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Promote Transparency and Fairness in Your Organization With a Salary Scale

Part of good workforce management is demonstrating transparency and fairness to staff. But how can you ensure it happens?

Using the salary scale as a point of departure, organizations can demonstrate their transparency and fairness. Setting starting salaries during recruitment, pay movement, learning and development, and career advancement are all facilitated with a well-designed salary scale. Without a salary scale in place, opportunities for promotion and career development are perceived as vague and difficult to communicate, and it will be hard to achieve internal cohesion, which is vital to maintaining employee engagement.

Although the fundamental purpose of the salary scale is to ensure that all jobs within the organization are competitive with respect to the market, its use easily extends to other areas of human resource management:

Clarity and Equity in Pay Management

Salary scales enable organizations to properly manage pay. They provide the framework for setting hiring rates, salary negotiations during recruitment, and pay increases as staff grow their skills. Without a salary scale in place, setting hiring rates becomes guesswork and salary negotiations and pay movement become muddled. When supported with the right policies and tools, a salary scale can ensure transparency and equity in managing salaries, leading to higher employee engagement.

### Impartial and Deliberate Workforce Management

Your salary scale and job structure, along with clearly written policies, will enable your organization to manage your workforce impartially and without bias. The articulation of requirements to receive pay adjustments or promotions helps to ensure these actions are applied fairly.

But it goes further. Your job structure can also provide an effective framework for learning and development, succession planning, and more.

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Innovative Tools to Help Manage Your Workforce With Transparency and Fairness

Birches Group Community™ Skills is an innovative approach to explicitly measure employees' skills and knowledge.

These measures (skills ratings) can then be used to manage pay growth, set starting salaries, inform learning and development, and identify those ready for promotion.
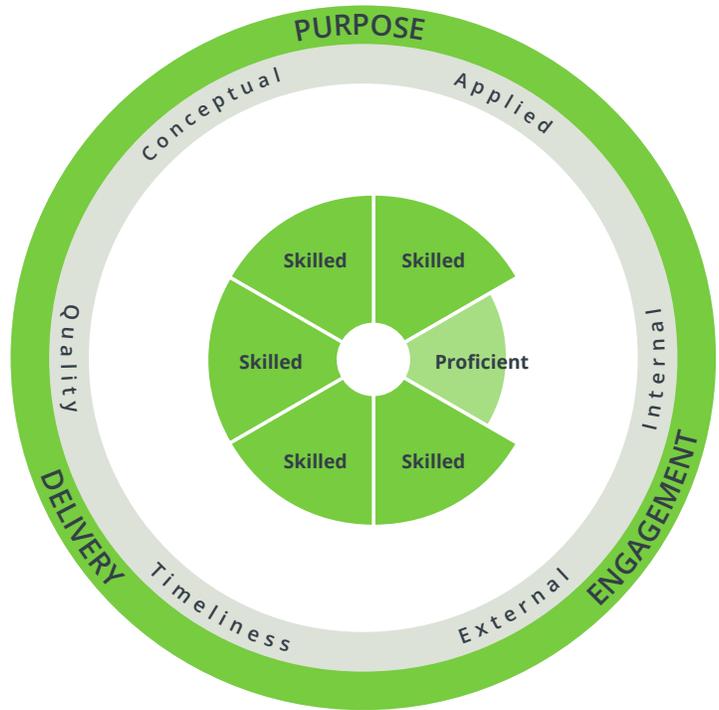
Five ***Skills Stages*** are defined for each job level, providing a standard that can be used by managers, eliminating bias.

Basic	**Proficient**	**Skilled**	**Advanced**	**Master**
Knowledge of primary functions, in simple operational settings	Standard knowledge of substantive functions, in increasingly complex or diverse settings	Full knowledge of substantive functions across all operational settings	Extended knowledge showing understanding of broader contexts	Extension of functions that overlap in value with the next level; serves as a Role Model

To learn more about our Community™ platform and Salary Scale Design service, to schedule a demonstration of the software, or obtain a sample of our Scale Design Report, our team is ready to help.

Designing good salary scales requires rigorous analysis and expertise. We can help you! Contact us to schedule a consultation and demo of our Scale Design Report.
Let's Talk.

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