

**APPENDIX A - OCCUPATIONAL GROUP DEFINITION
TO ATTACHMENT 1 TO PART 4 TECHNICAL CRITERIA**

Occupational Group Definition

Refs: A. Treasury Board of Canada Secretariat Occupational Groups, Sub-groups and Classification Standards (<http://www.tbs-sct.gc.ca/psm-fpfm/pay-remuneration/ca-cc/occ/index-eng.asp>)

The following will be utilized to identify the Classification, Occupational Group and Sub-Group as required for this evaluation. The reference provides detailed definitions, inclusion and exclusion criteria for each Occupational Group.

Occupational groups Classification have a two-letter abbreviation that is based on their title (e.g., “SH” stands for the Health Services group Classification).

Air Traffic Control (AI)	
Occupational Group	Sub-Group Definition
Air Traffic Control (AI)	Non-Operational (AI-NOP)

Aircraft Operations (AO)	
Occupational Group	Sub-Group Definition
Aircraft Operations (AO)	Engineering Test Pilots (AO-ETP)
	Helicopter Pilots & Supervisors (AO-HPS)
	Civil Aviation Inspection (AO-CAI)

Audit, Commerce & Purchasing (AV)	
Occupational Group	Sub-Group Definition
Auditing (AU)	N/A
Commerce (CO)	N/A
Purchasing & Supply (PG)	N/A

Computer Systems (CS)	
Occupational Group	Sub-Group Definition
Computer Systems Administration (CS)	N/A

Correctional Services (CX)	
Occupational Group	Sub-Group Definition
Correctional Services (CX)	N/A

Education & Library Science (EB)	
Occupational Group	Sub-Group Definition
Education (ED)	Education Services (ED-EDS)
	Elementary & Secondary Teaching (ED-EST)
	Language Teaching (ED-LAT)
Educational Support (EU)	Teachers' Aide (EU-TEA)
	Language Instructor (EU-LAI)
	Physical Education Instructor (EU-PEI)
Library Science (LS)	N/A

Economics & Social Science Services (EC)		
Occupational Group	Sub-Group Definition	Classification Standard
Economics, Sociology & Statistics (ES)	N/A	Economics & Social Science Services
Social Science Support (SI)	N/A	

Electronics (EL)	
Occupational Group	Sub-Group Definition
Electronics (EL)	N/A

Executive (EX)	
Occupational Group	Sub-Group Definition
Executive (EX)	N/A

Border Services (FB)		
Occupational Group	Sub-Group Definition	Classification Standard
Border Services (FB)	N/A	Border Services

Financial Management (FI)	
Occupational Group	Sub-Group Definition
Financial Administration (FI)	N/A

Foreign Service (FS)		
Occupational Group	Sub-Group Definition	Classification Standard
Foreign Service (FS)	N/A	Foreign Service

Human Resources Management (HM)	
Occupational Group	Sub-Group Definition
Personnel Administration (PE)	N/A
Organization & Methods (OM)	N/A

Law Management (LC)		
Occupational Group	Sub-Group Definition	Classification Standard
Law Management (LC)	N/A	Law Management

Law Practitioner (LP)		
Occupational Group	Sub-Group Definition	Classification Standard
Law Practitioner (LP)	N/A	Law Practitioner

Architecture, Engineering & Land Survey (NR)	
Occupational Group	Sub-Group Definition
Architecture & Town Planning (AR)	S.O.
Engineering and Land Survey (EN)	Engineering (EN-ENG)
	Land Survey (EN-SUR)

Program & Administrative Services (PA)	
Occupational Group	Sub-Group Definition
Administrative Services (AS)	N/A
Communications (CM)	N/A
Clerical & Regulatory (CR)	N/A
Data Processing (DA)	Data Conversion (DA-CON)
	Data Production (DA-PRO)

Program & Administrative Services (PA)	
Occupational Group	Sub-Group Definition
<u>Information Services (IS)</u>	N/A
<u>Office Equipment (OE)</u>	Bookkeeping Equipment Operator <u>(OE-BEO)</u>
	Calculating Equipment Operator <u>(OE-CEO)</u>
	Duplicating Equipment Operator <u>(OE-DEO)</u>
	Microphotography Equipment Operator <u>(OE-MEO)</u>
	Mailing Service Equipment Operator <u>(OE-MSE)</u>
<u>Organization and Methods (forms design) (OM)</u>	N/A
<u>Programme Administration (PM)</u>	All positions except those in the Mediation/Conciliation Officer sub-group
	Negotiation, Mediation and Conciliation Officer <u>(PM-MCO)</u>
<u>Secretarial, Stenographic, Typing (ST)</u>	Typist <u>(ST-TYP)</u>
	Stenographer <u>(ST-STN)</u>
	Office Composing Equipment <u>(ST-OCE)</u>
	Court Reporter <u>(ST-COR)</u>
	Secretary <u>(ST-SCY)</u>
<u>Welfare Programs (WP)</u>	N/A

Police Operations Support (PO)	
Occupational Group	Sub-Group Definition
<u>Police Operations Support (PO)</u>	<u>Telecommunications Operations (PO-TCO)</u>
	<u>Intercept Monitoring and Analysis (PO-IMA)</u>

Non-Supervisory Printing Services (PR(Non-S))	
Occupational Group	Sub-Group Definition
Non-Supervisory Printing Services Printing Operations (PR)	Bindery (PR-BIN)
	Composition (PR-COM)
	Pre-Press Preparation (PR-OFE)
	Press Operations (PR-OFO)
	Maintenance (PR-MAI)
	Job Planning and Control (PR-PRC)

Research (RE)	
Occupational Group	Sub-Group Definition
Defence Scientific Service (DS)	N/A
Historical Research (HR)	N/A
Mathematics (MA)	N/A
Scientific Research (SE)	Research Scientist (SE-RES)
	Research Manager (SE-REM)

Radio Operations (RO)	
Occupational Group	Sub-Group Definition
Radio Operations (RO)	N/A

Health Services (SH)		
Occupational Group	Sub-Group Definition	Notes
Dentistry (DE)	Dentistry (DE)	Considered an HCP for the purpose of this evaluation
Medicine (MD)	Medical Officer (MD-MOF)	Considered an HCP for the purpose of this evaluation
	Medical Specialist (MD-MSP)	Considered an HCP for the purpose of this evaluation
Nutrition & Dietetics (ND)	Home Economist (ND-HME)	<u>Not</u> Considered an HCP for the purpose of this evaluation
	Dietitian (ND-DIT)	Considered an HCP for the purpose of this evaluation
	Advisory (ND-ADV)	<u>Not</u> Considered an HCP for the purpose of this evaluation

Health Services (SH)		
Occupational Group	Sub-Group Definition	Notes
<u>Nursing (NU)</u>	Hospital Nursing (<u>NU-HOS</u>)	Considered an HCP for the purpose of this evaluation
	Community Health (<u>NU-CHN</u>)	Considered an HCP for the purpose of this evaluation
<u>Occupational & Physical Therapy (OP)</u>	N/A	Considered an HCP for the purpose of this evaluation
<u>Pharmacy (PH)</u>	N/A	Considered an HCP for the purpose of this evaluation
<u>Psychology (PS)</u>	N/A	Considered an HCP for the purpose of this evaluation
<u>Social Work (SW)</u>	Chaplain (<u>SW-CHA</u>)	<u>Not</u> considered an HCP for the purpose of this evaluation
	Social Welfare (<u>SW-SCW</u>)	Considered an HCP for the purpose of this evaluation
<u>Veterinary Medicine (VM)</u>	N/A	<u>Not</u> considered an HCP for the purpose of this evaluation

Ships' Officers (SO)	
Occupational Group	Sub-Group Definition
<u>Ships' Officers (SO)</u>	Marine Operations (<u>SO-MAO</u>)
	Floating Plant (<u>SO-FLP</u>)
	Radio (<u>SO-RAD</u>)
	Instructor (<u>SO-INS</u>)

Applied Science & Patent Examination (SP)	
Occupational Group Definition	Sub-Group Definition Map
<u>Applied Science and Patent Examination (SP)</u>	<u>Applied Science sub-group (SP-SCI)</u>
<u>Actuarial Science (AC)</u>	N/A
<u>Agriculture (AG)</u>	N/A
<u>Biological Sciences (BI)</u>	N/A
<u>Chemistry (CH)</u>	N/A
<u>Forestry (FO)</u>	N/A
<u>Meteorology (MT)</u>	N/A

Applied Science & Patent Examination (SP)	
Occupational Group Definition	Sub-Group Definition Map
Physical Sciences (PC)	N/A
Scientific Regulation (SG)	Scientific Regulation (SG-SRE)
	Patent Examination (SP-PEB)
	Patent Examination (SG-PAT)

Operational Services (SV)		
Occupational Group	Sub-Group Definition	Notes
Firefighters (FR)	N/A	
General Labour & Trades (GL)	Elemental (GL-ELE)	
	Manipulating (GL-MAN)	
	Machine Driving-Operating (GL-MDO)	
	Machine Operating-Controlling (GL-MOC)	
	Ammunition Working (GL-AMW)	
	Grain Handling & Weighing (GL-GHW)	
	Precision Working (GL-PRW)	
	Painting & Construction Finishing (GL-PCF)	
	Aircraft Maintaining (GL-AIM)	
	Instrument Maintaining (GL-INM)	
	Machinery Maintaining (GL-MAM)	
	Vehicle Heavy Equipment Maintaining (GL-VHE)	

Operational Services (SV)		
Occupational Group	Sub-Group Definition	Notes
	Electrical Installing & Maintaining (GL-EIM)	
	Pipefitting (GL-PIP)	
	Sheet Metal Working (GL-SMW)	
	Woodworking (GL-WOW)	
	Metal Machining (GL-MST)	
	Construction Inspecting (GL-COI)	
General Services (GS)	Building Services (GS-BUS)	
	Food Services (GS-FOS)	
	Laundry Services (GS-LAS)	
	Messenger Services (GS-MES)	
	Miscellaneous Personal Services (GS-MPS)	
	Protective & Custodial Services (GS-PRC)	
	Stores Services (GS-STG)	
Heating, Power & Stationary Plant Operations (HP)	N/A	
Hospital Services (HS)	Patient & Health Services (HS-PHS)	Considered an HCP for the purpose of this evaluation. Physician Assistant and LPN recognised as belonging to this group for the purpose of this evaluation.
	Housekeeping, Dietary & Other Services (HS-HDO)	Not considered an HCP for the purpose of this evaluation

Operational Services (SV)		
Occupational Group	Sub-Group Definition	Notes
<u>Lightkeepers (LI)</u>	N/A	
<u>Printing Operations (PR)</u>	N/A	
<u>Ships' Crew (SC)</u>	Deck Department <u>(SC-DED)</u>	
	Engine Room Department <u>(SC-ERD)</u>	
	Equipment Operation Department <u>(SC-EQO)</u>	
	Specialist Trades Department <u>(SC-SPT)</u>	
	Supply Department <u>(SC-STD)</u>	

Ship Repair Chargehands & Production Supervisors	
Occupational Group	Sub-Group Definition
<u>Ship Repair Chargehands & Production Supervisors - East (SR(C))</u> <u>Ship Repair-East(SR(E))</u> <u>Ship Repair-West(SR(W))</u>	Management <u>(SR-MGT)</u>
	Apprentice <u>(SR-APP)</u>
	Elemental <u>(SR-ELE)</u>
	Machine Tending <u>(SR-MAT)</u>
	Manipulating <u>(SR-MAN)</u>
	Machine Driving-Operating <u>(SR-MDO)</u>
	Machine Operating-Controlling <u>(SR-MOC)</u>
	Ship Painting & Surface Protecting <u>(SR-SPS)</u>
	Precision Working <u>(SR-PRW)</u>
	Instrument Maintaining <u>(SR-INM)</u>
	Machinery Maintaining <u>(SR-MAM)</u>
	Engine & Mechanical Equipment Maintaining <u>(SR-EME)</u>
	Boilermaking-Blacksmithing <u>(SR-BOB)</u>

Ship Repair Chargehands & Production Supervisors	
Occupational Group	Sub-Group Definition
	Electrical & Electronics Working (SR-EEW)
	Pipefitting (SR-PIP)
	Sheet Metal Working (SR-SMW)
	Woodworking (SR-WOW)
	Machining & Toolmaking (SR-MAC)
	Quality Control & Weapons Examining (SR-QWC)
	Planning-Estimating (SR-PLE)

Technical Services (TC)		
Occupational Group	Sub-Group Definition	
Drafting & Illustration (DD)	N/A	
Engineering & Scientific Support (EG)	N/A	Considered an HCP for the purpose of this evaluation. Medical Laboratory Technologist, Assistant Medical Laboratory technician, Pharmacy Technician, Physiotherapist Technician, Preventive Medicine Technician and Diagnostic Imaging Technologist as belonging to this group for the purpose of this evaluation.
General Technical (GT)	N/A	
Primary Products Inspection (PI)	Grain Inspection (PI-CGC)	
Photography (PY)	N/A	
Technical Inspection (TI)	N/A	

Translation (TR)	
Occupational Group	Sub-Group Definition
Translation (TR)	N/A

University Teaching (UT)	
Occupational Group	Sub-Group Definition

<u>University Teaching</u> <u>(UT)</u>	N/A
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