

ANNUAL MEETING - JUNE 1967Canadian Government salary revisions affecting ICNAF

At its 1965 Annual Meeting, the Commission authorized the establishment of Canadian Government salary classifications for employees of the Commission's Secretariat at Clerk 2 (Clerk typist), Clerk 3 (Clerk stenographer), Clerk 4 (Senior Stenographer), Editor 2 (Editorial Assistant), Administrative Officer 7 (Assistant Executive Secretary) and Senior Officer 1 (Executive Secretary). These classifications were based on an appraisal by the Classification Branch of the Civil Service of Canada of job descriptions and salary classifications for employees of the Secretariat.

In 1966, the Canadian Government announced considerable changes in the classification standards and the application of the standards to positions in the Public Service. At the request of the Executive Secretary the Canadian Civil Service in their letter of 20 February 1967 has evaluated the ICNAF positions under the new system as follows:

	<u>Old Classification</u>	<u>New Classification</u>
Executive Secretary	Senior Officer 1	Admin. Services Level 9
Asst. Executive Secretary	Admin. Officer	Admin. Services Level 6 or 7
Editorial Assistant	Editor 2	Information Services Level 1
Senior Clerk Stenographer	Clerk 4	Secretarial, Stenographic Typing Level 6
Clerk Stenographer	Clerk 3	Secretarial, Stenographic Typing Level 5
Clerk Typist	Clerk 2	Clerical and Regulatory Level 2

The schedule of revised salaries for the new classifications is shown in Appendix 1. Altered rates of pay for the above classes and grades became effective for the Administrative Services and Information Services under Canadian Government Treasury Board minute 659668 dated 8 September 1966 and for the Clerical and Regulatory Services and the Secretarial, Stenographic and Typing Services under Canadian Government Treasury Board minute 653575 dated 4 May 1966. The appendix shows Canadian salary revisions effective 1 October 1965 (interim), 1 October 1965 (final) and 1 October 1966 as they relate to the employees of the Commission Secretariat.

The following table provides a detailed summary of the salary item of the Preliminary Budget Estimate 1967/68 and Preliminary Budget Forecast 1968/69 (see Appendices I and II to the Agenda of the Standing Committee on Finance & Administration.)

	<u>Appropriations</u> <u>1966/67</u> (Ann.Proc.16 p.18-19)	<u>Advance estimates</u> <u>1967/68</u> (Ann.Proc.16 p.19)	<u>Proposed</u> <u>Estimates</u> <u>1967/68</u>	<u>Forecast</u> <u>Estimates</u> <u>1968/69</u>
Executive Secretary	18,250 (SO1)	18,250	20,017 (AS9)	20,802
Asst.Exec.Secretary	11,554 (AO7)	11,978	13,055 (AS6)	13,599
Editorial Asst.	6,206 (Ed2)	6,395	7,514 (IS1)	7,841
Senior Secretary	5,054 (Cl4)	5,054	5,808 (ST7)	6,000
Clerk Steno	4,368 (Cl3)	4,524	4,976 (ST5)	5,059
Clerk Typist	3,214 (Cl2)	3,370	3,773 (CR2)	3,893
	<u>\$48,646</u>	<u>\$49,571</u>	<u>\$55,143</u>	<u>\$57,194</u>

The following table presents the amounts of retroactive pay for the staff members of the Secretariat as calculated on the basis of the rate changes effective 1 October 1965 and 1 October 1966. Details of the calculations are shown in Appendix 1 of this document:

Executive Secretary	\$ 797.00
Asst. Executive Secretary	385.88
Editorial Assistant	1,388.00
Senior Stenographer	669.50
Clerk Stenographer	626.25
Clerk Typist	552.00
Total amount of retroactive pay	<u>\$4,418.63</u>

APPENDIX I

	Rate 1 Jan 66- 30 Jun 67	Rate 1 July 67- 30 June 68					Retro
Clerk 2 and CR 2	3214	3370	3526	3682	wef 1 Oct 65		
CR 2	3352	3462	3572	3682	wef 1 Oct 65		69
	Rate 1 Jul 66- 30 Jun 67	3511	3627	3743	3859	wef 1 Oct 65	79.50+297
	3653	3773	3893	4013	wef 1 Oct 66		<u>106.50</u>
							<u>\$552</u>

Proposed rate 1 July 1967-30 June 1968 - \$3,773

	Rate 1 Jul 65- 30 June 66	Rate 1 July 66- 30 June 67	Rate 1 July 67- 30 June 68				Retro
Cl 3 or ST 5	4056	4212	4368	4524	wef 1 Oct 65		
	4116	4252	4388	4524	wef 1 Oct 65		39+20
	4353	4497	4641	4785	wef 1 Oct 65		183.75+253
	4529	4678	4827	4976	wef 1 Oct 66		<u>139.50</u>
							<u>\$626.25</u>

Proposed rate 1 July 1967-30 June 1968 - \$4,976

	Rate 1 Jul 67- 30 June 68		Rate 30 June 66	Rate 30 June 67			
Cl 4 or ST 6	4586	4742	4898	5054	wef 1 Oct 65		
	4598	4750	4902	5054	wef 1 Oct 65		213+292
	4866	5026	5186	5346	wef 1 Oct 65		<u>160.50</u>
	5059	5226	5393	5560	wef 1 Oct 66		<u>\$609.50</u>
ST 7	5808	6000	6192	6384			

Proposed promotion to ST 7 at rate 1 July 1967-30 June 1968 - \$5,808

	Rate 1 Jul 65- 30 Jun 66	Rate 1 Jul 66- 30 Jun 67	Rate 1 Jul 67- 30 Jun 68		Retro
Editor 2	6017	6206	6395	6584	6773 6962 wef 1 Oct 65
Info Ser. 1	5097 5397 5697 5997	6297	6897	7197	7497 - wef 1 Oct 65
	5342 5656 5970 6284	6598	7226	7540	7854 - wef 1 Oct 65
	5552 5879 6206 6533	7187	7514	7841	8168 - wef 1 Oct 66
					280+391
					225.75+315
					<u>176.25</u>
					<u>\$1,388</u>

Proposed 1 July 1967-30 June 1968 - \$7,514

	Rate Apr. 66- 30 June 67	Rate 1 Jul 67- 30 Jun 68		Retro
Adm. Offr 7	11554	11978	12508	13038 wef 1 Oct 65
Adm. Services 6	11592	12096	12600	wef 1 Oct 65
	11507	12553	13076	wef 1 Oct 65
	11967	13055	13599	wef 1 Oct 66
				22.17
				255.50
				<u>108.21</u>
				<u>\$385.88</u>

Proposed classification at level of Admin. Services 6, 1 July 1967-30 June 1968 - \$13,055

	Rate 1 Jul 65- 30 June 67	Rate 1 Jul 67- 30 June 68		Retro							
Senior Offr. 1	16500	17000	17500	18000	18250	18500	19000	19500	20000	20000	wef 1 July 1965
	16605	16982	17360	18115	18492	18870	19247	19625	20002	20002	wef 1 Oct 1965
	17270	17662	18055	18840	19232	19625	20017 ^{a)}	20410	20802	20802	wef 1 Oct 1966
											<u>\$797</u>
											242
											555

Proposed 1 July 1967-30 June 1968 - \$20,017

a) annual increment from \$19,232 to \$20,017 on 1 July 1967 and to \$20,802 on 1 July 1968 (authority: Letter from Canadian Department of Fisheries of 10 Feb 1967 and L. Anril 1967)