

We can help you to...

- Undertake Job Family Modelling based on generic descriptions of work
- Ensure equal value compliance if you are already using this approach

Based on the now common concept of “Job Families”, our approach additionally addresses the specific issue of how to allocate a role to a generic profile in a manner that achieves equal value compliance.

Our approach provides...

- The full benefits of Job Family Modelling, including modernised and simple descriptions of work
- A pragmatic alternative to mass Job Evaluation exercises
- Effective pay and grading structures with an equal value compliant process

The Ways Job Family Allocation Tool ©

Our provision includes access to our unique allocation tool.

1. The allocator assesses the most appropriate Job Family for a job to be assigned to.
2. The allocator uses his or her knowledge of the job to analyse it against the predetermined critical factors that differentiate between each Job Family level.
3. The allocator then decides upon the most appropriate Job Family level, allocating the job to the corresponding role profile for that level.

Why choose us?

- A strong track record of delivering Job Family projects to large organizations with complex workforces, including public sector local authorities.
- Our clients in the local authority sector have been at the cutting edge of the equal value challenge and lessons learned with these major employers are extremely relevant to the private sector.

For more information on Job Family Modelling:

Paul Robertson, 07841 804 563, paul.robertson@wayshrc.com

The process

All implementation depends on your circumstances. We work in close partnership at all times.

A typical process involves:

- **Stage one**
Your detailed briefing on strategy requirements.
- **Stage two**
Reviewing current roles and descriptors.
- **Stage three**
Reviewing and, as necessary, developing a competency framework aligned with your new strategy and culture.
- **Stage four**
Arranging job families, agreed with senior managers.
- **Stage Five**
 - Designing each family in detail.
 - Agreeing work levels.
 - Drafting detailed role profiles, including allocating key competencies.
 - Signing off final versions.

JFM and getting pay right



Your Reward, Development & Performance Partner

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