

What is Independent Job Evaluation?

- Job evaluation is a method of determining the relative worth or importance of a job within an organisation.
- It compares jobs by going beyond the most immediate identifier, the job title; establishing the different qualities and responsibilities that make up each job.
- There is no single best approach. Schemes with particular characteristics have been developed for both the public and private sectors.
- Some organisations develop their own schemes, alone or with consultants.

We can help you to...

- Determine how jobs relate to each other;
- Manage jobs as your organisation grows; and
- Choose a suitable job evaluation process:
 - Informed by our work with the major proprietary schemes; and
 - Not constrained by commercial considerations (we are not promoting a JE scheme of our own).

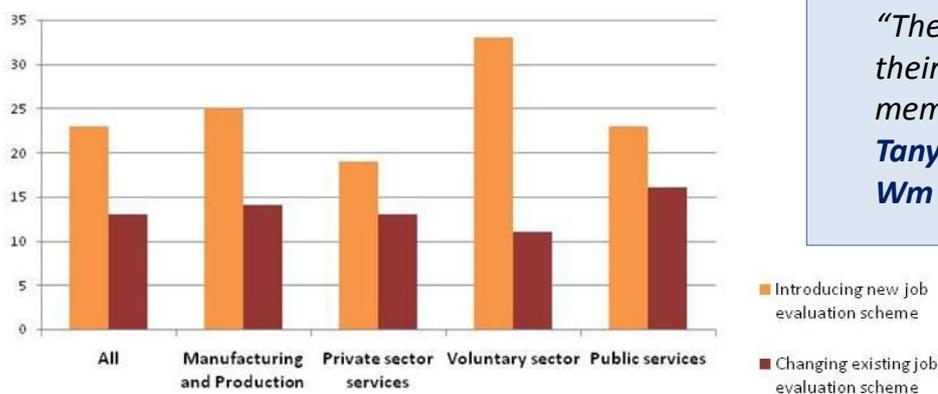
Our expertise enables you to...

- Develop a bespoke job evaluation scheme, evaluating:
 - Difficult, time consuming analytical schemes;
 - Non-analytical schemes;
- Establish a fair, equitable reward and salary structure, informed by current market pay data; and
- Use an analytical scheme as a defence in equal value pay cases which, under UK case law, is much more likely (though not guaranteed) to be satisfactory.

The process

- **Analytical schemes**
Points rating: the main elements of jobs are analysed according to the level at which they are present. Levels are allocated a points score and the points are totalled to give a job score.
Factor comparison: independent factors, similar to those above, are assessed. Points are not allocated.
- **Non-analytical schemes**
Job ranking: sorted by importance or difficulty, based on scope and autonomy, but without the rigour or consistency of the points factor method.
Ranked jobs form a hierarchy, which may be broken down further into an arbitrary series of grades.
Paired comparisons: jobs are compared with each other and awarded points depending on 'greater, equal or lesser' value.
Points added to create a rank order, which can be subdivided into grades if required.

% organisations changing pay arrangements, by sector (CIPD survey, 2008)



“They actively listen to feedback and amend their working practices effectively. The team members have all been extremely friendly.”

Tanya Thornber, Project Manager: Reward Wm Morrisons

Your Reward, Development & Performance Partner

- Assessment & Development
- Career Management
- Coaching
- Competency Based Interviewing
- Competency Frameworks
- Customer Service
- Employee Engagement
- Equal Value Compliant Pay
- Independent Job Evaluation
- Job Family Modelling
- Leadership Development
- Outplacement
- Performance Management
- Recruitment Coaching
- Reward Strategy
- Salary Benchmarking

For more information on Independent Job Evaluation:

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