

The Wynford Group



ACCOUNTABILITY BANDING

Accountability Banding Classification (ABC)

An innovative approach to align

- **Organizational Design,**
- **Role Clarity, and**
- **Job Evaluation.**

Accountability Banding is an alternative approach to conventional job evaluation methodology.

Accountability Banding is based on the premise that the value of a job to an organization is related to its accountability (i.e. decision-making) requirements. All jobs, regardless of organizational level, have value in an organization in proportion to the importance of their accountability related to the achievement of the organization's objectives. In order to perform any work in an organization, decisions must be made regarding what is to be done, how it will be done, and when. Accountability is derived from the scope and type of decision-making required for a particular job or role. **This characteristic is universal, applying to all jobs.**

Accountability Banding recognizes various "accountability levels" in an organizational context which form a job worth hierarchy construct, with each "accountability band" being a derivative of the next higher accountability band. This methodology can be adapted to an organization's unique structural, operational and cultural requirements through the incorporation of additional subfactors.

The Wynford Group's ***Accountability Banding*** is logical and explainable and universally applicable to all jobs, from the top of any organization to the bottom, encompassing technical and non-technical positions, managerial, clerical, union and non-union positions. In addition, ***Accountability Banding*** is very intuitive and easily understood by employees at all responsibility levels in an organization.



ADVANTAGES OF ACCOUNTABILITY BANDING

Typical Job Evaluation System Requirements:

ABC Method Features:

Has been successfully implemented and utilized in a **variety of diverse organizations** in both the **private** and **public** sectors



Aligns with the organization's vision, mission and values



Flexible in meeting the organization's current and future business needs



Capable of measuring knowledge, skill, effort and accountability required in the performance of work as well as **working conditions** over a long term time horizon



The method of evaluation is **easy to use, cost-effective, easy to understand** and produces consistent, unbiased results



Able to be **rapidly implemented**, easily administered and simply communicated



Will **facilitate evaluations** of **new jobs** and the **review of existing jobs**



Provides **flexibility and quick results** during periods of rapid organizational change



Provides simple yet comprehensive and **unbiased job documentation** using a proven process to avoid manipulation



Will provide **knowledge transfer** to the organization's job evaluation project team



Meets provisions of **Pay Equity principles/legislation** and is gender neutral



FOR MORE INFORMATION PLEASE CONTACT

Gail Evans

gevans@wynfordgroup.com

or contact one of our associates across Canada

www.wynfordgroup.com/surveysite/iat/iat_contact.htm