

Job Evaluation Factors

Expertise Factor The expertise factor measures the requirements of the position for education, training and work experience, the diversity of individual tasks as well as interpersonal skills.	Judgement Factor The judgement factor evaluates the reasoning components of a job, focusing on the task definition and complexity, the constraints within which employees need to resolve problems and other thinking challenges of the position.	Accountability Factor This factor evaluates the nature of the position's authority and involvement in managing the organisation's resources. It includes the influence of the position's advice and accountability for results of decisions.
Knowledge and Experience This subfactor measures the education, training and work experience requirements of the position. As knowledge is the result of education, training and experience, both the nature and extent of knowledge are considered. When evaluating a position, we consider the training and experience required to do the job - NOT the current job holder.	Job Environment Job environment identifies the clarity of objectives, guidelines and policies as well as the nature and variety of tasks, steps, processes, methods or activities in the work performed. It measures the degree to which a position holder must vary the work and develop new techniques.	Impact This subfactor is measured in terms of the resources for which the position is primarily held accountable or the impact made by the policy advice or service given. It may be measured in monetary terms or on a policy/advice significance scale.
Breadth This aspect of expertise measures the diversity of functions performed by the position. It considers not only the breadth of knowledge requirement for the position, but also the impact of various environmental influences on the position. Such influences may include geographic considerations or the variety and nature of product/services and supplier/clients. The breadth subfactor also considers the need to integrate diverse or related activities.	Reasoning This facet of judgement focuses on the requirements in the position for reasoning, intellect and creativity. Its emphasis is on the need for analysing and solving problems.	Independence and Influence This subfactor focuses on the position's level of accountability and independence in the commitment of resources, provision of advice or delivery of services. The requirement for acting as spokesperson for the organisation is also considered. The extent of accountability is considered in conjunction with the position impact measure chosen.
Interpersonal Skills This subfactor measures a position's requirements for skill in managing people and in negotiations. It is NOT meant to be a measure of the amount of interpersonal skill possessed by any incumbent, but rather is concerned with the people management, persuasive and negotiating skills required to achieve the position objectives.		Involvement The involvement subfactor is concerned with the nature of the position's accountability for the management of, or influence over, organisational resources. For example, one consideration might be whether the position has accountability for a particular resource fully delegated in it or shared with other positions.

Uncontrolled copy. Refer to: HRM-PR-032: Classification (Streaming) Information on Principal and other Promotional Teaching Positions at <http://education.qld.gov.au/strategic/eppr/hr/hrmpr032/> for master.