

## HAY JOB EVALUATION QUESTIONNAIRE

### For Tier 3 and Tier 4A Managers

<b>JOB TITLE:</b>		
<b>TIER 3 or 4:</b>		
<b>REPORTS TO:</b>		
<b>JOB HOLDERS NAME:</b>		
<b>1. QUALIFICATION, REGISTRATION AND EXPERIENCE</b> Please detail which qualification and experience are essential for the post including any registration requirement (eg Social Work, CIPD, CIPFA etc)		
<b>2. FINANCIAL ACCOUNTABILITIES</b> Please detail the financial dimensions of the role including annual budgetary amount.		
Please state whether the responsibility is:		
	<b>Prime</b> where the budget holder and where the sharing of the budget is only with subordinates (usually delivery roles)	
	<b>Shared</b> where the post holder is jointly accountable with others, internal or external to the organisation (usually commissioning roles)	
	<b>Contributory</b> where the post holder provides interpretative or advisory support which impacts a larger (usually technical specialist roles)	
	<b>Remote</b> where the responsibility is informational, recording or incidental services for use by others	
<b>MANAGERS JOB TITLE</b>		
<b>MANAGERS SIGNATURE</b>		
<b>DATE</b>		

