



Human Resources Division Job Evaluation Form (General Staff Levels 1-8)

Position title: _____ **Department:** _____

Please fill in Section 1 **OR** Section 2 below

Section 1 – Existing Position

Has the position changed significantly since the last evaluation?

- NO** - A full Job Evaluation is not required, you can proceed with advertising if required
- YES** - Please answer the questions below and send the revised job description to Human Resources, Registry Building along with the previously evaluated version of the job description, a summary of the differences and an organisational chart for the area.

If the job title changed, what was the previous title?

What was the Job Description Number last time it was evaluated? E.g. EAD762 (If known)

When was this position last evaluated? (If known)

What is the name of the current/last incumbent (please tick which)

*current last incumbent/s

Name:

***Please note**

- 1) If there is a current incumbent, the revised job description must be signed by the HOD, supervisor and incumbent to ensure that all parties agree to the changes. Unsigned incumbent job descriptions will not be accepted for re-evaluation by the Job Evaluation Committee.
- 2) If changes to the job description affect the reason or term for any fixed term agreement, please contact your HR Administrator to discuss.

Section 2 – New Position

Have you based this new position on another similar position?

- NO** - Send the job description and an organisational chart for the area to Human Resources, Registry Building
- YES** - Answer the following questions and send the new job description to Human Resources, Registry Building along with the job description it was based on, a summary of the differences and an organisational chart for the area.

What is the title of the similar position?

What is the Job Description Number of the similar position? E.g. EAD762 (If known)

When was this position last evaluated? (If known)

What is the name of the incumbent in the similar position?

Section 3 – Signature (Note: This form requires signed approval)

Name of Contact Person

Head of Department Signature

Date

Divisional/School Approval Signature
(If appropriate in your area)

Date

NOTES

1. The purpose of this form is to enable HOD/Manager's to take responsibility for whether full Job Evaluation is required. This process will be audited.
2. To advertise a position, submit this form and the job description for evaluation then create a requisition in the recruitment system (noting that the job evaluation is pending) and request approval.
3. More information regarding the advertising process, including the University's Advertising and Job Description templates, can be found at:
<http://www.otago.ac.nz/humanresources/toolkit/recruiting/index.html>
4. To determine whether a position has changed 'significantly', consider the Job Evaluation Criteria:

Education	Supervision received
Experience	Impact of Discretionary Decisions
Complexity	Contacts/Human Relations Skills
Scope of Work	Authority Exercised
Problem Solving	Supervisory & Managerial Responsibility

More information on the criteria used in the job evaluation system can be found at:

<http://www.otago.ac.nz/humanresources/toolkit/job-evaluation/>

If the changes to the job description affect one or more of these areas, the position should most likely be re-evaluated. This does not necessarily mean that the level will change.

Examples:

- 1) If additional tasks are added, but require a similar amount of Problem Solving or are no more / less Complex than tasks already in the job description, then these tasks will not significantly change the position.
- 2) If the Authority Exercised in the position is changed in terms of the number of staff supervised, or budget limitations, then this is a significant change to the position and the position should be re-evaluated.

Promotions and Remuneration

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