

From: [Standing Committee on Families and Communities](#)
To: [FCCCommittee.Admin](#)
Subject: [Standing Committee on Families and Communities] Submission from Shalene Jobin
Date: Monday, January 15, 2024 4:37:32 PM

**Standing Committee on Families and Communities
Submission**

The form response was submitted on 15 January 2024, 04:36 PM.

PART A: CONTACT INFORMATION	
First Name *	Shalene
Last Name *	Jobin
City/Town *	Edmonton
Email *	
PART B: COMMENTS	
Comments *	Hello, I do not agree with the PSCTA. It creates undue competition amongst my colleagues, and interestingly creates an upward pressure in salaries, as colleagues at different levels of career want to be paid at similar levels even without the detailed information of resumes and other relevant information that HR retains. At universities we are held accountable by our annual review process (merit review) with colleagues and the Dean to ensure we are obtaining raises within a fixed amount and based on our standard of performance for that year. This is already a highly accountable process. We also have to follow all regulations and policies on hiring and salary scales.