

Unlock the future potential of Job Designs and Evaluation



About Us

We are highly experienced and qualified job designers and evaluators that specialise in remuneration frameworks within a range of multi-disciplinary professions for both the public and private sectors.

Our role is to reduce the stress, strain and time from your organisation and managers by using quality and effective job design techniques in the analysis of jobs, development of job descriptions and job evaluation in accordance to standard methodology frameworks to ensure your business recruits, fills and attracts the most suitable candidates.



We have analysed, designed jobs and conducted evaluations on a range of multi-disciplinary roles within large complex organisations from base job through to senior management jobs. We specialise in professions from various streams including, but not limited to; health practitioners, professional, operational/technical and administrative officers, and senior to executive management job.

We pride ourselves on our ability to offer a range of services at more reasonable and affordable prices with exceptional return of delivery.

Our Services

PEMSET Solutions would like to offer our services in the provision of job analysis, design and evaluation within a three staged, flexible method consisting of one site visits to the organisations and working off site in a flexible arrangement.

PEMSET Solutions will provide external services to you in the conducting design, analysis and evaluation of jobs for the range multidisciplinary disciplines including Administration, Operational Officers, Health Practitioners and Professional jobs on the behalf of the organisation.

PEMSET Solutions is available to be contracted to deliver the following services:

- Provide job design and evaluation including remuneration benchmarking and data analysis.
- Develop, maintain and implement job design frameworks, systems, practices and processes to ensure they are contemporary, responsive and aligned to the needs of the organisation.

Benefits of Job Design and Evaluations Services

The benefits in engaging PEMSET Solutions service are as follows:



Ability to access a **highly qualified design and evaluation expert** who possess a high-level knowledge and experience in job evaluation methodologies including Health Practitioners and associated governance requirements, particularly within the complex Health environment.



It is vital for any **organisation to be profitable** is to ensure their accurately invest in their workforce. Therefore, it is essential for organisations to ensure that they effectively and accurate design and evaluation their jobs to ensure the right person for the right position the first time.



Provides your organisation with established structures to support **organisation growth, performance management, learning and development opportunities** and ensuring future succession planning opportunities for those key positions.

Our Service Delivery Model

Our delivery model in providing of external; job design and evaluation services is conducted as a three-staged approach as outlined below:



Stage 1

- Initial Consultation and Data Gathering



Stage 2

- External Job Design and Evaluation Services Conducted



Stage 3

- Final Reporting and Governance

Why Choose Us

As we are an external provider of job design and evaluation services, we have lower overheads and can offer more reasonable rates.

By contracting this vital service to our organisation, you will gain:

- An experienced job design and evaluation specialist in a range of disciplines,
- Reduce the recruitment and ongoing costs overheads of hiring a full-time specialist to reside within the organisation
- Ability to commence immediately on any job design and evaluation project.
- Objective analysis of job design and evaluation services that will withstand scrutiny within the internal environment of the organisation.

Other Services

You understand the importance of having an effective job design and evaluation methodology framework; however, your organisation does not have a formal framework and cannot afford to engage the more expensive services.

At PEMSET Solutions we have the skill and expertise to tailor design a formal job design and evaluation management systems that will be customised to your industry and to your organisation. For more information about this additional service please feel free to contact us.

Contact Us

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