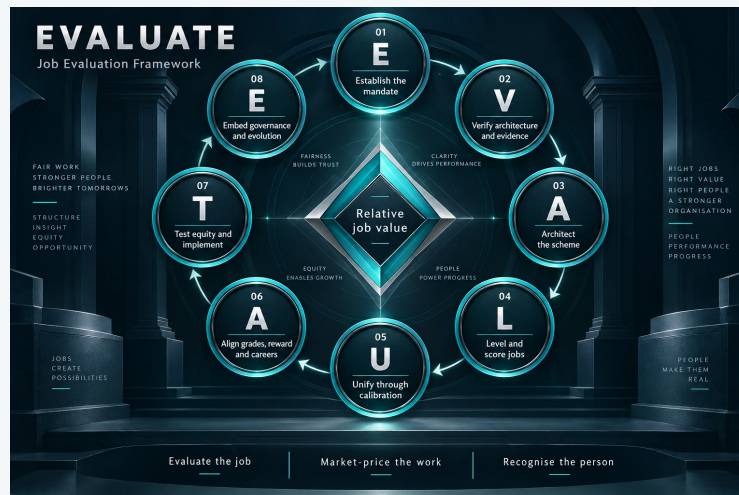


Job Evaluation Framework

ORGANISATION DESIGN AND CHANGE MANAGEMENT

Job evaluation creates a consistent account of the relative value of required work. This framework connects job evidence, evaluation methods, calibration, grades and wider people systems. It helps leaders explain decisions, review equity and manage changing jobs while keeping the role's requirements distinct from its current holder's performance.



THE MODEL AT A GLANCE

The approach

EVALUATE uses eight stages and readiness gates to connect reliable job evidence, scheme design, evaluation, calibration and grading. Traceable records support equity review, implementation and maintenance. The architecture links with reward and careers while keeping job value and market evidence distinct.

When to use it

- Similar jobs receive inconsistent grades without clear supporting work evidence.
- Specialist roles or changing accountabilities no longer fit established architecture.
- Reward and career decisions need a traceable job-value foundation.

What the model covers

Establish the mandate · Verify architecture and evidence · Architect the scheme · Level and score jobs · Unify through calibration · Align grades, reward and careers · Test equity and implement · Embed governance and evolution

Value for your organisation

- Creates comparable evidence about the work required across different jobs.
- Makes evaluation and grade decisions traceable, consistent and explainable.
- Provides a clear route for reviewing disputes and changed work.

Put it into practice

Choose jobs with apparently inconsistent grades. Verify their accountabilities, complexity and decision scope, then review evidence and the evaluation method. Calibrate comparable roles, explain the rationale and agree how changed work or disputed judgements enter review.

Outputs you can use

- Controlled job catalogue and profiles describing required work consistently.
- Calibrated evaluation records explaining evidence, levels and grade decisions.
- Grade architecture and maintenance policy covering changes, appeals and assurance.