

## NEW JOB EVALUATION SCHEME

<b>Factor</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Level 6</b>	<b>Level 7</b>	<b>Level 8</b>
<b>1A</b> Professional Knowledge	4.7	9.4	14.1	18.8	23.5	28.2	32.9	37.6
<b>1B</b> Operational Knowledge	2.6	5.2	7.8	10.4	13.0	15.6	18.2	
<b>2A</b> Fact-Finding/Analysis	4.3	8.6	12.9	17.2	21.5	25.8	30.1	
<b>2B</b> Initiative/Creativity	4.6	9.2	13.8	18.4	23.0	27.6	32.2	
<b>3A</b> Planning Work	5.0	10	15	20	25	30	35	40
<b>3B</b> Developing Procedures	4.5	9.0	13.5	18	22.5	27.0	31.5	
<b>3C</b> Management Responsibilities	2.6	5.2	7.8	10.4	13			
<b>4A</b> Freedom to Act	5.0	10	15	20	25	30	35	40
<b>4B</b> Impact of Decisions	4.6	9.2	13.8	18.4	23	27.6	32.2	
<b>5A</b> Oral Communications	4.0	8	12	16	20	24	28	
<b>5B</b> Written Communications	3.9	7.8	11.7	15.6	19.5	23.4	27.3	
<b>6A</b> Physical Demands	2	4	6	8				
<b>6B</b> Mental Demands	2	4	6	8				
<b>7A</b> Emotional Environment	2	4	6	8				
<b>7B</b> Physical Environment	2	4	6	8				