

PAY EQUITY HEARINGS TRIBUNAL

MANDATE

The *Pay Equity Act* (1987) established the Pay Equity Commission, which is comprised of the Pay Equity Office and the Pay Equity Hearings Tribunal. The Pay Equity Hearings Tribunal is the adjudicative branch, with a mandate to hear and resolve pay equity disputes. The Tribunal's processes and decisions are completely independent of the Pay Equity Office which is the Commission's investigative and educational branch. The PEHT is a quasi-judicial administrative tribunal with final and exclusive responsibility for hearing and determining all disputes arising under the *Pay Equity Act*.

MISSION STATEMENT

The Tribunal is a quasi-judicial body. Like a court the Tribunal is impartial, is independent of government and must provide all parties with a fair hearing and fair process. Unlike a court, the Tribunal's decision-makers are appointed for their specialised expertise in labour and employment law, compensation systems, and pay equity. In making its decisions the Tribunal must consider the specific issues in dispute between the parties in the context of the policy objectives of the *Pay Equity Act*.

JURISDICTION

Pay Equity Act, R.S.O. 1990, c. P-7