



## **PRESS RELEASE**

# **JOB GRADING AND SALARY STRUCTURES FOR STATE CORPORATIONS**

**June 30, 2017:** The Salaries and Remuneration Commission has this morning released the job grading and salary structures for Service and Regulatory State Corporations, and Commercial State Corporations. This marks the conclusion of the job evaluation for the two sectors.

The Commission identified ten (10) factors to be used for evaluating jobs. These are:

- i. **Accountability:** This was to measure whether a job has a financial responsibility; i.e. Direct or indirect influence on any financial measures for the whole or part of the institution;
- ii. **Decision making:** This was to measure the level of decision-making of the job in the institution given the type of problems that the job holder will be required to solve;
- iii. **Impact:** This looked at the impact of the decisions by the job holder including the sphere of its influence; i.e. influence in practices, policies or strategy and the level of influence;
- iv. **Problem solving:** This measured the complexity of the problems the job is required to solve;
- v. **Job knowledge:** The knowledge and skills that would be required for appointment to the job;
- vi. **Managerial skills:** Technical, human and conceptual skills;
- vii. **Interpersonal skills:** The type of communication, verbal and/or written, that the job holder will need to understand in order to perform the job;
- viii. **Working conditions:** The exposure of an employee in a working environment;
- ix. **Responsibility:** This measured among others the managerial, operational and financial responsibility of the job;
- x. **Independent judgement:** This measured whether a job can make independent judgement or has to consult for advice. Evaluating possible causes of conduct, and acting or making a decision after the various possibilities.

Ninety eight (98) Service and Regulatory State Corporations, and forty nine (49) Commercial and State Corporations were evaluated. The total number of jobs evaluated in Service and Regulatory State Corporations were 9,843 while those in Commercial State Corporations were 6,270.

The jobs are distributed as follows across the grades:

<b>Paterson Grade</b>	<b>No. of Jobs in Service and Regulatory State Corporations</b>	<b>No. of Jobs in Commercial State Corporations</b>
E	124	87

D	1,587	652
C	5,029	3,035
B	2,297	1,776
A	806	720
<b>Total</b>	<b>9,843</b>	<b>6,270</b>

## Salary Structure

Based on the job evaluation job grading structure, SRC has developed a salary structure that is aligned to each grade for both service and regulatory state corporations, and commercial state corporations. The Commission considered the following factors:

- Budgetary allocation from Exchequer
- Proportion of internally generated funds to Exchequer allocation
- Ability of institutions to pay recommended salary structure
- Attraction of the right calibre of personnel from the competitive job market and
- Salary survey

The salary structure is as follows:

Paterson Grade	Service and Regulatory State Corporations		Commercial State Corporations	
	Min.	Max.	Min.	Max.
E5	650,376	812,970	722,640	903,300
E4	595,094	714,113	661,216	793,459
E3	540,345	648,414	600,384	720,461
E2	486,797	598,761	540,886	665,289
E1	434,174	534,034	482,416	593,372
D5	347,340	434,174	385,933	482,416
D4	305,659	403,470	339,621	448,300
D3	264,395	351,645	293,772	390,717
D2	224,736	301,146	249,706	334,606
D1	187,654	253,333	208,505	281,481

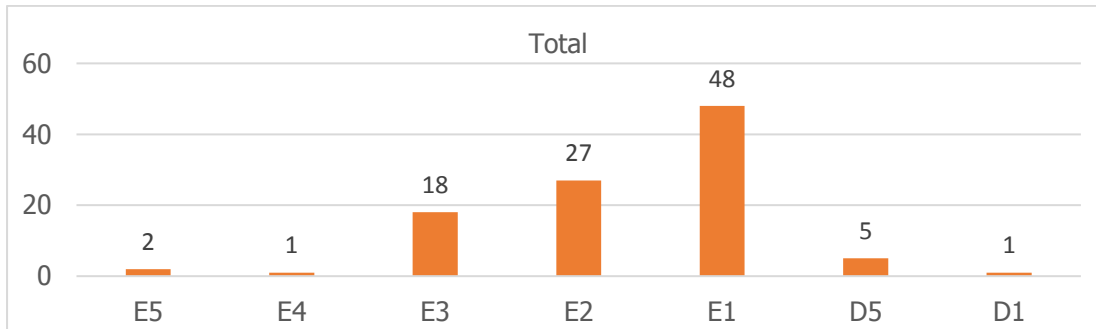
## Implementation of the Salary Structure

The implementation of the salary structure will be based, amongst others, on:

- The alignment of the model salary to the grading structure communicated earlier by the Commission;
- Individual institutions assessment of the financial implication of implementing the model salary structure, and demonstration of the ability to pay within the structure by making a proposal to the Commission for advice.

The Commission engaged Service and Regulatory State Corporations, and Commercial State Corporations in February 2017, to interrogate their grading structures so as to ensure the classification is fair, the grades are well defined and there is logically designed framework within which the principles of equity and parity are articulated. On Nov. 11, 2016, SRC released the job evaluation results for commissions and independent bodies; counties; and commercial, service and regulatory state corporations, following evaluation of over 40,000 jobs. This was followed by release of a salary structure for the civil service in December 2016 whose implementation begins in July 2017.

**Distribution of CEOs' Jobs across Paterson Grades – Service and Regulatory State Corporations**



**Distribution of CEOs' Jobs across Paterson Grades – Commercial State Corporations**

