

CORRELATION TABLE

Paterson Classic	REMeasure	Task	RVI	Decision Level	Employment Equity Levels Department of Labour
A1	20 - 29	1	N/A	Defined Decisions	Unskilled and defined decision making
A2	30 - 39	2	N/A		
A3	40 - 49	3	18.3-23.3		
B1	50 - 59	4	28.3-34.7	Discretionary, Operative, Sub System or Automatic Decisions	Semi-skilled and discretionary decision making
B2	60 - 69	5	36.4-44.7		
B3	70 - 79	6	46.4-65.3		
B4	80 - 89	7	66.1-70.4		
B5	90 - 99	7	71.1-74.8		
C1	100 - 109	8/9	76.3-84.8	Skilled, Technical and Academically Qualified Employees, Junior Management, Supervisors, Foremen, Superintendents, Routine or Process Decisions	Skilled, Technical and Academically Qualified Employees: Junior Management, Supervisors, Foremen, Superintendents
C2	110 - 119	10	85.8-94.9		
C3	120 - 129	11	95.8-102.1		
C4	130 - 139	12	105.9-113.9		
C5	140 - 149	12	115.9-124.9		
D1	150 - 159	13/14	126.1-145.3	Professionally Qualified and Experienced Specialists, Middle Management, Interpretive Decisions	Professionally qualified and experienced specialists and mid management
D2	160 - 169	15	145.7-155.1		
D3	170 - 179	16	155.7-175.3		
D4	180 - 189	17	178.3-194.3		
D5	190 - 199	17	195.5-212.3		
E1	200 - 209	18/21	219.5-233.0	Senior Management, Heads of Major Functions, Programming Decisions	Senior Management
E2	210 - 219		236.0-254.0		
E3	220 - 229		256.3-274.3		
E4	230 - 239	22/23	277.3-295.3		
E5	240 - 249				
F1	250 - 259	24		Top Management, Board Level, Policy Making Decisions	Top Management / Executives
F2	260 - 269	25			
F3	270 - 279	26			
F4	280 - 289				
F5	290 - 299				
F+1 - F+5	300 - 349				

JOB EVALUATION FOR THE PUBLIC SECTOR 2016: FACTS AND FIGURES








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FAIR PLAY FOR FAIR PAY

| JOB EVALUATION (JE)

The process of determining the relative worth of one job compared to another in an institution

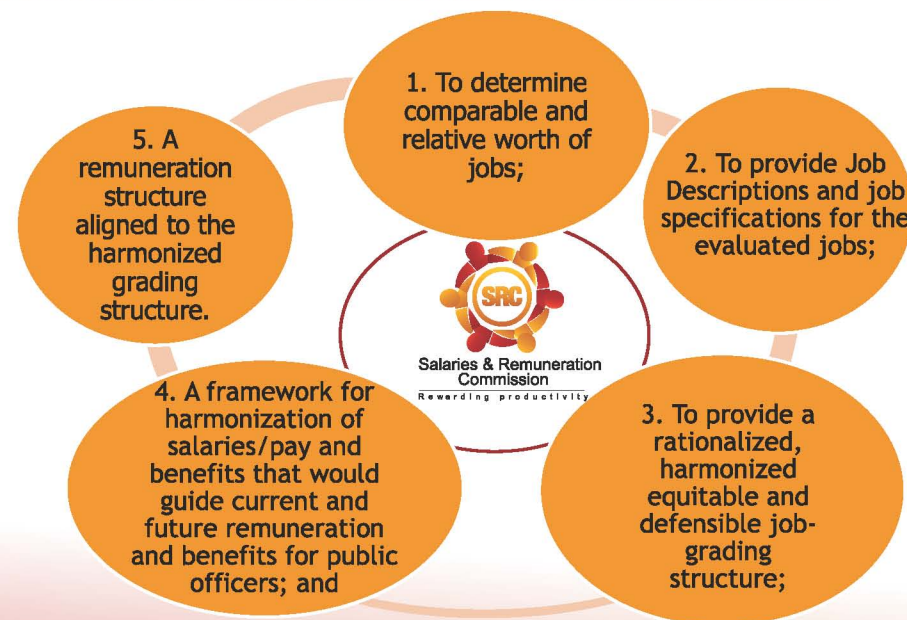
| Job Evaluation is NOT

- An Assessment of an individual's performance on the job
- An assessment of the incumbent on the role
- A way of judging job holder's performance

| SCOPE OF THE PUBLIC SERVICE JOB EVALUATION



| OBJECTIVES OF THE JOB EVALUATION EXERCISE



| SRC Job Evaluation Factors

- Accountability
- Decision making
- Impact
- Problem solving
- Job Knowledge
- Managerial skills
- Interpersonal skills
- Working conditions
- Responsibility
- Independent judgement

| JOB EVALUATION TOOLS

Three Consultants were procured to undertake the exercise due to the magnitude of the exercise. Each Consultant used a JE system that could be mapped to the Paterson Classic.

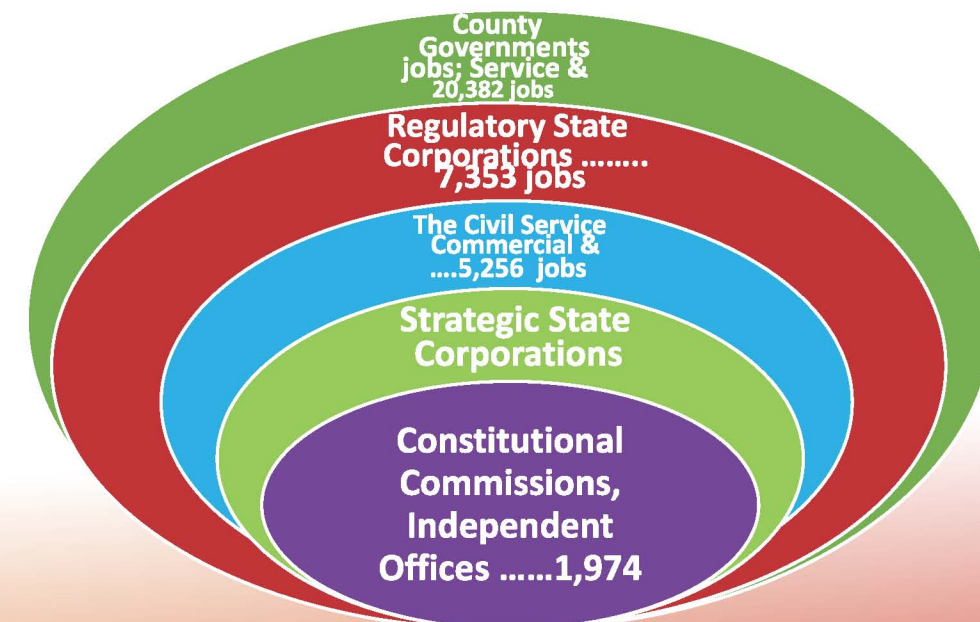
Consultant	JE Tool	Sectors
PWC	REMeasure	Constitutional Commissions, Independent Offices and Teaching Service; County Government
EY	Role Value Index (RVI)	Civil Service
Deloitte	T.A.S.K	State Corporations

| WHY PATERSON METHOD?

The Paterson Job grading has been in use since the 1960's and has been widely applied with great success globally, its works towards enhancing objectivity in job evaluation.

- Decision-making is a key factor in Paterson as it can be applied to all types and levels of jobs.
- It is analytical, objective and not biased.
- It is simple and easy to understand as ALL jobs are graded in the same system
- The grading is decided by a panel and NOT an individual

| NO. OF JOBS EVALUATED IN THE (5) SECTORS



| THE JOB EVALUATION OUTPUTS

- A Grading Structure: A basis for achieving Equal pay for work of equal value; and A salary structure mapping on the grading structure.