

FW: MJEP follow up

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See below fyi

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From: Davidson, Steven (CAB)
Sent: October-27-17 6:27 PM
To: French, Kevin (MGCS); Holmes, Donna (MGCS)
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Subject: MJEP follow up

Hi Kevin and Donna,

We've had further discussions internally on how MJEP will impact current Senior Policy Advisors at Cabinet Office. I'm very concerned that, absent a classification option that protects these positions as an M11 equivalent, the current incumbents will be unfairly treated relative to their SMG1 colleagues in line ministries (i.e. as the salary cap of their proposed new IC classification is lower than their current SMG1 cap, most will already be near or at the top of their new demoted classification range and so they would receive very little if any of the retroactive salary increase awarded to their colleagues, in addition to being red-circled).

This is an unacceptable outcome for these individuals who are responsible for providing the front line advice to the SoC, the Premier's Office and Cabinet itself on all items going to Cabinet. This includes complex files such as the Fair Hydro Plan, Hydro One privatization, Cannabis legalization, Changing Workplaces Review (Bill 148) and others. Their professional accountability and exposure is unmatched by any other SMG1 in the system.

They are responsible for ensuring government makes decisions with eyes wide open. If inter-ministry interests have not been well brokered, or if critical risks are not identified, these are the individuals who are accountable. These individuals craft the arguments and provide the analysis that Ministers actually read and refer to during Cabinet. There's no margin for poor performance. Any judgement lapse will immediately be apparent to the most senior levels of government, including the SoC, the Premier's Office senior staff, and potentially the Premier. While these positions can and do build careers, their relatively independent responsibility and accountability make them highly exposed as well.

I believe you understand my commitment to ensuring we have a solution to this issue before MJEP roles out in the next couple of weeks.

To that end, I look forward to discussing options with you on Monday to ensure that the CO Senior Policy Advisor positions remain classified in a manner that's comparable to the M11, and that current incumbents are similarly treated fairly, including entitlement to the retroactive increase to April 1.

Thanks. Steven.

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