



Summary ACDS Compensation Review HayGroup 2008

Platform

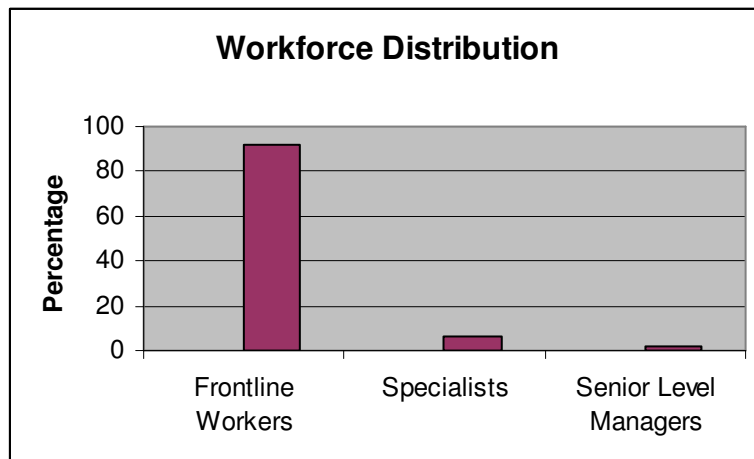
The Alberta Council of Disability Services in 2005 completed a through review of the work done with the Community Disability Services Sector. This review resulted in the identification of six benchmark positions. Benchmark positions identify a familiar bundle of work tasks, highly recognizable within a sector. Each benchmark position identifies the preferred qualifications for the work.

HayGroup has a proven job evaluation methodology that was applied to the benchmark positions of the community Disability Services Sector. These evaluations allow for accurately extracted data from HayGroup compensation databases based on detailed job content in relation to the compensable factors of Know-How, Problem Solving and Accountability.

HayGroup examined the detailed compensation and benefits data from the Western Canadian Broader Public Sector. This includes organizations from three levels of government, education, healthcare and crown corporations.

Results

Community Disability Services has a workforce of 17,000 people with 92% of the workforce providing direct services to persons with disabilities. (www.workforce2010.com). Results of the wage review indicate that this workforce is paid 50% less than comparable jobs across multiple sectors. The agencies providing services in the 06/07 budget received 404 million¹ to provide services, 90% of these funds (363.3 m) go directly to staff wages



An investment of \$181.8 million is required to bring the workforce providing direct support to a competitive wage.

¹ See the handout “Where the Money Goes”.

Findings

Using the **Base Salary Policy** (the annual salary an organization is prepared to pay for satisfactory performance by a fully trained and orientated staff) the following chart provides the midpoint hourly wage, annual salaries and benefit percentages that is considered **competitive** compared to the **current** wages and benefits for people working in Community Disability Services.

Position	Competitive Wage (midpoint)	Competitive Benefit %		Current Wage (midpoint)	Current Benefit %	% Difference
<p>Community Disability Support Worker This position is the front-line role that has the responsibility to support and facilitate the development of skills and competencies that will assist persons with disabilities to pursue their goals, objectives and aspirations.</p>	21.69 per hour 42,300 per annum	23.9 %		14.12 per hour 27,534 per annum	14.3%	54.26%
<p>Community Disability Practitioner This position is an experienced direct support role providing support to individuals with disabilities, as well as participating in assessment, person-centered planning and plan implementation. Staff usually work with more complicated and or specialized individual situations and environments.</p>	24.41 per hour 47,600 per annum	22.9%		15.89 per hour 30,985 per annum	15%	50.5%
<p>Team Leader This position incorporates front-line supervisory functions and direct support/service responsibilities. A key responsibility is training and support for other, less-experienced direct service staff.</p>	30.46 per hour 59,400 per annum	22.4%		18.33 35,743 per annum	14.6 %	64%
<p>Specialist These positions provide specialist services, training, research and related support, often part of an interdisciplinary team, within the Community Disability Services field.</p> <p>Specialist /Consultant: Smaller</p> <p>Specialist/Consultant: Bigger</p>	34.10 per hour \$59,400 per annum 47.23 per hour \$66,500 per annum	22.4% 22.1%		19.67 per hour 38,358 per annum	15.33%	
<p>Program Coordinator This position is responsible for operational leadership for a set of services or processes within an agency/organization. Key aspects include the development and implementation of process guidelines, service monitoring and evaluation, service delivery coordination and intervention, budget administration and management, funding proposal development and community liaison.</p>	47.23 per hour 92,000 per annum	21.7%		51,831 High 42,744 Average 31,200 Low	14.56 %	
<p>Program Director This position is a senior management role with broader strategic, operational and service area responsibility.</p>	58.97 per hour 115,000 per annum	24%		78,604 High 58,344 Average 46,410 Low		