Physical Sciences (PC) Group

Introduction   This classification standard mapping tool has been developed to ensure consistency in applying the *Physical Sciences* classification standard to UCS-style work descriptions and to assist in identifying and collecting information that may be missing from these work descriptions.

Getting Started   Before you begin, you will need to read the entire work description. The map will guide you to the UCS elements where you are most likely to find the information you need to evaluate the position for each of the factors in the classification standard. However, there may be relevant information elsewhere in the work description. You may also have to talk to the manager and consult other sources of information such as your human resources information system, or other documentation to gain a good understanding of the position being evaluated.

In the map below, you will find a list of the elements in the UCS-style work description that are relevant in applying the *Physical Sciences* classification standard, for each of the factors in the standard. The factors in the classification standard appear on the left. The map will also help you identify other information that is required to evaluate the work description, as well as where you can find this additional information. The UCS element(s) that are considered most relevant to the factors in the classification standard appear in **bold**.

Kind of Assignments	*UCS Element*	*What to look for*
	Information for the Use of Others	Responsibility may reflect extent of the work, variety of activities, and scope
	Leadership of Human Resources	Some relevance for objectives established by others and variety of activities; very relevant for scope for planning and conducting work
	Job Content Knowledge Application	**Breadth and depth indicate extent of the work, variety of activities, and scope for planning and conducting work**
	Contextual Knowledge	Application of contextual knowledge may provide indication of extent of the work, variety of activities, and scope
	Communication	Some relevance for variety of activities (providing advice) and scope (coordination of projects/studies)

Kind of Assignments ...continued	UCS Element	What to look for
	Intellectual Effort	**Provides good indication of extent of the work, variety of activities, and scope; some relevance for objectives**
	Other information required and where to find it	May need more information, especially in terms of objectives established by others – manager, business plans, mandate, etc. Key activities may provide further information on kind of assignments
Complexity of Work	Information for the Use of Others	May have some relevance – in particular, for nature and purpose of contacts
	Job Content Knowledge Application	**Breadth and depth of area(s) of expertise provide good indication of complexity – in particular, for development of concepts, approaches, etc., and for application of practical and theoretical knowledge**
	Contextual Knowledge	**Application of contextual knowledge will provide indication of complexity**
	Communication	Skill required to understand/interpret sometimes ambiguous and varied sources of information
	Intellectual Effort	**Investigation, selection, interpretation of information and data; relationships of variables; development of concepts, approaches, etc., application of theoretical and practical knowledge; nature and level of constraints also indicate complexity**
Professional Responsibility	**Information for the Use of Others**	**Provision of advice, development of guidelines, definition of objectives; interpretation of results**
	Leadership of Human Resources	Responsibility will reflect guidance received, leadership of projects/studies; reviewing and assessing work of others
	Ensuring Compliance	**Relevant – in particular, for reviewing and assessing work of others; for regulatory work**
	Job Content Knowledge Application	Breadth and depth of application of knowledge reflects degree of responsibility
	Contextual Knowledge	Application of contextual knowledge provides indication of degree of responsibility

	UCS Element	What to look for
Professional Responsibility *...continued*	Communication	May have some relevance
	Intellectual Effort	**Initiative and judgment in defining objectives and dealing with problems, interpreting results, findings, recommendations**
	Other information required and where to find it	Reporting relationships – organization chart
Management Responsibility	Information for the Use of Others	Development and recommendation of plans, procedures, directives, guidelines
	Leadership of Human Resources	**Responsibility for control of staff, obtaining outside assistance, administrative control and coordination of work**
	Money	**Responsibility for committing resources, approving expenditure of funds**
	Physical Assets and Products	**Responsibility for control of physical resources**
	Ensuring Compliance	May have some relevance
	Job Content Knowledge Application	Relevant – managerial knowledge
	Contextual Knowledge	Application of contextual knowledge provides indication of coordination of work; knowledge of guidelines, etc.
	Communication	Relevant
	Intellectual Effort	Difficulty of problems related to management of resources and projects, defining requirements for external resources
	Other information required and where to find it	Organization chart may provide further information
Impact of Recommen- dations and Activities	**Information for the Use of Others**	**Responsibility and impact provide good indications of nature and extent of impact of recommendations and activities**
	Ensuring Compliance	**Responsibility for compliance provides good indication of impact in all areas**
	Job Content Knowledge Application	Breadth and depth of knowledge will reflect impact of recommendations
	Contextual Knowledge	Application of contextual knowledge reflects impact on all areas
	Communication	Relevant
	Intellectual Effort	Difficulty and complexity of problems may provide indication of impact