



# CLASSIFICATION WORKING GROUP

HALIFAX CONVENTION PRESENTATION APRIL 2016

## TODAY'S AGENDA

1. Brief Committee backgrounder
2. Brief review of existing Deloitte standard
3. Current Classification Committee Recommendations
4. Next Steps
5. Q and A session



# CLASSIFICATION COMMITTEE BACKGROUND INFO

# CLASSIFICATION COMMITTEE

- Current version of Committee formed in 2012
- Meet as required – one week at a time
- 10 appointees – one Facilitator
  - \*4 members comprise “sub-committee”

| CATCA                    | NAV CANADA                                      |
|--------------------------|---|
| Mark Bernard, YVR ACC    | Bob Fiege, YEG ACC                              |
| Jerry Fry, CYEG Tower    | Sam Ghobrial, MTTO                              |
| *Randy Hepner, YWG ACC   | *Normand Richard, OSQ                           |
| Jason Rose, CYYZ Tower   | Blair Millar, CYHZ Manager                      |
| *Gordon Howe, CYKZ Tower | *Debbie Powers, CATCA<br>Classification Manager |
| Joe Magee - Facilitator  |   |

# CLASSIFICATION COMMITTEE

## 2012 Terms of Reference (TOR)

- Examine existing classification standard and make recommendations on:
  1. Current/future benchmarks
  2. The 88's study
  3. The STI as a measuring tool
  4. The most appropriate proxy for traffic/intensity
  5. A potential replacement for counting
- Joe Magee previously recommended keeping Deloitte standard with adjustments - group discussed and agreed.
- Deloitte Standard applies to all members in CATCA
- Rule #1 – our work must remain inside the existing classification standard.



## EXISTING DELOITTE STANDARD



# EXISTING DELOITTE STANDARD

| Factor  | DEGREE |     |     |     |     | Weighting | Total Points Available |
|---|--------|-----|-----|-----|-----|-----------|------------------------|
|   | 1      | 2   | 3   | 4   | 5   |           |                        |
| DF 1 - Knowledge  | 60     | 120 | 180 | 240 | 300 | 20.0%     | 300                    |
| DF 2 - Communications and Interpersonal Skills              | 30     | 60  | 90  | 120 | 150 | 10.0%     | 150                    |
| DF 3 - Problem Solving and Complexity                       | 45     | 90  | 135 | 180 | 225 | 15.0%     | 225                    |
| DF 4 - Decision Making                                      | 38     | 75  | 113 | 150 |     | 10.0%     | 150                    |
| DF 5 - Impact   | 75     | 150 | 225 | 300 | 375 | 25.0%     | 375                    |
| DF 6 - Leadership & Development of Others                   | 19     | 38  | 56  | 75  |     | 5.0%      | 75                     |
| DF 7 - Physical, Visual, Auditory and Concentration Demands | 30     | 60  | 90  | 120 | 150 | 10.0%     | 150                    |
| DF 8 - Environmental Working Conditions                     | 19     | 38  | 56  | 75  |     | 5.0%      | 75                     |
|   |        |     |     |     |     | 100%      | 1500                   |

- Add it all up = 762 points

# EXISTING DELOITTE STANDARD

| LEVEL         | ATC 1   | ATC 2   | ATC 3   | ATC 4   | ATC 5    | ATC 6     | ATC 7     |
|---------------|---------|---------|---------|---------|----------|-----------|-----------|
| JE Point Band | 585-684 | 685-784 | 785-884 | 885-984 | 985-1084 | 1085-1184 | 1185-1284 |

- ALL jobs inside CATCA are evaluated using this scale
- 762 JE points = ATC level 2

NOTE that all ATC grade bands:

- are 100 points apart
- start at “X85” and end at “X84”



# EXISTING DELOITTE STANDARD

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|   |        |     |     |     |     | 100%      | 1500                   |

- Not all points are available to operational controllers....
- Other factors are given specific point bands as indicated in green
- Factors determined by traffic counting/volume in yellow

## EXISTING DELOITTE STANDARD

### Deloitte Factor 2 – Communications/Interpersonal Skills

*Please note that volume was used as a reference point for determining degree ratings for operational controllers as follows:*

- *1 for less than 100,000 movements based on a 3 year average (30 JE points)*
- *2 for 100,000 to 150,000 movements based on a 3 year average (60 JE points)*
- *3 for **more than 150,000** movements based on a 3 year average (90 JE points)*

## EXISTING DELOITTE STANDARD

### Deloitte Factor 3 – Problem Solving & Complexity

- *Given that Controllers must follow detailed and prescriptive policies and procedures, a degree 3 is the highest awarded.*
- The table below was used to determine JE scores for operational positions:

| VALUE | JE POINTS  | 3-YEAR AVERAGE MOVEMENTS                         |
|-------|------------|--|
| 1     | 45         | LESS THAN 70,000                                 |
| 1     | 45         | 70,000 TO 130,000 SIMILAR AIRCRAFT TYPES         |
| 2     | 90         | 70,000 TO 130,000 VARIABLE AIRCRAFT TYPES        |
| 2     | 90         | 130,000 TO 190,000                               |
| 2     | 90         | MORE THAN 190,000 SIMILAR AIRCRAFT TYPES         |
| 3     | <b>135</b> | <b>MORE THAN 190,000 VARIABLE AIRCRAFT TYPES</b> |

## EXISTING DELOITTE STANDARD

### Deloitte Factor 7 – Physical, Visual, Auditory & Concentration Demands (PVAC)

- Operational Controllers are rated at degree 3, 4, or 5. In this regard, the following scale is to be applied:*

| 3-YEAR AVERAGE STI MULTIPLIED BY 3-YEAR<br>AVERAGE MOVEMENTS | DEGREE | JE POINTS |
|--|--------|-----------|
| LESS THAN 50,000   | 3      | 90        |
| BETWEEN 50,000 AND 130,000                                   | 4      | 120       |
| MORE THAN 130,000  | 5      | 150       |



# COMMITTEE RECOMMENDATIONS

# DELOITTE RATIONALE 2005

## Deloitte Factor 3 – Problem Solving & Complexity

- *Given that volume is a key element in determining the nature, complexity and frequency of problem solving, consideration has been given to volume within this factor, in a relative sense – that is, busier environments are deemed to be more complex.*
- *Please note that while elements such as airport configuration, airspace configuration, runway configuration, aircraft mix, weather, etc., were considered, it is concluded that the aggregate of these elements does not differentiate one facility from another.*

## 2005 CONTROLLER PDQ COMMENTS

*....The difference between the levels is the workload and complexity. And workload and complexity are not accurately reflected by the movement statistics alone. That is the issue that needs to be addressed in achieving an equitable and fair classification system.*

*.....We are hopeful this is an attempt to gather further preliminary information to formulate an appropriate methodology of classifying our group.*

*.....The current classification system does not accurately reflect the actual work performed or the product produced. Hopefully the information contained in this questionnaire will assist in developing a new system based on performance, knowledge and skills.*



# COMMITTEE RECOMMENDATIONS

## 2012 Terms of Reference (TOR)

1. The most appropriate proxy for traffic/intensity
2. A potential replacement for counting

## A potential replacement for counting?

- YES - We developed a tool to be applied to Deloitte Factors 2 and 3 replacing counting called “the matrix”

## Deloitte factor 7 – PVAC also contains counting (3 year average with STI)

- Eliminate the counting component and assess any unit based on the wording criteria Deloitte provided

# THE MATRIX

1. IFR/VFR Distribution
2. Wake Turbulence Categories Distribution
3. Aircraft Performance Distribution
4. Non-Conforming Traffic
5. Airspace Configuration
6. Weather Impact on Operations
7. Coordination and Communication
8. Runway Configuration
9. Aircraft Ground Operations
10. Vehicle Operations

# COMMITTEE RECOMMENDATIONS

## How will it work?

1. NOT re-classification. Will not be applied to every unit/job
2. Step one – at some date (TBD) ALL Towers are frozen at their current classification
3. CATCA members or NAV managers may request a Unit review at any time based upon “significant change”
  - First iteration “relaxed” criteria
  - CATCA/NAV are the gate-keepers
4. Once per year (date TBD) the committee will convene to review units selected by the gate keepers

# COMMITTEE RECOMMENDATIONS

**PRIOR** to the once per year review meeting of the committee:

1. 2 committee members appointed as “review coordinators” for each unit (1 CATCA 1 NAV CANADA)
  - Liaise with unit to gather whatever supplementary info required
  - Collect and organize data
  - Send unit questionnaire
  - May conduct a unit visit

# COMMITTEE RECOMMENDATIONS

At the Committee meeting to review units:

1. A controller and/or the manager from the Unit will be invited to make a presentation to the Committee:
  - Controlled time limits
  - Committee will assist on specific information it requires
2. The Committee will consider all information provided and determine if there is merit in the submission of the unit.  
(based on Deloitte factors 2, 3 and 7)
3. The Committee will make a recommendation on any change in Deloitte JE score to CATCA and NAV CANADA.

## COMMITTEE RECOMMENDATIONS

The Committee will make a recommendation on the Unit classification review to CATCA and NAV CANADA.

1. If a member or members of the Committee cannot agree, the disagreement will be noted however simple majority shall prevail.
2. If the group cannot agree internally on a recommendation, they will enlist the President of CATCA and Director of Labour Relations to aid resolution.

# DELOITTE STANDARD WITH MATRIX

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- 20% of total JE points fixed (DF 4, 6 & 8)
- 25% of total JE points determined by MATRIX + 10% Committee recommendation
- 45% of total JE points determined as before





## NEXT STEPS

# COMMITTEE NEXT STEPS

## Finishing touches...internal committee refinements

- Better define “significant change”
- Conduct baseline test from 2006
- Housekeeping
- If accepted by both parties - go live

# THANK YOU QUESTIONS?

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