

Assessment of Merit Criteria

Candidate and Position Information

Employee/Candidate Name	Kethia Bahafine Uwera
Title of the Position	Officer, Business Services
Group and Level	AS-02

Mitigating Biases and Barriers

For appointments from selection processes (advertised or non-advertised) that commenced on or after July 1, 2023, the Statement of Merit Criteria, job advertisement (in the case of an advertised process) and the assessment methods must have been evaluated for potential biases and barriers and reasonable efforts taken to remove or mitigate their impact. Information pertaining to the evaluation and actions taken, must be documented on the staffing file. The [Staffing File Documentation Form for Mitigating Biases and Barriers](#) may be used to document the evaluation. For guidance on identifying and addressing potential biases and barriers, consult the [Guide to Mitigate Biases and Barriers in Appointment Processes](#) and the [Reference Tool for Mitigating Biases and Barriers in Appointment Processes](#).

The Assessment

Complete the table below based on the SOMC you are using for the appointment. The information in the table is provided as an example. All merit criteria from the SOMC must be assessed individually.

Merit Criteria	Assessment Justification	Additional Information
Education: Secondary school	Proof on staffing file	Kethia holds an Honn

Merit Criteria	Assessment Justification	Additional Information
Official Language proficiency: Bilingual - Imperative (BSB/BSB)	Meets	Valid SLE: CCB
Experience: Experience providing	Highlighted in CV – see Additional Information	As part of her role within the RCMP as a Compensation and Benefits Advisor at the AS-02 level, Kethia has demonstrated experience in providing administrative support services such as: - Coordinating the hiring of employees by addressing different like the confirmation of employment and salary, promotion, health care plan, bilingual bonus, overpayment recovery, direct deposit, salary increase, union dues etc. - Ensuring the data entry by using different software such as Excel, PDF, Word, PowerPoint, SAP. ADD CONCRETE EXAMPLE Kethia also worked as a CR-04 as a Payroll and Benefits Agent within the RCMP and was responsible of: - Ensuring the quality control of files - Processing access to information (ATIP) requests ADD CONCRETE EXAMPLE
Experience: Exp	Highlighted in CV – see Additional Information	As part of her role within the RCMP as a Compensation and Benefits Advisor at the AS-02 level, ADD CONCRETE EXAMPLE

Merit Employment Assessment Services Inc Study Guide

Michael Brown

A red circular graphic with a gradient, appearing as a partial circle or a thick arc, located to the right of the author's name.

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