

Scottish Councils Job Evaluation Scheme - Scoring Matrix													
Levels of demand	1 Working Environment	2 Physical Co-ordination	3 Physical Effort	4 Mental Skills	5 Concentration	6 Communication Skills	7 Dealing with Relationships	8 Responsibility for Employees	9 Responsibility for Services to Others	10 Responsibility for Financial Resources	11 Responsibility for Physical/Information Resources	12 Initiative and Independence	13 Knowledge
1	10	13	10	11	8	13	8	11	10	11	11	13	18
2	20	26	20	22	17	26	17	22	20	22	22	26	36
3	30	39	30	33	25	39	25	33	29	33	33	39	54
4	40	52	40	45	33	52	33	45	39	45	45	52	72
5	50	65	50	56	42	65	42	56	49	56	56	65	91
6				67	50	78	50	67	59	67	67	78	109
7				78				78	68	78	78	91	127
8									78			104	145
9													163
Points per factor level	10	13	10	11.14	8.33	13	8.33	11.14	9.75	11.14	11.14	13	18.11
Maximum points available for the factor	50	65	50	78	50	78	50	78	78	78	78	104	163