| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-1666  Responded to: 26 June 2025 |
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Your recent request for information is replicated below, together with our response.

**I am looking to obtain under the Freedom of Information Act, the score that was given to each heading below from the CJPCSO Team Leader Job Evaluation scores.**

**This is the scoring given for the following Descriptors.**

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| **Factor** | | **Descriptor** |
| **1.** | **Working Environment** | **The physical environment in which the job is normally carried out. For example the conditions arising from working in an office or working outside.** |
| **2.** | **Physical Coordination** | **The demands for physical co-ordination required to do the job. For example using a computer, use of equipment or tools.** |
| **3.** | **Physical Effort** | **The strength and stamina required to do the job. For example standing, walking, lifting and carrying, or working in a constrained position.** |
| **4.** | **Mental Skills** | **The predominant thinking requirement in the job. For example resolving problems, applying analytical skills, working within defined procedures or processes, planning and scheduling demands.** |
| **5.** | **Concentration** | **The degree and frequency of the mental concentration, alertness and attention required by the job. For example, demands and pressures caused by repetitive work, deadlines, interruptions or the need to switch between varied tasks or activities.** |
| **6.** | **Communication Skills** | **The communication and interpersonal skills required for the job. For example, training, promoting, and/or obtaining information from others, interviewing, gaining the co-operation of others, team working, advising, motivating, persuading, negotiating, and meeting the needs of others.** |
| **7.** | **Dealing with Relationships** | **The demands on the jobholder in terms of service delivery arising from the circumstances and/or behaviour of those they come into contact with as an integral part of normal working. For example providing a service to the public, requirement to deal with difficult people.** |
| **8.** | **Responsibility for Employees** | **The predominant responsibility of the jobholder for the supervision, co-ordination or management of employees, or equivalent others. For example; supervising or managing staff, provision of on the job training, allocating of work.** |
| **9.** | **Responsibility for Services to Others** | **The jobholder’s predominant responsibility to others in terms of the quality and delivery of service provision. For example work in a front line or public facing role.** |
| **10.** | **Financial Resources** | **The jobholder’s predominant responsibility for financial resources. The management of financial documents, budgets, levels of spend.** |
| **11.** | **Physical and Information Resources** | **The jobholder’s primary and secondary responsibilities for Police Scotland's or the SPA's physical and information resources. Responsibility in terms of information, equipment, supplies and buildings.** |
| **12.** | **Initiative and Independence** | **The scope allowed of the jobholder to exercise initiative and take independent actions. The level and degree of direction and guidance provided by policies, procedures, regulations and managers.** |
| **13.** | **Knowledge** | **This factor measures the knowledge required for the job. It covers all technical, specialist, procedural, organisational knowledge, experience and qualifications.** |

Please find attached within document titled FOI 25-1666 Attachment 01, the factor levels listing for the post of CJPCSO Team Leader.

If you require any further assistance, please contact us quoting the reference above.

You can request a review of this response within the next 40 working days by [email](mailto:foi@scotland.police.uk) or by letter (Information Management - FOI, Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH). Requests must include the reason for your dissatisfaction.

If you remain dissatisfied following our review response, you can appeal to the Office of the Scottish Information Commissioner (OSIC) within 6 months - [online](https://www.foi.scot/appeal), by [email](mailto:enquiries@foi.scot) or by letter (OSIC, Kinburn Castle, Doubledykes Road, St Andrews, KY16 9DS).

Following an OSIC appeal, you can appeal to the Court of Session on a point of law only.

This response will be added to our [Disclosure Log](http://www.scotland.police.uk/access-to-information/freedom-of-information/disclosure-log) in seven days' time.

Every effort has been taken to ensure our response is as accessible as possible. If you require this response to be provided in an alternative format, please let us know.