

WHAT'S IN IT FOR ME?

NEW PUBLIC SECTOR COMPENSATION SYSTEM

PROMOTING EQUITY & FAIRNESS

The new Public Sector Compensation System will support the delivery of high-quality public services. A key tool in ensuring this, is the new **Job Evaluation Factor Plan for the Public Sector**. This tool has been used to evaluate over 1,000 jobs across the Public Sector which informed the number of levels in the new 16-band compensation structure. The tool evaluates jobs using common elements in each job.

These are called **Job Factors**.

FAIRNESS AND TRANSPARENCY=

01

+

02

JOB EVALUATION
FACTOR PLAN

NEW
COMPENSATION
SYSTEM



Equity

Equality

WHAT YOU SHOULD REMEMBER:

- Job Evaluation Factors are the characteristics or key elements of jobs that are used to analyse and evaluate positions across the Public Sector.
- Each Factor is broken down into a number of sub-factors to ensure the job is adequately evaluated.
- The new Job Evaluation Factor Plan has been used to evaluate 1,040 jobs to assess the relative demand of jobs across the Public Sector.
- The new Job Evaluation Factor Plan will guarantee internal equity in the new compensation system.



EXPERTISE

This measures the capability and skills necessary to perform the job and the context in which these are applied.



CRITICAL THINKING

This assesses the reasoning component of the job and the extent to which the work is specified by guidelines or constraints.



COMMUNICATION

This assesses the extent to which communication is needed in the job. It reflects the extent to which the work requires making personal contacts, inside and outside the organisation.



SERVICE DELIVERY

This assesses the authority to act and the accountability for actions or decisions which impact the organisation's objectives.



WORKING ENVIRONMENT

This measures the context within which the work is positioned and the nature of the environmental demands placed on the job holder.