

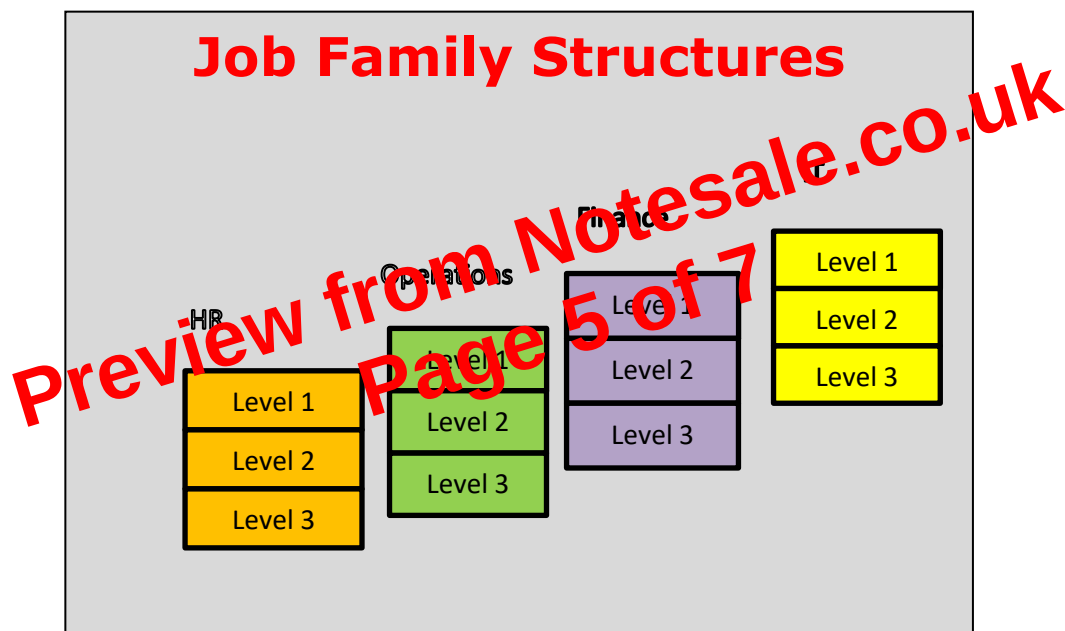
The Aims of Broad banded Pay Structures

- To achieve more flexibility in pay management
- To fit the pay structure to a de-layered organization
- Emphasis on horizontal processes
- Create a strong relationship between pay and contribution
- De-emphasize the status based nature of rewards
- People rewarded for lateral development

Job Family Pay Structures

Within a job family / segment structure, each job family has its own grade and pay structure. This takes into account different market rates between different job families. In a job family / segment structure, level or hierarchical structures may vary to reflect the special features of the terrain. This can result in unequal pay for work of equal value between different job families, or in other words a violation of internal justice.

In a job family structure, each job family would have its own grade and pay structures. This would take into account the different market rates between different job families.



This approach may be helpful where there is strong competition for certain occupations such as IT staff, as it can facilitate the payment of higher salary levels for particularly occupational groups.

- Caters for separate groups or families of jobs
- Consists of roles in a function
- Differentiated by level of responsibility, skill or competence
- Used in situations where some occupations need distinct treatment from the reward and career development points of view
- Employees become aware of the career opportunities in one's own job family as well as others
- Popular in organizations with a high proportion of professional and knowledge workers
- May be set up for market groups