



Te Kāwanatanga o Aotearoa
New Zealand Government

Te Orowaru

Factor Scoring Booklet

Factor Scoring

Factor scoring involves overlaying the points which have been allocated to factor levels to help the parties to get clarity on the total size of a job and the degree of comparability between claimant work and the work of any comparators. Each factor level has points allocated to it, which can be used to generate a total score for each occupation assessed.

Process

Factor scoring occurs after the parties have used the factor plan to allocate claimant and comparators work to the appropriate level of each factor. Each factor level has points allocated to it, which get combined to generate a total score for each occupation assessed.

Like any part of the pay equity process, it is critical that factor scoring is used in the context of a joint process. This ensures transparency, and consistency with the wider pay equity bargaining process.

Weightings

The four pay equity factor groupings (skills (including experience), responsibility, effort and working conditions) have different weightings in the points that are allocated to them. The higher the weighting, the more points get allocated. The factor groupings align with the assessment requirements of the [Equal Pay Act 1972](#).

The skills and responsibility factor groupings have higher weightings than the effort or working conditions factor groupings.

This is to recognise that the skills and responsibilities of a job are integral to its function and success. For example, inadequate skills or competence to deliver the work that an employee is responsible for is likely to significantly increase the effort required to perform a role (i.e. lacking skill makes a job harder).

Of the total points available, the weightings have been allocated as follows:

Skills Factor Grouping	44%
Responsibility Factor Grouping	35%
Effort Factor Grouping	16%
Working Conditions Factor	5%

The following tables outline the points allocated to each factor level:



Skills

Factor 1: Knowledge	
Level	Points
1	14
2	24
3	34
4	44
5	54
6	64
7	74
8	84
9	94
10	104

Factor 2: Problem Solving	
Level	Points
1	15
2	27
3	39
4	51
5	64
6	77
7	90

Factor 3: Interpersonal and Communication	
Level	Points
1	15
2	30
3	45
4	60
5	75
6	90

Factor 4: Te Ao Māori skills				
Level	Points: Strategic Thinking and Te Tiriti	Points: Actioning Te Reo me ngā Tikanga Māori	Points: Connection to Māori value systems	Points: Connectedness to and engagement with Māori communities
1	20	20	20	20
2	40	40	40	40
3	60	60	60	60
4	80	80	80	80

Extra points for top score in all 4 pou 20 points

Factor 5: Planning and Organisational skills	
Level	Points
1	13
2	26
3	39
4	52
5	66
6	80

Factor 6: Physical Skills	
Level	Points
1	12
2	24
3	36
4	48
5	60



Responsibility

Factor 7: Responsibility for People Leadership

Level	Points: Line management	Points: Leadership through influence
1	16	16
2	32	32
3	48	48
4	64	64
5	80	80
6	96	96
7	112	N/A

Factor 8: Responsibility for Information

Level	Points
1	18
2	36
3	54
4	72
5	90

Extra points for top score in both streams 11points

Factor 9: Responsibility for Physical resources

Level	Points	
1	18	18
2	36	36
3	54	54
4	72	72
5	90	90

Responsibility for Financial Resources

Factor 10: Responsibility for Services to People

Level	Points
1	18
2	36
3	54
4	72
5	91
6	110

Extra points for top score in both streams 11points



Effort

Factor 11: Emotional Effort	
Level	Points
1	12
2	24
3	36
4	48
5	60
6	72

Factor 12: Sensory Effort	
Level	Points
1	12
2	24
3	36
4	48
5	60

Factor 13: Physical Effort	
Level	Points
1	10
2	20
3	30
4	40
5	50
6	60

Working Conditions

Factor 14: Working Conditions	
Level	Points
1	12
2	24
3	36
4	48
5	60



Template 1: Factor analysis overview

The purpose of this template is to provide an example of something that may assist in creating an overview across the factor levels for the work of claimant and comparators.

Grouping	Factors	Claimant	Comparator 1	Comparator 2	Comparator 3
		Factor level	Factor level	Factor level	Factor level
	F1 Knowledge and understanding				
	F2 Problem-solving				
	F3 Interpersonal and communication				
	F4 Te Ao Māori				
	F5 Planning and organisation				
	F6 Physical skills				
	F7 People leadership				
	F8 Responsibility for information				
	F9 Responsibility for financial and physical resources				
	F10 Responsibility for services to people				
	F11 Emotional effort				
	F12 Sensory effort				
	F13 Physical effort				
	F14 Working conditions				
Total score					





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