

Public Sector Management Standards (Methodology for Independent Job Evaluation) Approval 2005*

Notifiable instrument NI2005—326

made under the

Public Sector Management Standard 2, Part 1, Rule 7a

In this Instrument, *relevant sub-factors* includes:

1. knowledge and experience;
 2. breadth;
 3. interpersonal skills;
 4. job environment;
 5. reasoning;
 6. impact;
 7. independence and influence; and
 8. involvement.
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Under Standard 2, Part 1, Rule 7a, I approve the methodology for the independent job evaluation as follows:

The methodology involves the gathering and analysis of information to measure the relative size of positions. This information is obtained by gathering information about a position, and could include questionnaires completed by the position holder, interviews with the position holder and/or manager or from position descriptions.

This information aims to detail primary objectives of a position, reporting relationships, organisational environment, role of the position, major challenges, knowledge and skill requirements, position dimensions, specific accountabilities and organisational structure.

The collection and analysis of this information enables the application of criteria, being expertise, judgement and accountability (including relevant sub-factors) to assess the relative value of a position. The methodology is the basis upon which market data will be accessed and used to assign remuneration value to the position.

Cheryl Vardon
Commissioner for Public Administration

8 / 9 /2005