

Version 2					
Complexity Level Indicators					
Property	Range 1-2	Range 3-4	Range 5-6	Range 7-8	Range 9-10
Audit Materiality	none - error free	peripheral audit- some low impact error - low risk of error	participant audit - mainly low impact, moderate risk of error	Central Audit - mainly high impact, moderate risk of error	Critical audit - mainly high impact, high risk of error
Decision making	none	Partial, within narrowly defined limits	partial, within moderately defined limits	Partial within broadly defined limits	full, responsibility for decision making
Initiative	No scope for initiative	scope within narrowly defined limits	Scope within moderately defined limits	Scope within broadly defined limits	Unlimited Initiative responsibility
Concreteness	fully by recognition / recall	in reference and comprehension	mainly concrete with some integrated knowledge	mainly concrete, some abstraction / theory	some theoretical concepts, abstract thinking, significant
Judgement	None	partial within narrowly defined limits	Partial within moderately defined limits	Full within broadly defined limits	Unlimited application of Judgement responsibility
Planning	None	partial within narrowly defined limits	Partial within moderately defined limits	Full within broadly defined limits	Unlimited planning responsibility
Responsibility	no responsibility	partial responsibility within narrowly defined limits	Partial responsibility within moderately broad limits	Responsible within broad limits	complete responsibility
Clarity					
Distracters	None	narrow range of explicit distracting information	moderately broad range of explicit distracters, narrow range of embedded distracters	Broad range of mainly embedded distracters	Broad range of plausible, embedded and misleading distracters
Priorities	simple, clear, fixed goal	Narrow range of fixed goals	Moderately broad range of changing goals	Broad range of interdependent, volatile goals	Broad range of competing, incompatible and volatile goals
Reflectivity	no reflection required	Narrow potential for reflection	Somewhat broader scope for reflective practice	moderate extent of reflective practice	extensive reflective practice
Information Sources	single information source	small quantity of homogeneous information sources	moderate quantity of mainly homogeneous multiple familiar sources	moderate quantity of mainly heterogeneous multiple familiar sources	large quantity of heterogeneous multiple familiar and unfamiliar sources
Vision	None	partial confined by the job boundaries	Partial confined by preceding and following jobs	Moderately Broad view of the organisation's activities	Broad view of the organisations activities and position in
Information Completeness	all and only relevant information provided	most information provided, narrow range of inferred information	most information provided, moderate range of inferred information	Broad range of inferred information supplemented by information provided	All information completely inferred

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Familiarity					
Specificity	single specific, recognised, unvarying, familiar	mainly specific	mainly specific, but with some abstraction	Specialised, theoretical, analogical, with variation	abstract, theoretical, unfamiliar, wide variance
Principal Activity	individual, closely defined	co-operating within a co-located known individuals, defined within limits	varied and specific, creative and non-routine, loosely defined	wide variety of functions and diagnostic / creative situations	Professional, leading edge
Elements	single, fixed	fixed sequence	Sequence moderately determined by internal factors	sequences mainly determined by known internal factors	All sequence elements determined by known and unknown external factors
Facets	one	narrow range of familiar facets	Moderately broad range of mainly familiar facets	Broad range of facets, mainly unfamiliar	extensive range of unfamiliar facets
Group	single person	small, familiar group	large familiar group, mainly co-located	Large, mainly unfamiliar group, mainly co-located	Large mainly unfamiliar group, mainly multiple locations
Routine	habit formed, unchanging routine	habit formed sequenced routine	partially conditioned routine	mainly conditioned routine	mainly non-routine
Stressors					
Constraints	Clear, simple, fixed constraints	narrow range of constraints, clearly defined	Broad range of constraints, mainly clearly defined, but incomplete	Moderate range of constraints, mainly inferred from internal conditions, ad hoc	Broad range of constraints, inferred from internal and external conditions, mutually interdependent and ad hoc
Pressure	no pressure	Loosely defined expectations	moderate time/accuracy/ volume pressure	high compliance, quality and outcome pressure	Extreme pressure
Problem - potential range	None	Few and familiar problems with known solutions	Moderate range of familiar problems	mainly unfamiliar problems	Multiple novel problems
Solutions	one response to all problems	few, known familiar responses to familiar problems	mainly conditioned responses to moderate range of mainly familiar problems	conditioned responses to mainly unfamiliar problems	novel responses to unfamiliar problems
Sources of Stress	None	Few internal source, partial exposure	mainly internal sources, moderate exposure	Moderate range of mainly external sources, broader exposure	relentless exposure to multiple external and internal stressors
Structure	tightly defined	defined within narrow limits	defined within moderately broad limits	Loosely defined, within broad limits	undefined

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	Volatility				
Conditionality	simple, straight forward, no scope for conditioned responses	sequence, narrow scope for conditioned responses	Sequence moderately conditioned by mainly known internal factors	All responses conditioned by internal, & mainly predictable external factors	All responses conditioned by known and unknown external & unpredictable factors
Demands	single	narrow range of demands	moderately broad range of demands	Broad range of demands	broad range of competing demands
Diversity	none, completely homogeneous and familiar	narrow scope for diversity	moderately broad expectation of diversity	broad expectation of diversity	Completely Diverse
Predictability	fully predictable	Mainly predictable	moderately un-predictable	mainly unpredictable	totally unpredictable
Range	no range	narrow range	somewhat broader	Moderate	Broad
Risk	no risk - certain outcome	low risk - within narrowly defined limits	moderate risk - within moderately broad limits	High risk, within broadly defined limits	High unbounded risk, volatile & unpredictable conditions
Volatility	completely stable	mainly stable	Moderately unstable	mainly Unstable	Totally unstable