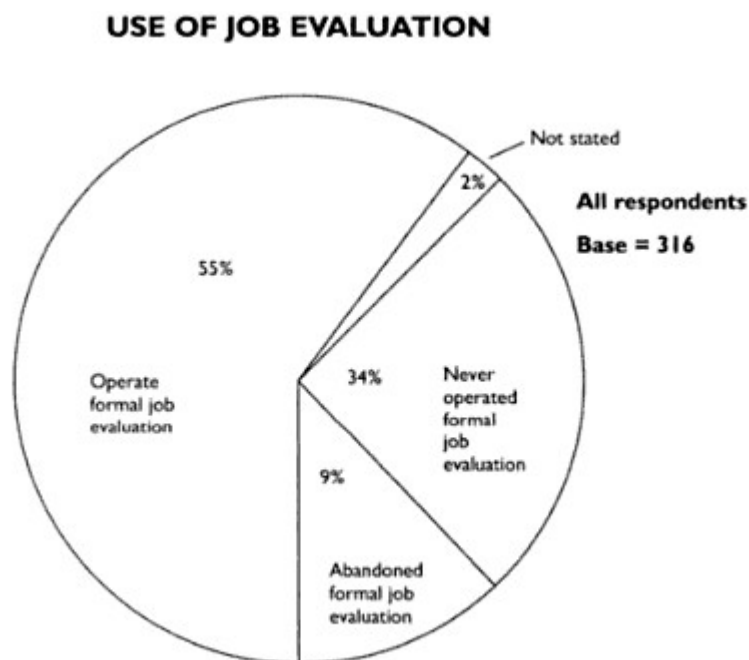


## Appendices

**Appendix 1:** These tables and charts, reproduced from the *Job Evaluation Handbook*, can be found on pages 279 to 284.



### PROPRIETARY BRAND SCHEMES

N = 79 (68% respondents with formal job evaluation)

Scheme	% of respondents employing a proprietary brand scheme using this scheme for all or some jobs
Hay Guide Chart – Profile Method	78
Watson Wyatt – EPC	5
Towers Perrin WJQ	5
PE Points & Direct Consensus Method	4
Institute of Office Administration	3
KPMG Equate	2
PA Consultancy	2
Price Waterhouse Profile Method	2
Other	14

Base = 118

Figure 16.3

### PROPRIETARY BRAND SCHEMES

(% respondents with formal job evaluation)

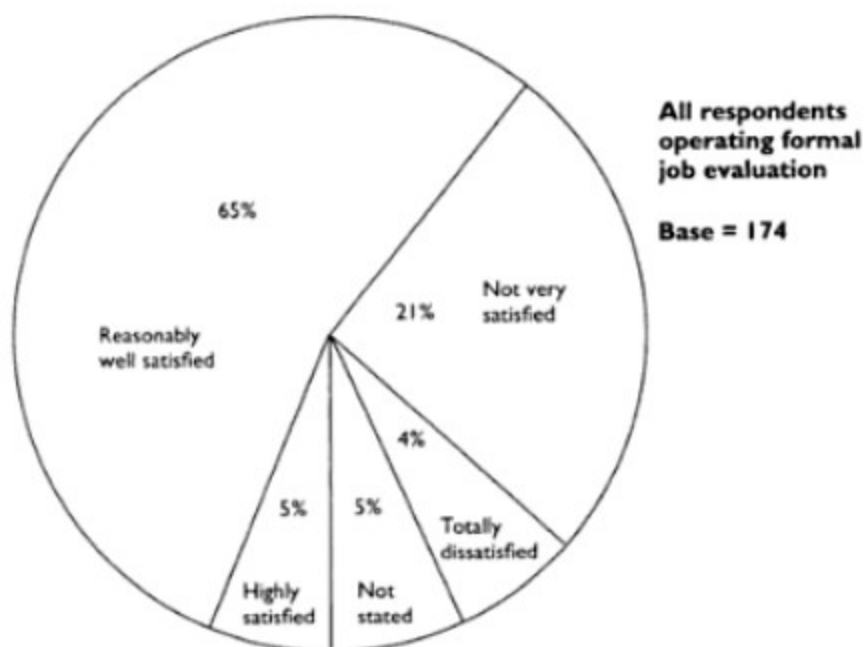
Scheme	% of respondents with a proprietary brand scheme using scheme to evaluate all jobs	PRC N = 79 (68)			
		% respondents using scheme for managerial employees only	% respondents using scheme for Admin./Clerical employees only	% respondents using scheme for technical/professional employees only	% respondents using scheme for manual employees only
		46	27	32	–
Hay Guide Chart – Profile Method	28	–	–	1	–
Watson Wyatt – EPC	4	2	1	1	–
Towers Perrin – WJQ	4	3	3	3	–
PE International	2	–	3	–	–
Institute of Office Administration	–	–	–	–	–
KPMG Scheme	2	–	2	2	–
PA Consulting	–	–	–	–	2
Price Waterhouse Profile Methods	–	–	–	–	2
Other	2	3	6	5	6

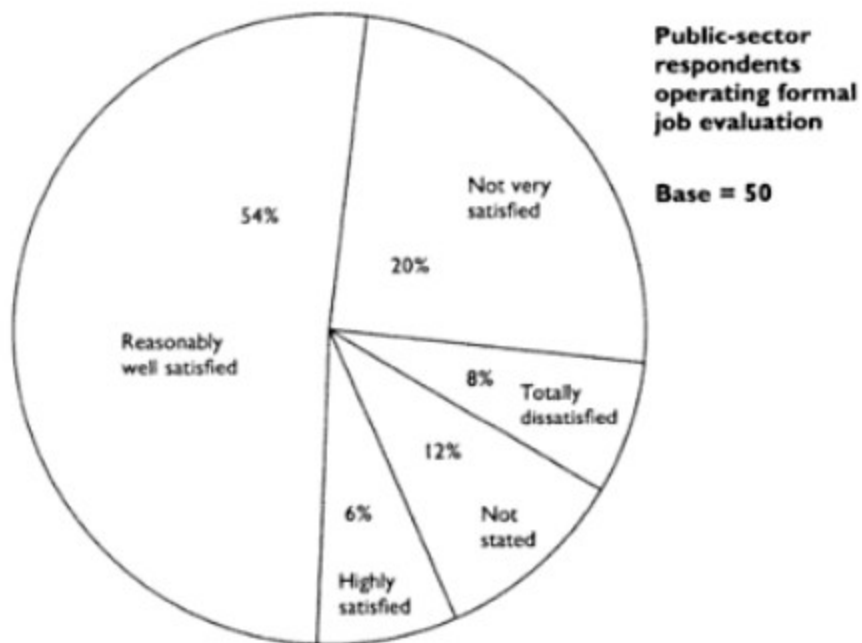
### NON-PROPRIETARY BRAND SCHEMES

Process	% of respondents with formal job evaluation but no proprietary brand scheme using process
Points-factor rating	29
Job classification	21
Factor comparison	11
Competencies	9
Skills	3

Base = 51

### SATISFACTION WITH EXISTING JOB EVALUATION ARRANGEMENTS





**PLANNED CHANGES TO JOB EVALUATION OR PAY STRUCTURES**

