



**Type:** Human Resources  
**Authority:** Board  
**Related Documents:**

- Employment Standards Act, S.O. 2000, Part VII

### Legal Framework

The Grey Bruce Hospice Inc. (GBH) shall treat every employee equally, regardless of age, gender, and employment status. The Executive Director shall adhere to the Employment Standards Act, S.O. 2000 and subsequent Acts pertaining to providing equal pay for equal work.

#### 314.01 Equal Pay for all Genders

1. GBH shall pay all employees, regardless of gender, at the same rate of pay for work that:
  - 1.1. Is substantially the same;
  - 1.2. Requires the same skill, effort and responsibility; and
  - 1.3. Is performed under similar working conditions in the same establishment.
2. A difference in the rate of pay can occur based on:
  - 2.1. Seniority/years of service;
  - 2.2. A merit system;
  - 2.3. A system that measures the quantity or quality of work produced; or
  - 2.4. Any other factor not based on gender.

#### 314.02 Equal Pay for Employment Status

1. GBH shall pay all employees, regardless of full or part-time status, at the same rate of pay for work that:
  - 1.1. Is substantially the same;
  - 1.2. Requires the same skill, effort and responsibility; and
  - 1.3. Is performed under similar working conditions in the same establishment
2. A difference in the rate of pay can occur based on:
  - 2.1. Seniority/years of service;
  - 2.2. A merit system;
  - 2.3. A system that measures the quantity or quality of work produced; or
  - 2.4. Any other factor not based on employment status.

**314.03****Review Cycle**

The Human Resources policies will be reviewed every three years, or as required by legislation, or legislated updates and changes.

**Original Approval:** 10-19-2022

**Reviewed On:**

**Revised On:**