

GLPC - POINTS WEIGHTING

FACTOR	LEVEL								
	1	2	3	4	5	6	7	8	
Supervision/Management of People			See matrix						
Creativity and Innovation	28	40	52	64	76	88	100		
Contacts & Relationships	20	38	56	74	92	110	128	146	
Decisions - Discretion	20	36	52	68	84	100			
- Consequences	12	24	36	48	60				
Resources	10	20	30	40	50				
Work Environment - Work demands	8	16	24	32	40				
- Physical Demands	6	12	18	24					
- Working Conditions	6	12	18	24					
- Work Context	8	16	24	32					
Knowledge & Skill	48	80	112	144	176	208	240	272	

SUPERVISION/MANAGEMENT OF PEOPLE: Number of People Supervised/Managed

In any assessment see “Supervision/Management of People Introduction and Objectives” for (a) the calculation of number of staff supervised; (b) the recognition of less than full supervision/management; and (c) a possible plussage for dispersed subordinates.

The following matrix sets the limits of a reasonable relationship between the factor level and the number of people supervised/managed and should be used in assessing these factors. In assessing this factor the factor points should be calculated.

- i) on the basis of the factor level
- ii) then apply the relevant number column in the matrix
- iii) add any additional relevant plussages*where applicable

FACTOR LEVEL	UP TO 5 STAFF	6-15 STAFF	16-49 STAFF	50+ STAFF
1*	16	-	-	-
2*	28	34	-	-
3*	46	52	58	-
4*	58	64	70	76
5*	64	70	76	82
6	-	82	88	94
7	-	-	94	100

* An additional six points for “dispersal” may be awarded where applicable.