

**SCOTTISH COUNCILS' JOB EVALUATION SCHEME  
SCORING MATRIX**

	1	2	3	4	5	6	7	8	9	10	11	12	13
Levels	Working Environment	Physical Co-ordination	Physical Effort	Mental Skills	Concentration	Communication Skills	Dealing with Relationships	Responsibility for Employees	Responsibility for Services to Others	Responsibility for Financial Resources	Responsibility for Physical and Information Resources	Initiative and Independence	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

As Endorsed by the SJC 20 April 2000

The scoring matrix is used to calculate the total score for an evaluated job, by reading down each column to get a score for each factor and then totalling the scores for all 13 factors.