	GLOBAL GRADING FRAMEWORK (GGF)	**FUNCTION GRID**	**SALARY GRID**
Scope	All jobs across the entire organisation	Entity specific. The IRFFG applies for programmes	Entity specific, country specific
Purpose	Evaluates a job and assigns a grade considering factors such as scope, complexity, and accountability.	Organises jobs within an entity's internal structure describing the hierarchy and relationship between jobs within a specific entity.	Identifies the correct pay range to be applied to a function grid in a given market/country.
Benefits	Helps organizations systematically classify jobs and maintain fairness in job evaluation.	Organizes roles within the organization's structure clarifying hierarchy and relationships and can highlight an entity's career path.	Ensures consistency in salary structures, supports pay equity, and aligns compensation with market standards.
How they work together	Determines the relative value of the job (irrelevant to the person selected for the job)	Places the job within the entity's internal structure, which helps define how jobs are graded using the GGF.	Assigns the corresponding pay range of the job based on the grade, market data and benchmarking of the country where the job is located