



September 5, 2019

Standing Committee on Resource Stewardship
c/o Committee Clerk
3rd Floor, 9820 - 107 Street
Edmonton Alberta T5K 1E7
email: ResourceStewardship.Committee@assembly.ab.ca

To Whom It May Concern:

Re: Review of the *Public Sector Compensation Transparency Act*

Thank you for the opportunity to provide input on the *Public Sector Compensation Transparency Act* (PSCTA).

Although there were some initial challenges with implementing this Act, as there always are with any new processes, Covenant Health feels that for the most part, it has and continues to go quite well. The numbers of concerns and inquiries we receive from our staff has decreased over the past couple of years. While ongoing administration has eased since implementation, disclosing compensation by individual employee continues to take resources to administer; in a time where efficiencies are being sought. Below are points for consideration in the review that summarize our experience.

- Covenant Health provides a Supplemental Pension Plan for employees who earn over the Local Authorities Pension Plan pensionable maximum. Last year we were advised that these supplemental pension plan payments were to be reported as Severance for the purposes of the PSCTA. Many people surmise that if there is a severance payment, the person must have had their employment terminated, sometimes involuntarily. These payments are made to some employees who have been long serving individuals with our organization and are simply retiring. It has caused angst amongst these well serving employees to have this income reported as Severance, hence our request to have this reconsidered.
- At times, employees look up coworkers to augment a case for increased compensation as they feel they should be compensated at an equal or higher rate than peers. The methodology used to disclose compensation often raises questions as it is complex and includes more than just the base rate for a job, which can cloud the real compensation provided for the work being performed by personal employee decisions, such as requesting a payout of their vacation entitlement. Supervisors and human resource staff are then in the position to manage employee expectations and limit any impact at the worksite due to employees making comparisons to others while respecting personal employee information. Disclosing individual employee compensation for executives only and aggregate information by class and salary range for all other employees; along with explaining the total compensation package available to employees may provide the same level of accountability without the added administration.

Thank you for your consideration of this request. Should you require any further information, please feel free to contact Erin Johnston, Corporate Director of Human Resource Business Services, Talent Acquisition and Total Compensation for Covenant Health. Erin may be reached at 780-862-8342 or email erin.johnston@covenanthealth.ca.

Sincerely,

Karen Galenzoski
Chief Human Resources Officer