

## **ANNE SHAW CONSULTANTS**

### **JOVE JOB EVALUATION FACTOR PLAN**

JOVE is a well tried and tested method of job evaluation which assesses the relative size (or worth) of each job using the following four factors:

#### ***Factor 1 Skills & Knowledge***

1a Level of skills and knowledge (9 levels)

1b Breadth of application (9 levels)

#### ***Factor 2 Problem Solving***

2a Complexity (9 levels)

2b Creativity (9 levels)

#### ***Factor 3 Judgement and Decisions***

3a Level of discretion (8 levels)

3b Impact (8 levels)

#### ***Factor 4 Communication***

4a Type of Communication (8 levels)

4b Contacts (7 levels)

There are level descriptions for each factor with each factor level having a point value. Each job is assessed and given a score for each of the four factors which when added together gives a measure of job size.