

JOB EVALUATION 2 DAY WORKSHOP

Job Evaluation - underpins good practice from three perspectives: 1. HR; 2. Reward; and 3. Relevant legislation. It is the systematic process of determining the worth of one job in relation to that of other jobs in an organisation. Our **accredited** 2-day Paterson Job Evaluation workshop is typically attended by those that require both theoretical and practical understanding of the Paterson method. By completing this workshop, you will be able to conduct consistent and accurate job evaluations.

Job Evaluation is a systematic way of determining the value/worth of a job in relation to other jobs in an organisation. Job Evaluation is useful in that it:

- ▶ Indicates the relative 'size' or 'weight' of a job.
- ▶ Does not look at the volume of work assigned to a person but rather the demands, complexity, responsibility, and competencies required.
- ▶ Provides a basis for designing an equitable pay structure (internal and external equity).
- ▶ Provides a defensible framework for pay differentiation (Equal Pay for Work of Equal Value Legislation)
- ▶ Observes grading rules, therefore eliminates potential subjectivity.

The objective of this 2 day workshop is to ensure that delegates are able to successfully and consistently grade roles.

Why Paterson methodology is used as a basis:

- ▶ Easy to understand, communicate and implement.
- ▶ Accepted by unions as an effective system. Aids defensible remuneration decision making.
- ▶ Cross-correlates to other systems.
- ▶ Recognised by the International Labour Organisation and more.



QuikEval - our web-based Job Evaluation system will provide the basis for demonstration of a web-based job evaluation system.



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WORKSHOP CONTENT:

Context:

- ▶ Why, definition & background.
- ▶ Key principles & concepts.
- ▶ Legislative context (Equal Pay for Work of Equal Value).
- ▶ Benefits.
- ▶ Web-based systems.
- ▶ Link to market data; and
- ▶ The importance of good Job Profiles.
- ▶ Establishing a Job Evaluation Committee.

Paterson factors & rules:

- ▶ Banding.
- ▶ Sub-banding (Lower, Middle, and Upper); and
- ▶ Sub-grading (1 – 5).

