, 113, 99, 86, 75, 65, (56). Normally, the rating for Judgement would be one or two steps lower on the scale than the rating for Knowledge Requirements.

   (b) This relationship between Knowledge Requirements and Judgement can be explained as follows: to exercise judgement, you must use the knowledge required in the position.

   (c) Any situation in which the points assigned for Judgement would exceed the points assigned for Knowledge Requirements is unprecedented.

3. Judgement

   (a) The test for "complex" data is:

   Data available for decision, etc., do not lead to a single conclusion, or are specifically contradictory.

   (b) "Applies considerable judgement to determine whether specific situations conform to policies..." (See Degree B language in the Judgement Factor)

   This would include consultations and informal negotiations required as part of referrals or the investigative process and in developing recommendations for action and reaching mutually agreeable decisions.

   (c) "Identifies, analyzes and resolves especially complex problems…" (See Degree C language in the Judgement Factor)

   This would include the complex discussions and formal negotiations which may be part of the process by which the complex problem or controversial issue is resolved. (e.g., Land Use Planning, formal First Nations negotiations, etc.) In situations where more than one representative from a ministry attends a meeting, typically only one of those positions can be credited as the "negotiator"; the other(s) are considered support.

4. Relationship between "Originality and Complexity" and "Technical Supervision Received"

   (a) Given a position with a specific set of Knowledge Requirements and a specific placement within an organization, that position will typically have lesser independence in performing functions which have greater originality and complexity.

   (b) Regulatory aspects of a position's work are typically subject to closer review than non-regulatory aspects at a similar level of originality.

5. Relationship between "Judgement" and "Role"

   (a) In rating positions, either Judgement and Role must both be rated non-supervisory, or both must be rated supervisory. (i.e., If a position is rated under the non supervisory qualifiers in the Organizational and Program Role Factor, II(a) or III(a), it must be rated under the non supervisory specific column in the Judgement Factor.)

   (b) A position with one professional subordinate is usually rated C2 in Judgement, with role III(b). Although supervising one subordinate does not required much supervisory time, the supervisory responsibility is regarded as critical in such a position and is therefore recognized in the rating. The weakness in the C and in the Role III is compensated with a "2" in Technical Supervision Received.

6. Relationship between "Knowledge Requirements" and "Role"

   (a) Positions with Knowledge Requirements below "C" are usually not assigned a non-supervisory Role III, since such positions typically do not have "controlling authority" over the actions of non-subordinates. These positions are never assigned a supervisory Role III.

7. Relationship between Supervisors and Subordinates re: "Technical Supervision Received"

   (a) In evaluating a position under this element of the Judgement factor, raters must determine precisely the nature and extent of "Technical Supervision Received" directed to a subordinate position by:

      (i) assessing the degree and nature of the supervisory responsibility provided for in the duties of positions which may administratively and/or technically exercise supervision over the position;

      (ii) conducting an on-site review with the supervisor to assess and confirm the exact nature and degree of "Technical Supervision" to be applied to the position;

      (iii) ensuring that the qualifiers for Technical Supervision Received fit the position relative to the "Evaluation Plan – Clarification" provided for in the chart for this element;

      (iv) examining comparable Benchmark position descriptions and their reporting relationships for this element.

(b) Generally, degree "3" Technical Supervision Received is applied to positions which:

(i) report to a "generalist" supervisor, where the subordinate position is the technical authority in the specific professional field in the organizational unit;

or

(ii) are geographically isolated from direct technical supervision in their field of specialization or expertise; e.g., a Regional specialist reporting to a Headquarters generalist/specialist;

or

(iii) conduct senior scientific research activities, where the work output is of such a nature that it cannot be adequately verified or checked within government service.

It is important that the degree of Technical Supervision assessed as appropriate to any position is actually exercised by the supervisor. Raters should compare, and if need be, reconcile actual or intended supervisory practice in relation to that assigned the subordinate position under this element.

8. Relationship between 'Research' and 'Similarly advanced work'

The plan recognizes both a progressive level of complexity/knowledge required for undertaking research and an equivalency at Degree D and Degree E. There is no equivalency to F level research.

JUDGEMENT/ROLE COMBINATIONS

1. Non-Supervisory Ratings:

A1, A2	with Role I or II(a)
B1, B2	with Role II(a)
B3, C2, C3	with Role II(a), less commonly with IIIa()
D2, E3	with Role II(a)

2. Supervisory Ratings:

B2	with Role II(b) (uncommon)
B3	with Role II(b)
C2	with Role II(b) (relatively uncommon)
C3, D3	with Role III(b)

Note:
In rating positions either Judgement and Role must both be rated non-supervisory, or both must be rated supervisory.
The following Judgement ratings are highly uncommon: A3, C1, C4, D1, E1, and E2.

SUPERVISOR/SUBORDINATE RATING RELATIONSHIPS

1. Knowledge Requirements

Subject to the criteria contained in the Knowledge Requirements rating chart, the following rating patterns prevail:

Subordinate	A	B	C	D	E
Supervisor	B	C	D	*(D)/E	E/F

2. Judgement

The following rating patterns prevail, but *each position must be assessed on its own merits:*

Subordinate	A2/B1	B2	B3/C2	C3
Supervisor	B2/B3	C2/C3	*(C2)/C3	C3/D3

**entries in parentheses are uncommon*

COMMON RATING PATTERNS

F 150	E3 130	II(a) 43	323 + Admin. Sup.
F 150	D3 113	III(b) 50	313 + Admin. Sup.
E 130	D3 113	III(b) 50	293 + Admin. Sup.
E 130	C3 99	III(b) 50	279 + Admin. Sup.
E 130	D2 99	II(a) 43	272 + Admin. Sup.
D 113	C3 99	III(b) 50	262 + Admin. Sup.
D 113	C3 99	II(a) 43	255 + Admin. Sup.
D 113	C2 86	III(b) 50	249 + Admin. Sup.
D 113	C2 86	III(a) 50	249 + Admin. Sup.
D 113	B3 86	III(a) 50	249 + Admin. Sup.
D 113	C2 86	II(a) 43	242 + Admin. Sup.
D 113	B3 86	II(a) 43	242 + Admin. Sup.
C 99	C2 86	III(b) 50	235 + Admin. Sup.
C 99	B3 86	II(a) 43	228 + Admin. Sup.
C 99	B2 75	III(a) 50	224 + Admin. Sup.
C 99	B3 86	III(a) 50	235 + Admin. Sup.
C 99	B2 75	II(a) 43	217 + Admin. Sup.
B 86	B2 75	II(a) 43	204 + Admin. Sup.
A 75	B1 86	II(a) 43	183

UNCOMMON RATING PATTERNS

1. E 130 **C2 86 III(b)** 50 = 266 + Admin. Sup.

   Supervisory C2 uncommon; also Judgement three steps below Knowledge uncommon.

2. **E** 130 **C2** 86 II(a) 43 = 259 + Admin. Sup.

   Judgement three steps below Knowledge Requirements.

3. D 113 **C2** 86 **III(b)** 50 = 249 + Admin. Sup.

   Supervisory C2 uncommon.

4. D 113 **C**2 86 III**(a)** 50 = 249 + Admin. Sup.

   "C" in Originality uncommon with non-supervisory Role III.

5. **D** 113 **D**2 99 II(a) 43 = 255

   "D" in Originality uncommon with D in Knowledge

6. **C** 99 **C3** 99 III(b) 50 = 248 + Admin. Sup.

   Uncommon for Knowledge Requirements and Judgement to be assigned equal points. Supervisory Role III uncommon with "C" Knowledge Requirements.

7. **C** 99 **C**2 86 **III(b**) 50 = 235 + Admin. Sup.

   Supervisory Judgement and Role III uncommon with "C" in Knowledge Requirements

8. **B** 86 B2 75 III**(a)** 50 = 211 + Admin. Sup.

   An authoritative (decision making) role is uncommon with Knowledge Requirements below "C".

9. A 75 A2 65 I 37 = 177

EVALUATIVE PROFILES

Mixed Position – With both Supervisory and Policy Development Functions

The following example shows that the rating for the supervisory function results in a higher point total than for the policy development function. As a result the rater must assign the supervisory rating to the position.

1. Supervisory Function

Makes major adaptations of solutions:	E	130
-interprets fine points of policies; -resolves especially complex problems; -directs or monitors the application of policies, regulations, specs, standards.	C	99
Work described above is subject only to a very general review of spot-checking.	3	
Exercises technical supervision over LSO's who are beyond the training level.	III(b)	50
Administrative Supervisory Responsibility	3-4	4
Total		283
Point band range		**268 – 295 = LSO 4**

2. Policy Development Function

Develops prototype solutions:	E	130
-formulates policy	D	99
This work is reviewed upon completion	2	
Position develops recommendations for action	II(a)	43
Administrative Supervisory Responsibility	3-4	4
Total		276
Point band range		**268 – 295 = LSO 4**

Mixed Positions – With Regulatory and Advisory Functions

The following example shows that the rating for the regulatory function provides a higher point total than for the advisory function. As a result, the rater must assign the regulatory rating to the position. This also results in the position being classified at a higher level.

1. Advisory Function

Adapts established solutions:	C	99
-resolves problems by determining whether specific situations conform to policies, precedents, etc. Explains policies.	B	86
Work can be only generally reviewed. (Direct contact with clients)	3	
Position provides advice within a scientific discipline.	II(a)	43
Administrative Supervisory Responsibility	1-4	4
Total		232
Point band range		**204 – 237 = LSO 2**

2. Regulatory Function

Adapts established solutions:	C	99
-applies considerable judgement to determine whether specific regulations apply.	B	86
Work is subject to a general review.	3	
Position exercises authority by making decisions which control the actions of non-subordinates.	III(a)	50
Administrative Supervisory Responsibility	1-4	4
Total		239
Point band range		**238 – 267 = LSO 3**

TYPICAL RELATIONSHIPS BETWEEN KNOWLEDGE REQUIREMENTS RATINGS AND JUDGEMENT RATINGS

Knowledge	Originality and Complexity		Typical Judgement Points
	(typical)	(just acceptable)	
F(150)	E,D		130, 113
E(130)	D,C		113, 99
D(113)	C,B	D	99, 86, 75
C(99)	B	C	86, 75
B(86)	B		75
A(75)	A,B		65

SUMMARY OF BENCHMARKS BY MINISTRY AND NUMBER

AGRICULTURE AND LANDS							
BM	**POSITION TITLE**	**KNOWLEDGE**	**JUDGEMENT**	**OPR**	**ASR**	**POINTS**	**LEVEL**
1	Senior Engineer	E(1)b/E(2)	D3	III(b)	8	301	LSO 5
2	Section Head, Crown Land Adjudication	E(1)a/E(1)b	C3	III(b)	4-8	283-287	LSO 4
3	Manager, Plant Health Unit	E(1)a/E(2)	C3	III(b)	6	285	LSO 4
4	Regional Manager, North	E(1)b	C3	III(b)	6	285	LSO 4
5	Manager, Business Information	E(1)b/E(2)	C3	III(b)	6	285	LSO 4
6	Metadata Services/Forestry Prog Lead	E(1)b/E(2)	C3	III(b)	4	283	LSO 4
7	Land and Resource Specialist	D(2)	C2	II(a)	0	242	LSO 3
8	Resource Stewardship Agrologist	D(2)	C2	II(a)	0	242	LSO 3
9	GSR Development & Standards Engineer	D(2)	C2	II(a)	0	242	LSO 3
10	Land Licensed Officer	C(2)	B3	III(a)	0	235	LSO 2
ENERGY, MINES AND PETROLEUM RESOURCES							
11	Manager, Petroleum Geology	F(1)b	D3	III(b)	6	319	LSO 5
12	Senior Petroleum Geologist – Coal	E(2)	C3	II(a)	0	272	LSO 4
13	Inspector Of Mines	D(2)	C2	III(a)	0	249	LSO 3
14	Geomatics Geoscientist	D(2)	C2	II(a)	0	242	LSO 3
ENVIRONMENT							
15	Head, Ground Water and Aquifer Science	E(1)b/E(2)	D3	III(b)	4	297	LSO 5
16	Inspector Dikes, Head Flood Safety Sctn	E(1)b/E(2)	D3	III(b)	4	297	LSO 5
17	Section Head, Environmental Mgmt	E(1)c	C3	III(b)	6	285	LSO 4
18	Senior Vegetation Ecologist	E(2)	C3	II(a)	0	272	LSO 4
19	Regional Hydrologist Engineer	D(2)	C2	III(a)	0	249	LSO 3
20	Dike Safety Specialist	D(2)	B3	II(a)	0	242	LSO 3

FORESTS AND RANGE							
21	Forest Establishment Officer	E(1)b/E(2)	D3	III(b)	4	297	LSO 5
22	Head, Radio Engineering Operations	E(2)	C3	III(b)	6	285	LSO 4
23	Cruising Policy Forester	E(2)	C3	II(a)	0	272	LSO 4
24	Export Policy Forester	E(2)	C3	II(a)	0	272	LSO 4
25	Forest Practices Specialist	D(2)	C3	II(a)	0	255	LSO 3
26	Tenures Officer	D(2)	B3	III(a)	0	249	LSO 3
27	Team Leader, Ecosystem Restoration	D(1)/D(2)	C2	III(b)	0	249	LSO 3
28	Fire Management Specialist	D(2)	C2	II(a)	0	242	LSO 3
29	Research Ecologist	D(2)	C2	III(b)	0	249	LSO 3
30	Policy Forester	D(2)	C2	II(a)	0	242	LSO 3
31	District C & E Agrologist	C(2)	B2	III(a)	0	224	LSO 2
32	District First Nations Officer	C(2)	B2	II(a)	0	217	LSO 2
TRANSPORTATION AND INFRASTRUCTURE							
33	Manager, Electrical Engineering	E(1)b/E(2)	D3	III(b)	8	301	LSO 5
34	Mgr, Bridge & Structural Engineering	F(1)	D3	III(b)	6	319	LSO 5
35	Sr. Traffic Operations Engineer	E(1)b/E(2)	C3	III(b)	8	287	LSO 4
36	Bridge Consultant Liaison Engineer	E(2)	C3	III(b)	0	279	LSO 4
37	Sr. Materials & Pavement Engineer	E(2)	C3	II(a)	0	272	LSO 4
38	Sr. Highway Planning Engineer	E(2)	C3	II(a)	0	272	LSO 4
39	Highway Design Consultant Liaison Eng	D(1)	C2	III(b)	0	249	LSO 3
40	Geotechnical Design Engineer	D(1)/D(2)	C2	III(b)	0	249	LSO 3
41	District Program Engineer	D(1)/D(2)	C2	III(b)	0	249	LSO 3
42	Highway Design Engineer	C(2)	B2	II(a)	0	217	LSO 2

SUMMARY OF BENCHMARKS BY TYPE

CONSULANT PROFESSIONALS							
BM	**POSITION TITLE**	**KNOWLEDGE**	**JUDGEMENT**	**OPR**	**ASR**	**POINTS**	**LEVEL**
36	Bridge Consultant Liaison Engineer	E(2)	C3	III(b)	0	279	LSO 4
41	District Program Engineer	D(1)/D(2)	C2	III(b)	0	249	LSO 3
40	Geotechnical Design Engineer	D(1)/D(2)	C2	III(b)	0	249	LSO 3
39	Highway Design Consultant Liaison Eng	D(1)	C2	III(b)	0	249	LSO 3
27	Team Leader, Ecosystem Restoration	D(1)/D(2)	C2	III(b)	0	249	LSO 3
EXPERT WITH PROGRAM RESPONSIBILITY							
BM	**POSITION TITLE**	**KNOWLEDGE**	**JUDGEMENT**	**OPR**	**ASR**	**POINTS**	**LEVEL**
21	Forest Establishment Officer	E(1)b/E(2)	D3	III(b)	4	297	LSO 5
15	Head, Ground Water and Aquifer Science	E(1)b/E(2)	D3	III(b)	4	297	LSO 5
16	Inspector Dikes, Head Flood Safety Sctn	E(1)b/E(2)	D3	III(b)	4	297	LSO 5
33	Manager, Electrical Engineering	E(1)b/E(2)	D3	III(b)	8	301	LSO 5
11	Manager, Petroleum Geology	F(1)b	D3	III(b)	6	319	LSO 5
34	Mgr, Bridge & Structural Engineering	E(1)a/E(1)b	D3	III(b)	8	301	LSO 5
1	Senior Engineer	E(1)b/E(2)	D3	III(b)	8	301	LSO 5
INFORMATION/DATA/GIS SPECIALISTS							
BM	**POSITION TITLE**	**KNOWLEDGE**	**JUDGEMENT**	**OPR**	**ASR**	**POINTS**	**LEVEL**
14	Geomatics Geoscientist	D(2)	C2	II(a)	0	242	LSO 3
9	GSR Development & Standards Engineer	D(2)	C2	II(a)	0	242	LSO 3
5	Manager, Business Information	E(1)b/E(2)	C3	III(b)	6	285	LSO 4
6	Metadata Services/Forestry Prog Lead	E(1)b/E(2)	C3	III(b)	4	283	LSO 4

INVESTIGATIVE, DESIGN, EXTENSION							
BM	**POSITION TITLE**	**KNOWLEDGE**	**JUDGEMENT**	**OPR**	**ASR**	**POINTS**	**LEVEL**
31	District C & E Agrologist	C(2)	B2	III(a)	0	224	LSO 2
32	District First Nations Officer	C(2)	B2	II(a)	0	217	LSO 2
42	Highway Design Engineer	C(2)	B2	II(a)	0	217	LSO 2
POLICY AND STANDARDS							
BM	**POSITION TITLE**	**KNOWLEDGE**	**JUDGEMENT**	**OPR**	**ASR**	**POINTS**	**LEVEL**
23	Cruising Policy Forester	E(2)	C3	II(a)	0	272	LSO 4
24	Export Policy Forester	E(2)	C3	II(a)	0	272	LSO 4
30	Policy Forester	D(2)	C2	II(a)	0	242	LSO 3
37	Sr. Materials & Pavement Engineer	E(2)	C3	II(a)	0	272	LSO 4
REGULATORY							
BM	**POSITION TITLE**	**KNOWLEDGE**	**JUDGEMENT**	**OPR**	**ASR**	**POINTS**	**LEVEL**
13	Inspector Of Mines	D(2)	C2	III(a)	0	242	LSO 3
10	Land Licensed Officer	C(2)	B3	III(a)	0	228	LSO 2
19	Regional Hydrologist Engineer	D(2)	C2	III(a)	0	249	LSO 3
26	Tenures Officer	D(2)	B3	III(a)	0	249	LSO 3
RESEARCH							
BM	**POSITION TITLE**	**KNOWLEDGE**	**JUDGEMENT**	**OPR**	**ASR**	**POINTS**	**LEVEL**
29	Research Ecologist	D(2)	C2	III(b)	0	249	LSO 3
12	Senior Petroleum Geologist – Coal	E(2)	C3	III(a)	0	272	LSO 4

SECTION/UNIT HEADS/MANAGERS							
BM	**POSITION TITLE**	**KNOWLEDGE**	**JUDGEMENT**	**OPR**	**ASR**	**POINTS**	**LEVEL**
3	Manager, Plant Health Unit	E(1)a/E(2)	C3	III(b)	6	285	LSO 4
4	Regional Manager, North	E(1)b	C3	III(b)	6	285	LSO 4
22	Head, Radio Engineering Operations	E(1)b/E(2)	C3	III(b)	6	285	LSO 4
35	Sr. Traffic Operations Engineer	E(1)b/E(2)	C3	III(b)	4	283	LSO 4
2	Section Head, Crown Land Adjudication	E(1)a/E(1)b	C3	III(b)	4-8	283-287	LSO 4
17	Section Head, Environmental Mgmt	E(1)c	C3	III(b)	6	285	LSO 4
STAND ALONE SPECIALISTS/EXPERTS WITH NO PROGRAM RESPONSIBILITY							
BM	**POSITION TITLE**	**KNOWLEDGE**	**JUDGEMENT**	**OPR**	**ASR**	**POINTS**	**LEVEL**
20	Dike Safety Specialist	D(2)	B3	II(a)	0	242	LSO 3
28	Fire Management Specialist	D(2)	C2	II(a)	0	242	LSO 3
25	Forest Practices Specialist	D(2)	C3	II(a)	0	255	LSO 3
40	Geotechnical Design Engineer	D(1)/D(2)	C2	III(b)	0	249	LSO 3
7	Land and Resource Specialist	D(2)	C2	II(a)	0	242	LSO 3
8	Resource Stewardship Agrologist	D(2)	C2	II(a)	0	242	LSO 3
38	Sr. Highway Planning Engineer	E(2)	C3	II(a)	0	272	LSO 4
37	Sr. Materials & Pavement Engineer	E(2)	C3	II(a)	0	272	LSO 4
12	Senior Petroleum Geologist – Coal	E(2)	C3	II(a)	0	272	LSO 4
18	Senior Vegetation Ecologist	E(2)	C3	II(a)	0	272	LSO 4

UNDERIMPLEMENTATION PROCEDURES

All positions evaluated within Level Two of the Licensed Science Officer Evaluation Plan will be capable of being underimplemented positions at the Employer's discretion. Such positions will be regarded as "LSO 1/LSO 2" positions thus permitting the appointment of the following types of candidates at the LSO 1 level:

- candidates who have not achieved full professional registration in the relevant discipline, and

- candidates who are not yet immediately eligible upon application for full professional registration in the relevant discipline

These terms apply regardless of whether the candidate's status immediately prior to appointment was regular or auxiliary, in service or out of service.

This policy does not apply to land surveyors, or architects.

Appointment at the LSO 1 level does not apply in cases of unregistered candidates who are immediately eligible upon application for full professional registration in BC in their particular professional discipline. However, in the case of a candidate seeking registration into the forestry profession in BC, appointment at the LSO 1 level does apply if the candidate lacks the required years of experience to write the Association of BC Professional Foresters' registration exam on the date that exam was most recently held.

As a condition of underimplementation, an employee receiving an LSO 1 pay rate in an LSO 2 position is not to be expected to perform at as high a level of professional competence as he/she will be expected to perform after attaining full professional registration, in that:

- the employee receives a greater amount and/or degree of supervision than would normally be associated with the position and the employee is informed of this, and/or

- some of the duties of the position are removed and the employee is informed of this.