



CONSULTANTS

# LBJ CONSULTANTS

**JOB EVALUATION  
TAILORED TO  
MATCH YOUR  
BUSINESS NEEDS.**

Understanding your business structure and knowing how different skills and responsibilities fit, are crucial to the development of successful pay policies.

LBJ Consultants approach to Job Evaluation simplifies any pay and grading project producing transparent and justifiable results.

Our tried and tested methodology analyses factors that encompass the requirements, demands and content of jobs from Chief Executive to unskilled in a wide range of organisations operating in the private, public and not-for-profit sectors.

All factors are deliberately non-discriminatory to ensure equal treatment of all employees, as well as analytical to give more defence and meet legislative requirements. Additionally, putting the emphasis on the job description makes sure that jobs are being evaluated rather than the people in them.

Once this job evaluation process has been completed, job ranks are automatically defined from Unskilled Grade to Director. When all of the work has been completed the results can be assessed to test job relativities and through job ranks .

This methodology considers educational standards, responsibility, accountability, complexity, and autonomy.

We have used these methods successfully with a number of clients and are very experienced and have successfully delivered Job and Salary evaluations on their behalf.

Call us now on 01292 606763 or 07375 097443 or e-mail on enquiries  
@lbjconsultants.co.uk to get advice over Job Evaluation from our experts today.

