

Position and Organisational Analysis and Evaluations

Overview:

PEMSET Solutions are highly experienced consultants in all forms of position and organisational analysis and evaluations. We are tertiary trained in quantitative and qualitative position analysis techniques which can be applied to determine the key requirements of individual positions, to the work value assessment and as part of a position skills and training needs analysis. At the organisational level, we can apply these skills utilising the PEMS™ Position Work Level Statements and Capability Framework to develop and inform on the position design and organisational restructuring.

Position Analysis/ Position Design

Position analysis and Position design focus on methods and techniques for identifying the essential activities and workforce requirements for a position. PEMSET Solutions has developed tailored tools to assess positions and we complement sophisticated statistical analysis with qualitative data collection methods. Our PEMS™ methodology has the ability to be customised to suit different disciplines and operational requirements of organisations and can be used to describe various positions, identify position clusters or families, inform position and team design, feed into the development of selection criteria and guide staff skill development.

Work Value Assessment

A key area of specialisation for PEMSET Solutions is position analysis which is aimed at identifying the work value of private and public sector positions. Our analyses allow positions with different levels and types of responsibilities to be compared on a common metric. For private and public sector positions, we have developed a tailored PEMS™ methodology that equates work value with appropriate classification levels. These analyses can then inform future decisions relating to position and team design and/or pay and remuneration.

Skills and Training Needs Analysis

Our experience in analysing Positions extends to the assessment of skills and training needs analysis. By combining information from a variety of analysis techniques, we will assess all of the skills gaps within organisations and identify areas where further training and development are required. We then work with organisations to identify the priority areas for skills development to enhance organisational capability.

Customised Work Level Standards and Capability Frameworks

PEMSET Solutions has considerable experience in developing Work Level Standards and Capability Frameworks for different organisations. We draw on our skills in analysing positions across organisations to develop customised Work Level Standards that describe the key characteristics of positions at different work levels within an organisation. Similarly, we can develop customised Capability Frameworks that

detail the core skills, abilities and other characteristics required for positions across the organisation. We provide specialist advice on how to map different selection techniques to the framework, how to align performance management systems with the framework and how to use the framework to inform learning and development strategies.

What do you need to know?

When you contact us, we conduct a basic interview with you to assess your job design and evaluation needs. We will discuss with you the expected duties, time frames and associated costs.

For more information:

Contact us for a no obligation free quote:

Email: info@pemset.com.au

Phone: 0497 174 365

Confirmation and Cancellation Policy

See our **terms and conditions** for our confirmation and cancellation policy. The job design and evaluation services provide are based on the information provided and are only a guide. The implementation or appointment of the information provided is at the discretion of the contracting organisation.