# pilat

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# JOB EVALUATION

## MEASURE.
## ANALYSE.
## REWARD.



# Enabling Job Measurement

Pilat's factor-based job evaluation/grading software solution helps assess jobs through an objective, systematic process of elimination, creating a measurement and description for every job… not for the person assigned to it. Used in government, schools and corporations, our job evaluation solution assesses the relative value of jobs through a consistent set of factors, skills and requirements to align compensation strategies. Complete, fair and transparent, job evaluation can help to justify pay scales and eliminate gender bias in assignments and compensation.

## Key Features

Our web-based Job Evaluation system is objective, and removes the need for written Job Descriptions. It reduces the time to complete evaluations and produces defensible results via a transparent and more objective process.

**Factor Schemes:** Based on a Job Evaluation Factor Elimination Scheme which assigns levels to multi-dimensional factors; and point values to express their worth.

**Reports:** Our job evaluation solution can produce several standard reports to support the Job Evaluation process as well as a full query and extract tool for ad-hoc reporting.

**Support:** Pilat provides clients with comprehensive support, before, during and after the implementation of the scheme.

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## Key Benefits

**Fair, consistent and objective:** The system asks about what is done by the Job Holder, not others' subjective perceptions of the worth of those duties.

**Effective safeguard:** As the software measures the job, rather than the person, you can safeguard against potential equal pay challenges.

**Easy:** No requirement for a Job Description. In fact, Gauge produces a Job Summary. A Job Analyst simply inputs a Job Holder's, and their Manager's, responses to a set of carefully tailored questions under each of the factor headings.

**Quick:** Each Job Evaluation is typically completed in around 60 minutes; responses to certain questions rule out the need to answer others.

**Transparent and consistent:** Job scores are directly linked to question responses.

**Defensible:** An 'audit trail' of answers to questions enables cross comparisons of Jobs. Job holders feel 'bought in' as they can be directly involved in evaluating their own jobs.

**'Rank order' of job scores:** Job score can then be used to design a grading structure.

*The web-based nature of the system makes it easier for other members of the team to be involved, making the evaluation process more flexible and so less time consuming, meaning jobs can be evaluated and then recruited more quickly.*

LEEDS COLLEGE of MUSIC

## Pilat's Job Evaluation solution is the preferred technology partner to:

AOC ASSOCIATION OF COLLEGES

UNISON the public service union

Local Government Association