

Global grading grid is not the same as a salary grid

GLOBAL GRADING FRAMEWORK

SALARY GRID

To score jobs / positions consistently across the entire organization (HQs, programmes, and regions).

PURPOSE

To identify the correct pay level to be applied to an individual staff based on their position/role.

- Job descriptions
- Job Evaluation

INPUT SOURCE

- Country salary benchmarks
- Country labor/ salary regulations

- Scope of work
- Complexity of the function responsibility

FACTORS CONSIDERED

- Position/ Role
- Individual's years of relevant experience/ staff's length of tenure in MSF.

A level identified for each function, regardless of entity

OUTPUT

A base salary for individual MSF staff

Applicable across the whole organization.

COVERAGE

Will vary per contracting country/office and individual.