



WAGE ASSESSMENT MODULE

Comply with legislative and quality assurance requirements, enhance the rigour of the assessment process and improve wage outcomes for employees.



CIMS *ability*

The CIMSability Wage Assessment Module is based on the approved Mai-Wel Group methodology. Competency and Productivity Assessments are carried out and results are entered into CIMSability. The score & calculation is then quickly and automatically carried out by CIMSability producing an accurate Wage Level.

The CIMSability Wage Assessment Module is extremely practical and can be adjusted to any workplace. The interface is simple and easy-to-use which means the time staff take to score and calculate an employee's wage is dramatically reduced. Unlike manual and spread sheet based calculations, providers can be confident in the validity of the scores and calculations.

How does the CIMSability Wage Assessment Module operate?

- Skills are identified for each job role followed by the performance criteria for each task as per the business outlet. Benchmarks, based on capable employees are then entered.
- An alpha scale is entered into CIMSability with corresponding point scores.
- Current Minimum Award Wage Levels are entered into CIMSability.
- The Wage Assessment is conducted by a qualified person.
- The results of the Wage Assessment are entered into CIMSability along with the hours the employee works.
- CIMSability automatically provides the score and wage calculation for each employee. This score can be recalculated if an employee is deemed to be granted a wage higher than the set minimum wage. Previous Wage Assessments can also be copied and edited for the next assessment.

The screenshot shows the 'My Employee Wage Assessment' section of the software. It includes a table with columns for Client/Employee, Date, and various skill categories (Sweeping Worktop, Stacking Timber, Assisting Operator, General Cleaning, Painting Pops, Vehicle Cleaning, Drill Press, Nail Guns, Timber Stained and Varnishing, Spindle Moulder). The table also includes columns for Total, %, New Wage Level, New Wage / hr, Hours / Week, New Weekly Wage, Suggested Level, and Totals. Comments are provided for each entry.

Lock	Client / Employee	Date	Sweeping Worktop	Stacking Timber	Assisting Operator	General Cleaning	Painting Pops	Vehicle Cleaning	Drill Press	Nail Guns	Timber Stained and Varnishing	Spindle Moulder	Total	%	New Wage Level	New Wage / hr	Hours / Week	New Weekly Wage	Suggested Level	Totals	Comments
	Practice, Patricia	10/02/2012	VG	VG	VG	E	E	G	VG	G	VG	G	49	81.7	Level 4	8.24	25.0	206.00	9.00	225.00	Patricia has increased from level 3 to level 4
	Training, Thomas	10/02/2012	F	HS	x	F	F	HS	x	x	HS	HS	13	21.7	Level 2	2.06	20.0	41.20	2.50	50.00	Thomas has worked hard and we have given him a slight wage increase
	Practice, Patricia	10/11/2011	VG	G	G	VG	VG	G	G	MS	G	G	41	68.3	Level 3	4.12	25.0	103.00	5.00	125.00	
	Training, Thomas	10/11/2011	MS	HS	x	MS	F	HS	x	x	HS	HS	11	18.3	Level 1	0.69	20.0	13.80	2.06	41.20	



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