



JOB EVALUATION  
APPEAL RECORD SHEET

Date: WEDNESDAY 7th MARCH 2012 Time: 11.00

Job Title: HIGHWAY MANAGEMENT OFFICER Job No: X5161

Appellant(s): [REDACTED]

Manager: [REDACTED]

Representative: [REDACTED] - PRESENTING.

Analyst: \_\_\_\_\_

HR Advisor/Administrator: \_\_\_\_\_

Panel member: \_\_\_\_\_

Panel member: \_\_\_\_\_

Panel member: \_\_\_\_\_

Panel member: \_\_\_\_\_

Chair : \_\_\_\_\_ Management/Union

AREA OF WORK **SUPERVISION** YES/NO

DISPERSAL YES/NO Change  No Change

DEGREE **CREATIVITY**

RANGE OF AREAS Change  No Change

Change  No Change

CONTROLS/LIMITS



Change  No Change

TYPE OF CONTACT

CONTACTS

Add G. Coachy - dealing with contractors as <sup>temp.</sup> supervisor  
Add K Conflict - Dealing with public, complaints  
(instead of D inform a pending).

Change  No Change

COMPLEX/CONT

Change  No Change

IMPLICATIONS

chge to C as re analyst.

Change  No Change

DECISIONS

FREEDOM TO ACT

Change  No Change

AREAS OF DISCRETION

CONSEQUENCES OF DECISIONS      Change       No Change

CASH/FINANCIAL      Change       No Change   
**RESOURCES**

PLANT/EQUIPMENT      Change       No Change

STOCK/MATERIALS      Change       No Change

Change       No Change

BUILDINGS

Change  No Change

DATA

Change  No Change

WORK DEMANDS

INTERRUPTIONS & DEADLINES

Change  No Change

CONFLICTING PRIORITIES

Change  No Change

PHYSICAL DEMANDS

PHYSICAL EFFORT

*Chge* <sup>New</sup> *A to* *AB* *Ray/Sha* } *us per*  
*B with* *to* *Bh* *Ray/Len/ky* } *analyst*  
*phat* *to*

Change  No Change

PHYSICAL EFFORT - IT

Change  No Change

WORKPLACE

WORK ENVIRONMENT

Change

No Change

DISAGREEABLE CONDITIONS

Add CR ~~DR~~ Regular } as per  
DR ~~DR~~ None Regular } analyst.

Change

No Change

WORK CONTEXT/EXPOSURE TO RISK

Change to C moderate cont on site visits  
60%.

Change

No Change

KNOWLEDGE & SKILLS

TYPE OF WORK

Change

No Change

DEPTH & BREADTH

Change

No Change

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SUMMARY AND DECISION OF JE APPEALS PANEL

Please use continuation sheet if required

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ADVISORY/ADMINISTRATOR:

CHAIR [REDACTED]

DATE: 7<sup>th</sup> March 2012

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