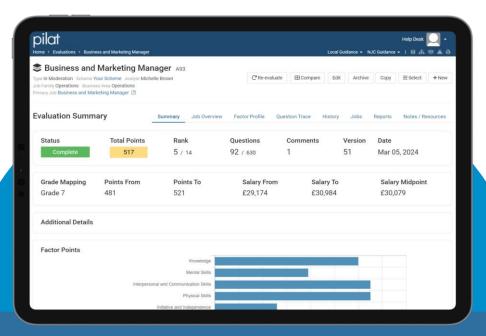


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Modernise
your job
evaluation
process with
Gauge+



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 Comparsion											Factor Points		Factor Levels		J	Job Overview	
	A00042 Points: 345			A00040 Points: 280				A00041 Points: 301			A00043 Points: 357			s: 357			
			Pts	X	Υ	Pts	H/L		K	Υ	Pts	H/L	X	Υ	Pts	H/L	
III Communications and Relationshi	4	1	32	4	1	32			4	1	32		4	1	32		
III 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		
III 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		
III 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.



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"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

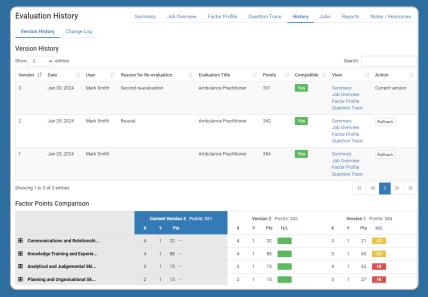
To further enhance the audit logs, Gauge+ holds all deleted evaluations (soft delete) in a separate area within the software, and, if needed, deleted evaluations can be restored, ensuring information will never be lost.

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.



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.



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Gauge+Pay links evaluation scores to create equitable pay structures

Gauge+Pay offers all the functionality of Gauge+, plus the following:

Grade Designer

The graphing tool and reporting suite supports the adaptation and creation of new grading structures. The graph allows you to view job evaluation points/ ranking versus salary. Grades, including incremental steps, are loaded and then jobs/ employees are plotted. Jobs/ employees can be viewed as the whole sample, or subgroups of the job hierarchy- e.g., looking at job families or career pathways.

Colour coding highlights where jobs sit within the selected grading structure, either below, within, or above grade expectations. Reporting further evidences this and provides summaries to show the cost to uplift or protect.

Reporting and Analysis

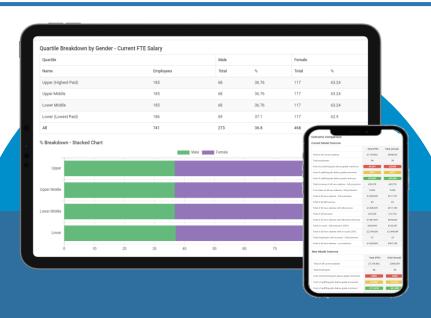
When creating or making changes to a grading structure, understanding the impact of every decision is crucial. Gauge+Pay includes interactive tools and reports to analyse data across all datasets, including FTE vs actual, gender analysis, and impact on total pay bill. Comparison views allow you to easily review and compare different grades and pay models side by side.

People Module

'People' is a key part of Gauge+Pay, even though information may already be held in your HRIS system, uploading the anonymised data is a simple step that enhances reporting and data analysis. Import data for current employees (and vacancies), linking to their jobs and evaluation scores- any changes to an evaluation automatically flow through.

Pay Data Snapshots

An audit trail of every employee's pay data upload is tracked, and time stamped- you can then relate any models or reporting to a specific set of data. Data only needs to be uploaded on an ad hoc basis, as and when needed.



Employee Pay Data

In addition to uploading basic salary, working week, number of hours, hourly rates, overtime, and on-costs, other payment types can also be included, e.g., allowances. The information uploaded is twofold, firstly ensuring all costs are calculated for an accurate total cost for reporting and modelling, and secondly, highlighting any areas where additional payments could potentially be inequitable. Capturing important information like gender, ethnicity, and age means that equality reporting is shown against all pay models.

Gauge+Pay does not currently provide market pay data for jobs, however, market supplements can be recorded and accounted for within the job and employee pay data areas.

Pay Modeller

The pay modelling tool within Gauge+Pay allows you to simulate future pay awards using different scenarios, assumptions, or criteria.

Select a grading template as a starting point- this would usually be your current grading structure. You can see the impact of your models, across all jobs or subgroups/ career pathways. Model outcomes show grade salary ranges, grade differentials, and grade erosion.

Pay Equality

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.