

In-Scope Market Benchmarking Results

To understand MPI's external market competitiveness, MPI's in-scope jobs were benchmarked to comparable jobs within a blended market of Canadian Insurance, Canadian Public, and Canadian Private sectors. Preliminary findings showed:

Of In-Scope Jobs Benchmarked Against Base Salaries Relative to Blended Market at the 50th Percentile:

- 20% of in-scope jobs are above market (> ~~10%~~ 110% of the 50th percentile of the market)
- 57% of in-scope jobs are within competitive range of the market (+/- 10% of the 50th percentile of the market)
- 16% of in-scope jobs are below market (<~~10%~~ 90% of the 50th percentile of the market)
- 7% of in-scope jobs did not have market data available

Of In-Scope Jobs Benchmarked Against Actual Total Cash Relative to Blended Market at the 50th Percentile:

- 12% of in-scope jobs are above market (> ~~10%~~ 110% of the 50th percentile of the market)
- 54% of in-scope jobs are within competitive range of the market (+/- 10% of the 50th percentile of the market)
- 27% of in-scope jobs are below market (<~~10%~~ 90% of the 50th percentile of the market)
- 7% of in-scope jobs did not have market data available

Out-of-Scope Market Benchmarking Results

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Of Out-of-Scope Jobs Benchmarked Against Base Salaries Relative to Blended Market at the 50th Percentile:

- 16% of out-of-scope jobs are above market (> ~~10%~~ 110% of the 50th percentile of the market)
- 67% of out-of-scope jobs are within competitive range of the market (+/- 10% of the 50th percentile of the market)
- 16% of out-of-scope jobs are below market (< ~~10%~~ 90% of the 50th percentile of the market)
- 1% of out-of-scope jobs did not have market data available

Of Out-of-Scope Jobs Benchmarked Against Actual Total Cash Relative to Blended Market at the 50th Percentile

- 7% of out-of-scope jobs are above market (> ~~10%~~ 110% of the 50th percentile of the market)
- 41% of out-of-scope jobs are within competitive range of the market (+/- 10% of the 50th percentile of the market)
- 51% of out-of-scope jobs are below market (< ~~10%~~ 90% of the 50th percentile of the market)
- 1% of out-of-scope jobs did not have market data available

Next Steps

Those jobs that fall outside the threshold (+/- of the 50th percentile of the market) require further in-depth analysis. As part of the process, leadership of impacted areas will be engaged over the coming months to ensure the jobs are properly defined, evaluated, and matched to market comparators.

Once the in-depth analysis has been completed, MPI will conduct detailed costing to understand the impact of any proposed changes, with the anticipation of any approved changes to be implemented next fiscal year.

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