

SCORING AND WEIGHTING MATRIX

Factors and Points per Level

Level	Knowledge and Skills				Effort Demands				Responsibilities				Env. Demands
	Knowledge	Mental	Communications	Physical	Initiative and Independence	Physical	Mental	Emotional	People	Supervision	Financial Responsibilities	Physical Responsibilities	
1	20	13	13	13	13	10	10	10	13	13	13	13	10
2	40	26	26	26	26	20	20	20	26	26	26	26	20
3	60	39	39	39	39	30	30	30	39	39	39	39	30
4	80	52	52	52	52	40	40	40	52	52	52	52	40
5	100	65	65	65	65	50	50	50	65	65	65	65	50
6	121	78	78	-	78	-	-	-	78	78	78	78	-
7	142	-	-	-	91	-	-	-	-	-	-	-	-
8	163	-	-	-	104	-	-	-	-	-	-	-	-
Factor %	16.3	7.8	7.8	6.5	10.4	5.0	5.0	5.0	7.8	7.8	7.8	7.8	5.0
Heading %	38.4				25.4				31.2				5