

## SP10<sup>®</sup> - Strategic Pay's ten factor job evaluation system

This system was first developed by PriceWaterhouse. It has a wide following in the public and private sectors, particularly at executive level, and with its associated linkage to executive remuneration data. It suits the executive scene and environments where points differentials are considered important. It also suits specialist roles where it is important to give due weight to roles with a requirement for education, experience and strong problem-solving skills.



The ten factors are:

<b>1 Education</b>	The level of education necessary to perform the functions required of the position, however obtained.
<b>2 Experience</b>	The length of practical experience and nature of specialist or managerial familiarity required. This experience is in addition to the knowledge necessary in factor 1.
<b>3 Complexity</b>	Assessed in terms of: <ul style="list-style-type: none"> <li>+ The time taken to learn and adjust to the specific job requirements.</li> <li>+ The level to which the job functions are defined and follow established and predictable patterns.</li> <li>+ The thinking challenge required to adapt to rapidly changing circumstances, and the innovative or conceptual thinking required to initiate new corporate directions.</li> </ul>
<b>4 Scope</b>	The breadth or scope of the position (i.e. the span of influence in the organisation).
<b>5 Problem Solving</b>	The nature and complexity of problem solving expected in the job. This considers the judgment exercised, availability of rules and guidelines to assist in problem solving, the degree of analysis and research required, and the originality, ingenuity or initiative required to arrive at a solution.
<b>6 Freedom to Act</b>	The extent of supervision, direction or guidance imposed on the jobholder and the freedom the jobholder has to take action.
<b>7 Impact/Results of Decisions</b>	The level of discretionary decision-making delegated to the jobholder
<b>8 Interpersonal Skills</b>	The requirement for interpersonal skills in dealing with other personnel and external contacts.
<b>9 Authorities</b>	Authority levels expressed in terms of routine expenditure and investments, granting loans, and employing and dismissing staff.
<b>10 People Management</b>	The responsibility for the control and management of staff within the organisation, including direct line management, project team management and other forms of supervision, direction, co-ordination or influence over other staff.