

**SECTION 2 APPENDIX C****JOB EVALUATION POINTS AND GRADE BOUNDARIES****1. Job Evaluation Points**

A post is awarded under each factor a number of points according to the level assessed as shown below:-

**Points Score by Level and Factor**

	<b>Skill</b>	<b>People</b>	<b>Resources</b>	<b>Supervision</b>	<b>Initiative</b>	<b>Mental Effort</b>	<b>Physical Effort</b>	<b>Working Conditions</b>
Level 1	36	12	12	6	6	8	8	6
Level 2	72	30	30	12	18	24	24	18
Level 3	180	90	90	54	36	48	48	36
Level 4	306	120	120	108	60	80	80	60
Level 5	360			120				

Posts are assessed to a level for each factor and there is no scope for half levels anywhere in the scheme.

**2. Grade Boundaries**

The grade to which a post is allocated is determined by its total points as shown below:-

**Job Evaluation Points**

Grade 1	Up to 269
Grade 2	270 to 369
Grade 3	370 to 469
Grade 4	470 to 569
Grade 5	570 to 669
Grade 6	670 and above

(1 September 2015)

National Section 2, Appendix C

**Special Provisions in respect of Isle of Man Transport (Heritage Railways Division)**

**Employees (Railways Division)**

Except where otherwise provided for:-

- (i) the grades for the basic employment categories apply for the whole of the year; and
- (ii) a permanent employee who is required to undertake work which is not a normal feature of his basic employment shall be paid:-
  - (a) for the time during normal working hours when he is required to undertake the different category of work, either at the grade rate appropriate to his basic employment category or at the grade rate appropriate to the different category, whichever gives the better result for the employee; and
  - (b) for the time outside normal working hours when he is required to undertake the different category of work, at the overtime rates appropriate to the different category.

"Summer" means the period of traffic operations and "Winter" means the remainder of the year.

(May 1988)

(1 September 2015)