

ANNE SHAW CONSULTANTS

JOB VALUER METHOD OF JOB EVALUATION

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

Factor 1 Knowledge and Skills

- 1a Depth and range of knowledge and skills (8 levels)
- 1b Range of application (6 levels)

Factor 2 Problem Solving

- 2a Complexity (5 levels)
- 2b Creativity (6 levels)

Factor 3 Judgement and Decisions

- 3a Level of discretion (6 levels)
- 3b Impact (7 levels)

Factor 4 Operational Responsibility

- 4a Scope (8 levels)
- 4b Influence (4 levels)

Factor 5 Communication and Contacts

- 5a Level (7 levels)
- 5b Significance (5 levels)
- 5c Extent of External Contact (3 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 five factors which when added together gives a measure of job size.