

Job evaluation scoring chart (chapter seven)

Job evaluation scoring chart

Factor	Level							
	1	2	3	4	5	6	7	8
1. Communication and relationship skills	5	12	21	32	45	60		
2. Knowledge, training and experience	16	36	60	88	120	156	196	240
3. Analytical skills	6	15	27	42	60			
4. Planning and organisation skills	6	15	27	42	60			
5. Physical skills	6	15	27	42	60			
6. Responsibility – patient/client care	4	9	15	22	30	39	49	60
7. Responsibility – policy and service	5	12	21	32	45	60		
8. Responsibility – finance and physical	5	12	21	32	45	60		
9. Responsibility – staff/HR/leadership/training	5	12	21	32	45	60		
10. Responsibility – information resources	4	9	16	24	34	46	60	

11. Responsibility – research and development	5	12	21	32	45	60		
12. Freedom to act	5	12	21	32	45	60		
13. Physical effort	3	7	12	18	25			
14. Mental effort	3	7	12	18	25			
15. Emotional effort	5	11	18	25				
16. Working conditions	3	7	12	18	25			