

The following matrix presents an example remuneration and benefits menu for a medium sized organization.

Robs Semper - Semperglobal 2015

<u>Role Benchmark</u>	<u>Description</u>	<u>People/Budget Mngt</u>	<u>Grade</u>	<u>Annual Basic Salary [1000s]</u>	<u>Cash Bonus</u>	<u>Holiday Entitlement</u>	<u>Suggested Benefits</u>
Trainee/Support Assistant	0-2 years experience, non-critical role, no specialist skills or competencies required	No	A1	£24-28k	10% of basic salary for the achievement of predefined personal and company objectives	20 Days	Breakfast, lunch and snacks provided (office based staff), personal development fund, gym membership, pension after 1 year of service
Junior Professional	Role with specific responsibilities requiring relevant experience and qualifications. 1-3 years experience. Typically filled by a person seeking to develop their career	No	J1	£28-34K	10% of basic salary for the achievement of predefined personal and company objectives	20 Days	Breakfast, lunch and snacks provided (office based staff), personal development fund, gym membership, pension after 1 year of service
Professional/Technical Specialist	Responsible position with specialist skills and knowledge. 3+ years experience. Influences local management. Owns specific areas of responsibility.	No	P1	£35-45k	10% of basic salary for the achievement of predefined personal and company objectives	25 Days	Breakfast, lunch and snacks provided (office based staff), personal development fund, gym membership, pension after 1 year of service, insurance: dental & eye care
"	As above plus advanced skillset and perhaps some supervisory responsibility.	Maybe	P2	£46-58k	"	"	"
"	Top flight specialist with scarce or highly critical skill set	Possibly	S1	£60-95k	"	"	"
Section Manager	6+ years experience this is a highly responsible position often with significant supervisory responsibility. Responsible for major areas within the business. Manages people and activities ensures that delivery is within the agreed time, cost, functional and quality requirements. Deputises for unit director.	Yes	M1	£65-75K	Up to 20% of basic salary for the achievement of predefined personal and company objectives	25 Days	Breakfast, lunch and snacks provided (office based staff), personal development fund, gym membership, pension after 1 year of service, insurance: dental & eye care, car allowance
Senior Manager/ Director	8 -10+ years experience, business critical role - responsible for overall functional and programme strategic direction as well as achievement of departmental objectives. Devises plans & executes strategy. Promotes teamwork by coaching and by example.	Significant people and budgetary responsibility	D1	£80-95K	Up to 35% of basic salary for the achievement of predefined personal, departmental and/or company objectives	30 Days	Breakfast, lunch and snacks provided (office based staff), personal development fund, gym membership, pension after 1 year of service, insurance: dental & eye care, car allowance
"	As above plus enlarged portfolio, with responsibility for 2 or more departments	"	D2	£100-120k	"	"	"
"	"	"	D3	£135-170k	"	"	"
"	"	"	D4	£195-240K	"	"	"