

35738 Salary Assessment

In a follow-up to 35350:

What is a Salary Assessment and what is the process behind this is for employees already in position?

Salary placement/higher SCP (Spinal Column Point) placement can only be applied at the time a new appointment is made. Those already in position/role are not in scope for salary placement.

Employees already in a position will however be in scope for annual pay progression (a pay step) if they are not already at the top of their grade. Pay steps are applied at 1st April of each year.

Regarding the statement, "Where an employee is appointed to a higher graded position, if competence in the higher grade has been consistently demonstrated through Performance Review and Development (PRD), placement on a higher SCP can be applied.":

Is this limited to 1 scale point jump?

Placement is not limited to an increase of one Spinal Column Point (SCP) only. Placement can be higher in the 'Development Zone', or in the 'Contribution Zone' of the grade, providing the relevant authorisation is in place.