

TC WTS Methodology

TC WTS - Hierarchy Methodology

- Appropriate Standardisation:
 - Each rank contributes equally to the TC WTS
 - Not affected by changes to the distribution of personnel within trade
- Methodology:
 - Calculate average JE score of a specific rank across all trades and compare it to the average JE score for all ranks/trades
 - Add the variance from the overall average JE score to the Trade's rank JE score (creates standardised score)
 - Repeat for all ranks
 - Average the new standardised JE score for each individual Trade's ranks to create a standardised TC WTS
 - Align TC WTS to establish the hierarchy of Trades

	PTE	LCPL	CPL	SGT	SSGT	WO2	WO1	
Trade 1	169	182	213	282	337	367	397	278
Trade 2					366	394	421	394
Trade 3	174		214	286	354		404	286
Trade 4				346	376		404	375
Trade 5	177		217	296	356		408	291
Trade 6			238	294	372	395	412	342
Average	173	182	221	301	360	385	408	316
Difference from average	143	134	96	15	-44	-69	-92	

WTS Scores

	PTE	LCPL	CPL	SGT	SSGT	WO2	WO1	WTS
Trade 1	312	316	309	297	293	298	305	304
Trade 2					322	325	329	325
Trade 3	317		310	301	310		312	310
Trade 4				361	332		312	335
Trade 5	320		313	311	312		316	314
Trade 6			334	309	328	326	320	323

step 1: work out simple mean averages of each rank and for the overall total (yellow row)

step 2: work out the difference between the average for each rank and the average (green row)

step 3: add the green row scores to the individual scores (bottom table)

step 4: calculate a simple mean average of the "standardised scores" to create the WTS (red)