

### 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).

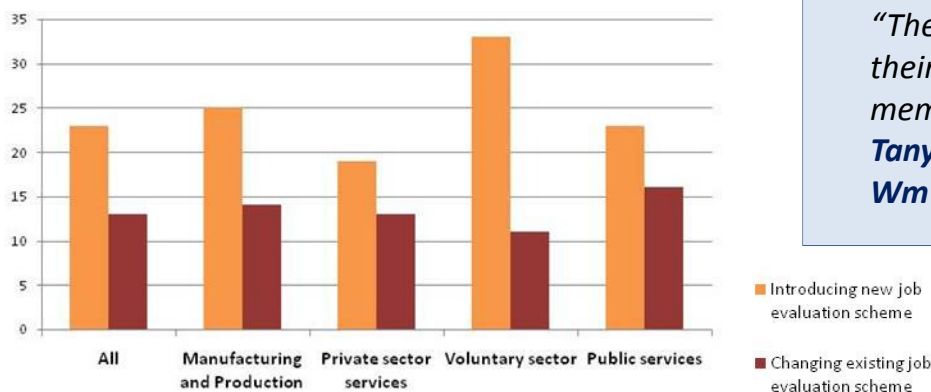
### Our expertise enables you to...

- 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:

Paul Robertson, 07841 804 563, [paul.robertson@wayshr.com](mailto:paul.robertson@wayshr.com)