

TYPICAL EXAMPLES OF MONTHLY PAID STAFF (FOR DISCUSSION PURPOSES)

EXECUTIVE MANAGEMENT GROUP SOG/ST 1 PAY LEVEL 4	EXISTING								PROPOSED													
	\$645,512	\$661,650	\$678,191	\$695,146	\$712,525	\$730,338	\$748,596	\$767,311	\$1,711,060	\$1,753,837	\$1,797,683	\$1,842,625	\$1,888,690	\$1,935,907	\$1,984,305	\$2,033,913	\$2,084,761	\$2,136,880	\$2,190,302	\$2,245,059	\$2,301,186	

EXTENDED ANALYSIS BASED ON INCREASED PAY BEING FRONT-LOADED AT 75%									
DIFF @MIN BETWEEN CURRENT AND PROPOSED	DIFF @MAX BETWEEN CURRENT AND PROPOSED	% CHANGE MIN	% CHANGE MAX	Annual Minimum increase		Monthly MIN basic increase	Monthly MAX basic increase		
				1ST Year @ 75%	Year @ 75%				
\$1,065,547.95	\$1,533,875.02	165%	200%	-	-	66,596.75	95,867.19		

NB:
This does not include all the classifications in the public sector and are not the final scales. These are for discussion puposes only and have been adjusted arising from continued consultations and are subject to further amendments.
Care must be taken not to view this as the final, completed, official salary scales. The official salary scales will be distributed under Circular from the Ministry of Finance and the Public Service.

Please see below the rules that have been **proposed** to convert persons to the 16 band Structure

- GENERAL CONVERSION RULES (PROPOSED)**
- Persons in receipt of 1 and 2 seniority increments will convert to the second point
 - Persons in receipt of 3 seniority increments will convert to the third point
 - Notwithstanding the above, persons whose compensation does not fit in the rules stated above will move along the salary scale to a point that they can be converted.
 - During transition period (year 1 and 2) persons whose current compensation (net for net) are not able to fit into the salary scales will receive a temporary non-taxable allowance during the transition period.
 - Where possible all personal pensionable allowances will be taken into account in alignment to the new salary scales.
 - Lump sum is a payment made for performance to those persons who have been in receipt of three seniority increment. These are one-off payments and so would not be a part of the conversion.
- CONVERSION RULES FOR PERSONS IN RECEIPT OF TRAVELLING**
- Generally, persons will convert to the minimum of their new salary band in keeping with the Staff Orders.
 - Employees in receipt of travelling (commuted; upkeep or fixed) will have their rate of travelling taken into account when they are being converted to their new pay band. This means that their current pay will convert to a point in the new bands that is beneficial.
 - In instances where an employee's current pay cannot fit in the new band, that employee will convert to the maximum and will be in receipt of a temporary allowance so that conversion will be beneficial to that employee.

DRAFT - FOR DISCUSSION PURPOSES ONLY