

# Comparative Description Definition

*This document is used to give the definition for Comparative Descriptions for SGEU Classification.*

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## Comparative Descriptions

1. Comparative Descriptions are standards, by way of actual examples, of how the degree definitions within each factor are to be interpreted and applied to the duties and responsibilities indicated
2. Comparative descriptions are the basis for ensuring consistency in the application of the standards and establish visible aspects of male-dominated and female-dominated jobs, including commonly overlooked job information.
3. Application Standards:
  - a) Comparative descriptions may be deleted from the plan, added to the plan, or modified through joint agreement and through joint process, at any time.
  - b) The ratings of comparative descriptions are inviolable and cannot be changed or adjusted, except by the Joint Plan Maintenance Committee.
  - c) Comparative descriptions are the only allowable position comparisons for appeal hearings. Comparison is not made to other positions for the following reasons:
    - i. Information, additional to the written content within a job description, has been provided at the job evaluation interview.
    - ii. Information and rationale submitted by incumbents, as part of their appeal at both the pre-appeal and formal appeal stages, including responses to appeal panel questioning, have formed part of the job content for the purpose of the decision and may not be in the job description.

For these reasons, use of other positions may result in equity distortion, because of lack of information regarding the rating of the other.