

FACTOR 1 – PROBLEM SOLVING

Definition

This factor assesses the application of knowledge to the analysis and resolution of problems. It is a measure of the difficulty and complexity of the work.

Levels

1. Requires some analysis of problems for which solutions can be identified through the application of existing procedures, policies and precedents.
2. Requires analysis of varying problems as well as judgement in the identification of solutions which are not always easily

Factor Weighting

	Points
1 Problem Solving	12
2 Knowledge	14
3 Communication	12
4 Mental Effort	2
5 Physical Effort	2
6 Responsibility for Interactions	11
7 Responsibility for Financial + Material Resources	10
8 Responsibility for Human Resources	10
9 Impact	11
10 Independence	10
11 Physical work environment	3
12 Organizational work environment	3
	100

Factor	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
1 Problem Solving	1.00	2.00	4.00	6.00	n/a	n/a
2 Knowledge	1.00	2.00	3.00	5.00	7.00	n/a
3 Communication	1.00	2.00	3.00	4.00	5.00	n/a
4 Mental Effort	1.00	2.00	3.00	4.00	5.00	n/a
5 Physical Effort	1.00	2.00	3.00	4.00	5.00	n/a
6 Responsibility for Interactions	1.00	2.00	3.00	4.00	5.00	n/a
7 Responsibility for Financial + Material Resources	1.00	2.00	3.00	4.00	5.00	n/a

Factor	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
1 Problem Solving	1.00	2.00	4.00	6.00	n/a	n/a
2 Knowledge	1.00	2.00	3.00	5.00	7.00	n/a
3 Communication	1.00	2.00	3.00	4.00	5.00	n/a
4 Mental Effort	1.00	2.00	3.00	4.00	5.00	n/a
5 Physical Effort	1.00	2.00	3.00	4.00	5.00	n/a
6 Responsibility for Interactions	1.00	2.00	3.00	4.00	5.00	n/a
7 Responsibility for Financial + Material Resources	1.00	2.00	3.00	4.00	5.00	n/a

Level 00

