

JOB EVALUATION FORM

Date:		1. Management Side		1. Staff Side	
Post Title:		Operational Team leader		2. Staff Side	
National Profile:		(COTC)		Additional Information Sheet:	
Consistency Checking		Yes / No		Revised job description March 17.	

Factor	Profile Level	Outcome Level	M/ V/ NM	Rationale	Score
1	Communication & Relationship Skills	4	M		32
2	Knowledge, Training & Experience	5	M		120
3	Analytical & Judgemental Skills	4	M		42
4	Planning & Organisational Skills	3	M		27

		Profile Level	Outcome Level		Rationale	Score
5	Physical Skills		4	N		42
6	Patient/Client Care		5	H		30
7	Policy/Service Development		2	M		12
8	Financial & Physical Resources		2	M		12
9	Human Resources		3	M		21
10	Information Resources		2	M		9

		Profile Level	Outcome Level		Rationale	Score
11	Research & Development		1	2		5
12	Freedom to Act		4	2		32
13	Physical Effort		5	2		25
14	Mental Effort		3	2		12
15	Emotional Effort		4	2		25

		Profile Level	Outcome Level		Rationale	Score
16	Working Conditions		5	N	Profile Match/ Band Match/ Hybrid Match/ Local Evaluation/ Consistency Check	25
					Panel Notes:	
					Total Score	47
					Band	7