

Job evaluation consulting

Standard evaluation and classification method



Groups of factors	Factors	Features
Qualifications	<ol style="list-style-type: none">1. Education2. Creativity3. Experience4. Dexterity	<p>The Morneau Shepell standard job evaluation and classification method complies with Canadian pay equity legislation and can be universally applied to all job categories. Morneau Shepell offers consulting services needed to harmonize its method with your human resources policies.</p>
Responsibilities	<ol style="list-style-type: none">5. Freedom to act6. Risk and impact7. Supervision8. Communications	<p>The method is integrated into a user-friendly database delivered on a Microsoft platform. This system allows the user-manager to independently reconcile the weighting of the evaluation factors with the organizational values, while taking into account the scope of the job categories to be classified: senior officers, management and professional employees, technical and administrative personnel, operation or production employees.</p>
Efforts	<ol style="list-style-type: none">9. Mental10. Physical	<p>Organizations from various activity sectors operating in several Canadian regions have already adopted the Morneau Shepell standard job evaluation method to implement pay practices designed to ensure optimal internal equity.</p>
Work environment	<ol style="list-style-type: none">11. Nineteen sub-factors that concern possible inconveniences related to any wage-earning job	

Customized methods

Morneau Shepell also offers any consulting services that may be needed to help organizations wanting to improve the characteristics of their in-house job evaluation methods without changing their fundamentals.