

Narrowing of Salary Ranges for Bands F through I

The narrowing of the salary ranges was one of the 30 recommendations resulting from the TMG Total Compensation Redesign Review.

Prior to the implementation of this recommendation, all salary ranges were designed with a minimum that was set at 80% of the Fully Competent Target (FCT) and a maximum set at 120% of the FCT.

The recommendation called for the narrowing of the salary ranges for Bands F through I to be implemented in three phases, as shown in the chart below.

Date	Band	Minimum	Maximum
July 2017	F	82.5%	115.0%
	G	82.5%	115.0%
	H	82.5%	115.0%
	I	82.5%	115.0%
July 2018	F	85.0%	110.0%
	G	85.0%	110.0%
	H	85.0%	110.0%
	I	82.5%	115.0%
July 2019	F	90.0%	105.0%
	G	87.5%	107.5%
	H	85.0%	110.0%
	I	82.5%	115.0%

Minimum and Maximum rates shown are expressed as a percent of the FCT.

Once the implementation is fully completed, the minimum and maximum for all bands will be:

Band	Minimum (% of FCT)	Maximum (% of FCT)
J through Q	80%	120%
I	82.5%	115%
H	85%	110%
G	87.5%	107.5%
F	90%	105%

Date: June 2018