

JOB EVALUATION 2-DAY WORKSHOP

**Build consistency. Drive fairness.
Make smarter reward decisions.**

Job evaluation isn't just theory - it's the foundation of equitable, defensible pay structures.

This **accredited, hands-on** workshop equips participants with the practical skills to confidently evaluate roles using the **Paterson methodology** - one of the most trusted and widely used systems in Africa. By the end of this workshop, participants will be able to **apply job evaluations with clarity, confidence, and consistency across any organisation.**

WHY PATERSON?

- **Widely used across Africa**
- Simple, practical, and easy to implement
- Trusted by unions and organisations alike
- Supports **consistent and defensible decision-making**
- Recognised by global best-practice frameworks

PATERSON FACTORS & APPLICATION:

- Banding (A-F)
- Sub-banding (Lower, Middle, Upper)
- Sub-grading (1-5)
- Practical grading exercises using real scenarios

POWERED BY QuikEval

Experience job evaluation in action.

Our **web-based QuikEval system** gives a practical demonstration of how to digitise, streamline, and scale the job evaluation process.

WHY JOB EVALUATION MATTERS:

- Brings **structure and objectivity** to how roles are valued
- Ensures **internal equity** and supports fair pay decisions
- Enables **defensible remuneration frameworks** (aligned to Equal Pay principles)
- Removes subjectivity with **clear grading rules and methodology**
- Supports better **organisation design and workforce planning**

WHAT PARTICIPANTS WILL WALK AWAY WITH:

- Job evaluation: **why it matters & how it works**
- Core principles and **Paterson methodology explained simply**
- The ability to **evaluate and grade jobs consistently**
- **Equal Pay for Work of Equal Value** -what it means in practice
- The role of **job profiling in accurate evaluation**
- Confidence to **link roles to market data and pay structures**
- Tools to **build or refine a grading framework**
- Setting up and managing an **effective evaluation committee**
- Real-world application - not just theory

**ACCREDITED
THROUGH:**



ENROLL. ENRICH. EMPOWER.

ENQUIRE NOW!

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