FACTOR WEIGHTINGS

Factor	1	2	3	4	5	6	7	8	9	Weighting
Knowledge	47	93	140	187	233	280	327	373	420	28.0%
Interpersonal Skills	17	33	50	67	83	100	117	133	150	10.0%
Physical Effort	6	13	19	25	32	38				2.5%
Concentration	5	10	14	19	24	29	33	38		2.5%
Complexity	30	60	90	120	150	180	210	240	270	18.0%
Accountability & Decision Making	22	43	65	87	108	130	152	173	195	13.0%
Impact	21	41	62	83	103	124	144	165		11.0%
Development and Leadership	21	43	64	86	107	129	150			10.0%
Environmental Working Conditions	11	21	32	43	54	64	75			5.0%
										100.0%