

Job Evaluation Plan - Factor Weightings

Factor	Subfactor	Weight	Degree Levels														Total Points
		%	1	1.5	2	2.5	3	3.5	4	4.5	5	5.5	6	6.5	7		
Skill	1. Applied Reasoning and Analytical Skills	15%	15	26	38	49	60	71	83	94	105	116	128	139	150		150
	2. Breadth of Knowledge	2%	5		13		20										20
	3. Adaptation to Change/Updating of Learning	3%	3	8	12	17	21	26	30								30
	4. Interpersonal Skill	7%	7	15	23	31	39	46	54	62	70						70
	5. Education and Experience	15.5%	See Attached Chart														155
	6. Dexterity and Coordination	3%	3		12		21		30								30
Effort	7. Physical Effort	2.5%	3	7	11	15	18	22	25								25
	8. Mental Effort	10%	10	21	33	44	55	66	78	89	100						100
Responsibility	9. Planning and Coordination	10%	10	19	28	37	46	55	64	73	82	91	100				100
	10. Responsibility for Others	10%	10		33		55		78		100						100
	11. Accountability for Decisions and Actions Affecting People, Assets, and Information	12%	12	26	39	53	66	80	93	107	120						120
Working Conditions	12. Physical Environment	2.5%	3	6	10	14	18	21	25								25
	13. Psychological Environment	2.5%	3	6	10	14	18	21	25								25
	14. Health and Safety	5%	5	11	16	22	28	33	39	44	50						50
Total Points																1000	

**Education and Experience
(Level Rating and Points Chart)**

Minimum Experience Minimum Formal Education	Total Pre-Job and On-the-Job Experience				
	6 months or less*	More than 6 months up to 2 years	More than 2 years up to 4 years	More than 4 years up to 6 years	More than 6 years
Partial secondary school	A1 4	A2 8	A3 12	A4 16	A5 20
Secondary school diploma	B1 24	B2 28	B3 32	B4 36	B5 40
Secondary school diploma plus completion of up to 1 year post-secondary training program (eg. vocational, office administration, technical, athletic)	C1 44	C2 48	C3 52	C4 56	C5 60
Completion of a 2 year formal post-secondary program at a community college (or formal apprenticeship)	D1 52	D2 56	D3 60	D4 64	D5 68
Completion of a 3 year formal post-secondary program at a community college (or formal apprenticeship)	D6 64	D7 68	D8 72	D9 76	D10 80
Completion of a 4 year formal post-secondary program at a community college (or formal apprenticeship)	D11 74	D12 78	D13 82	D14 86	D15 90
Bachelor's degree	E1 92	E2 96	E3 100	E4 104	E5 108
Master's degree or equivalent professional designation (eg. MSW, MSc, CMA)	F1 115	F2 119	F3 123	F4 127	F5 131
Doctoral level	G1 139	G2 143	G3 147	G4 151	G5 155