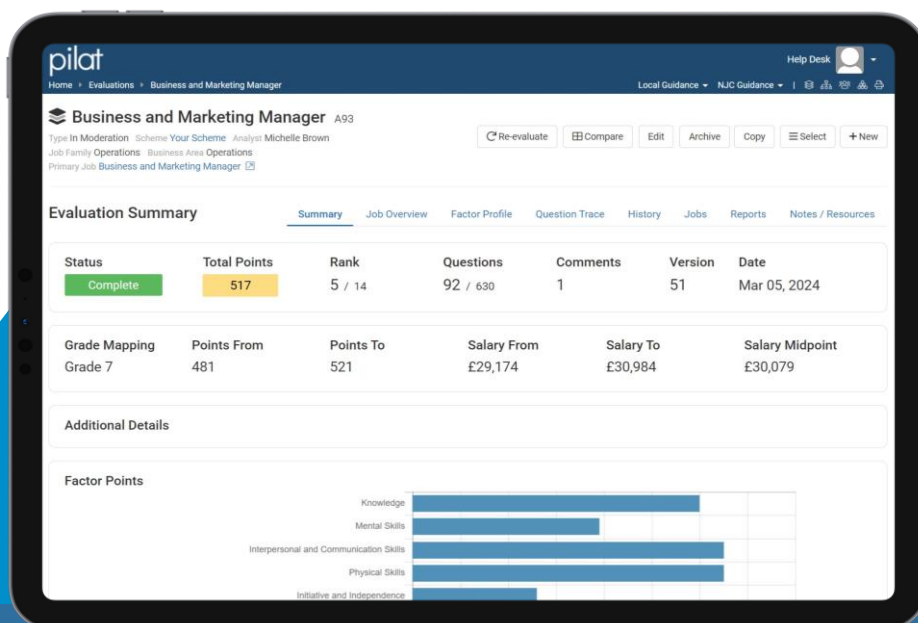


Modernise your job evaluation process with Gauge+



Gauge+ modernises how the job evaluation process is tracked and recorded, how rank scores are justified, and how data is analysed.

Moderation (Consistency Checking)

Data views within Gauge+ support systematic checks, including factor correlations within factor families. Using real-time data, built-in reports, and enhanced tools, you are better informed to ensure consistency of scoring.

Gauge+ supports the moderation process further by tracking moderator comments and capturing revisions through the evaluation cycle.

Job Library

A central job repository within Gauge+ holds associated documents relevant to the job, building up the memory of a job over time, and keeping everything in one place. Jobs can be categorised by your organisation's relevant subgroups, such as job families, directorates, or business areas; creating a one-stop shop for all job information that evaluations are associated with.

Factor Points Comparison

	A00042 Points: 345				A00040 Points: 280				A00041 Points: 301				A00043 Points: 357			
	X	Y	Pts	H/L	X	Y	Pts	H/L	X	Y	Pts	H/L	X	Y	Pts	H/L
Communications and Relationshi...	4	1	32	...	4	1	32	...	4	1	32	...	4	1	32	...
Knowledge Training and Experie...	4	1	88	...	3	1	60	LO	3	1	60	LO	4	1	88	...
Analytical and Judgemental Ski...	3	1	27	...	2	1	15	LO	2	1	15	LO	3	1	27	...
Planning and Organisational Sk...	2	1	15	...	1	1	6	LO	2	1	15	...	2	1	15	...
Physical Skills	3	1	27	...	3	1	27	...	3	1	27	...	3	1	27	...
Responsibilities for Patient C...	4	1	22	...	4	1	22	...	4	1	22	...	4	1	22	...
Responsibilities for Policy an...	1	1	5	...	1	1	5	...	1	1	5	...	1	1	5	...
Responsibilities for Financial...	2	1	12	...	2	1	12	...	2	1	12	...	2	1	12	...
Responsibilities for Human Res...	2	1	12	...	1	1	5	LO	1	1	5	LO	2	1	12	...
Responsibilities for Informati...	1	1	4	...	1	1	4	...	1	1	4	...	1	1	4	...
Responsibilities for Research ...	1	1	5	...	1	1	5	...	1	1	5	...	1	1	5	...
Freedom to Act	3	1	21	...	2	1	12	LO	2	1	12	LO	3	1	21	...
Physical Effort	4	1	18	...	4	1	18	...	5	1	25	HI	5	1	25	HI

Improved Reporting and Analysis

Gauge+ still retains the familiar core PDF-style reports but with the added flexibility of being completely paperless. Through system navigation, drill down, filtering, and data management, Gauge+ provides greater insight, showing data across multiple browser windows (where relevant), and various formats such as charts, graphs, and tables.

Grade Mapping

Upload your grading structure and Gauge+ will automatically map evaluations to the relevant grade within your organisation.

Local Guidance Resources

Supplementary to scheme guidance and technical notes, Gauge+ supports the ability to add organisation-specific documentation to further support the knowledge of the job evaluation process.

Improved Security

Assign users to specific profiles based on their level of responsibility, administrators, evaluators, or read-only. Bespoke user profiles can also be customised, restricting access to certain features/ data sets, if needed.

“Since implementing Gauge+ we’ve seen a vast improvement in how we’ve been able to deliver Medway’s Job Evaluations, the system is very intuitive making it quick to pick up and train others in. Feedback from managers around the process has been very positive and the additional elements of job overviews and reports that the system can generate have been a very welcome addition. As we start to explore the pay modelling function more, Pilat have been very helpful in answering our questions and providing advice on how to approach any issues we’ve come across.”

— Rebecca Merriman, Organisational Change Consultant

Customisable Schemes

Gauge+ can be adapted to incorporate any factor-based scheme results. You may have more than one job evaluation (JE) scheme in place, with a secondary scheme potentially for senior leadership. If so, you can incorporate and combine all evaluation results within Gauge+ to benefit from the full reporting and data analysis features within the software.

Audit/Change Log

Gauge+ automatically captures all changes made to an evaluation outside of the Q&A re-evaluation process.

The change log builds up a story of how the evaluation has changed over time, providing users with key information (i.e. who did what when). The change log cannot be deleted and will be retained within Gauge+ along with the evaluation.

Custom Fields

Within Gauge+, custom fields can be used to capture additional data, further enhancing data analysis. Custom fields are managed locally and can be added within seven areas in the software. Each new field can be made mandatory, free text, look up, and automatically become reportable.

Deleted Evaluations

To further enhance the audit logs, Gauge+ holds all deleted evaluations (soft delete) in a separate area within the software, and, if needed, deleted evaluations can be restored, ensuring information will never be lost.

Adaptable Software

Gauge+ is an agile solution that can support any methodology or job evaluation workflow. In addition to this, did you know that we have a ‘flexi’ scheme version of our main NJC JE scheme, which offers an alternative to the full question logic- giving you the ability to evaluate a factor in one step or a full evaluation in 13 steps, useful in the right situation!

Scheme Updates

Nationally agreed scheme updates are automatically added to Gauge+. You can choose when to adopt the changes, whilst maintaining the integrity of your current version and existing evaluations through version control.

Evaluation History

Version History

Change Log

Version History

Show5▼entries

Search:

Version	Date	User	Reason for Re-evaluation	Evaluation Title	Points	Compatible	View	Action
3	Jan 30, 2024	Mark Smith	Second re-evaluation	Ambulance Practitioner	331	Yes	Summary Job Overview Factor Profile Question Trace	Current version
2	Jan 29, 2024	Mark Smith	Re-eval	Ambulance Practitioner	342	Yes	Summary Job Overview Factor Profile Question Trace	Rollback
1	Jan 29, 2024	Mark Smith		Ambulance Practitioner	384	Yes	Summary Job Overview Factor Profile Question Trace	Rollback

Showing 1 to 3 of 3 entries

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Factor Points Comparison

	Current Version 3 Points: 331				Version 2 Points: 342				Version 1 Points: 384			
	X	Y	Pts		X	Y	Pts	H/L	X	Y	Pts	H/L
Communications and Relationshi...	4	1	32	—	4	1	32		3	1	21	LO
Knowledge Training and Experie...	4	1	88	—	4	1	88		3	1	60	LO
Analytical and Judgemental Ski...	2	1	15	—	2	1	15		4	1	42	HI
Planning and Organisational Sk...	2	1	15	—	2	1	15		3	1	27	HI

Archive Evaluations

Keep all your old evaluations safe and easily accessible by archiving, subsequently creating an accurate record of live jobs, easily accessible for reporting or FOI requests.

Development Roadmap

We continuously develop Gauge+ and release updates regularly.

Do you find yourself completing some of your job evaluation workflow processes outside of Gauge because it is not supported within the software? If so, then let us know – we might be able to help you, either through features already developed or by adding your need to our roadmap.

The 'Equalities Impact' area within Gauge+Pay provides reporting and data analysis to ensure there is no bias towards any group or individual. The data can be generated against your current grading structure or future assimilations. Data is presented in table, charts, and graph formats. The information further supports gender pay gap reporting and equal pay audits.

