



TS - EUS Grade Mapping

September 2018

Grade Mapping – Old Structure

Global Grade & (Title)	Local Grade		
	Singapore/HongKong/UK/US Local Grade	SCB India Local Grade	GBS / GSSCs Local Grade
Band 1	Band 1	Band 1	Band 1
Band 2	Band 2	Band 2	Band 2
Band 3 (Global Head)	Band 3	Band 3	Grade K
Band 4 (Head)	Band 4	Band 4	Grade J
Grade 5 (Senior Manager / Senior Technical Expert)	M23 National Officer	Band 5	Grade I
	M22 National Officer		Grade H
Grade 6 (Manager / Technical Expert)	M21 National Officer	Band 6	Grade G
	M20 National Officer		
Grade 7 (Specialist / Team Lead)	M19 National Officer	Band 7	Grade F
	M18 National Officer		
Grade 8 (Senior Analyst)	M17 National Officer	Band 8A	Grade E
	M16 National Officer		Grade D
Grade 9 (Analyst)	Assistant Officer	Band 8B	Grade C
			Grade B
			Grade A

Grade nomenclature change for GBS

The main objectives of the GBS 2.0 People Stream is to align the HR processes used in GBS across all our hubs and to those of the Group. Realignment of GBS grade nomenclature with that of the Global Group. While the GBS grades remains, they have been mapped (next slide) to the Global structure and shared with GBS colleagues.

What has changed?

- Effective April 1, 2018 our local grade nomenclature given in the table (next slide) has been effected in all our systems, process and policies
- GBS moved away from the usage of the terminology “Grade: and use the recommended terminology of “Band” across its structure, as part of this change
- Our starting Grade continues to be Band 9. Grade 10 is available in the Global Grade structure, however we will review the relevance of the same for GBS at a later date.

Note –

- There will be no change in salary, benefits, allowances and any other terms and conditions of employment of all our colleagues due to this change.
- This change will be communicated to our colleagues as part of their P3 statement March 1, 2018.
- Where promotions are approved, both the GBS grade and the global grade will be set out.

Grade Mapping – Post Change (Current Structure)

Effective April 1, 2018

Global Grades	Local Grades		
	Singapore/HongKong/UK/US Local Grade	Current GBS Local Grade	GBS New Local Band
Band 1	Band 1	Band 1	Band 1
Band 2	Band 2	Band 2	Band 2
Band 3	Band 3	Grade K	Band 3
Band 4	Band 4	Grade J	Band 4
Grade 5	M23 National Officer	Grade I	Band 5 A
	M22 National Officer	Grade H	Band 5 B
Grade 6	M21 National Officer	Grade G	Band 6
	M20 National Officer		
Grade 7	M19 National Officer	Grade F	Band 7
	M18 National Officer		
Grade 8	M17 National Officer	Grade E	Band 8 A
	M16 National Officer	Grade D	Band 8 B
Grade 9	Assistant Officer	Grade C	Band 9 A
		Grade B	Band 9 B
		Grade A	Not Applicable
Grade 10	Not Applicable	Not Applicable	Not Applicable

Grade Mapping

Source	Title Description	Impacted by Change	Notes
HR Letters	Corporate Title is mentioned (eg: VP, SVP, AVP, AD)	No	<ul style="list-style-type: none"> This is what to be used for external world including marriage proposals(in India)
Business Cards	Corporate Title is mentioned (eg: VP, SVP, AVP, AD) <u>OR</u> Job Title(this is not preferred)	No	
Job Title specific to Role and the team	<ul style="list-style-type: none"> This should signify the role being carried out. This should indicate if the role is Team Management or Individual Contributor (e.g.: Head, Senior Manager, etc.) 	Yes	<ul style="list-style-type: none"> This is used internally with in the bank and to be aligned with the role being performed. This has no impact on the Job Description
Outlook/People Soft/email Signature	<ul style="list-style-type: none"> Job Title to be used 	Yes	<ul style="list-style-type: none">

ITO Job Title Guidelines

Choose either A or B

Level	Bankwide Guidance	(A) ITO Globally aligned titles	(B) ITO Industry Specific approved titles	Bank wide ‘Honorific’ Titles’ (optional) *
N-1	Group Head or Approved Industry specific	n/a	Group Chief Information Officer	
N-2 ITO MT	<ul style="list-style-type: none"> Global Head* only at Band 3 and above, and where the role is global <p><i>* could also be used at N-3 and below if B3 and above and global role</i></p>	<ul style="list-style-type: none"> Global Head, Operations & Countries Global Head, Technology Services Global Head, GSSCs Global Head, ITO Risk & Controls 	<ul style="list-style-type: none"> Chief Information Officer, <xx business> Chief Information Officer, <xx Functions> Chief Data Officer Chief Architect Chief Information Security Officer Global Chief Innovation Officer 	<ul style="list-style-type: none"> Managing Director * for Band 1-3 roles Executive Director * for Band 4 roles Director * for Grade 5 Associate Director * for Grade 6
N-3 and below	<ul style="list-style-type: none"> Head : Bands 4 & Above with managerial responsibility Senior Manager: Grade 5 Manager: Grade 6 & Above with managerial responsibility. Team Leader: Grade 7 & Above Specialist, Analyst, Coordinator titles for individual contributors Strategy & Operations Manager title and Executive assistant for individuals who provide 1:1 support to Business and Function Heads(Band 3 and above) 	<p><u>Examples</u></p> <ul style="list-style-type: none"> Global Head, Operations, Financial Markets Global Head, Technology Delivery Global Head, ITO, Cash & Trade Head, Operations, Transaction Banking, GSSC 	<ul style="list-style-type: none"> Chief Information Officer, <xx country> and <xx region> Chief Information Officer, < xx country> Chief Information Officer, < Business or Function> (only at N-3 and above level) <i>* others to be agreed (for example to define when use project manager or programme manager)</i> 	<ul style="list-style-type: none"> Associate or Analyst for Grades 7 & 8 Officer or Executive for Grades 9 & 10 Executive Assistant for secretarial support roles reporting to GEDs, Directors and Group Heads <p><i>* Replace “Director” with ‘Principal’ in certain jurisdictions (eg. Taiwan, Brazil, & South Africa)</i></p>

• * **Bank wide ‘Honorific’ Titles** are optional , people can choose to use them on business cards, email sign off, and externally and GBS follows different titles like(AVP, VP, SVP, EVP etc.)

• **Implementation** : Countries and GSSC to determine appropriate implementation approach taking into account local regulations and confirming any exceptions required e.g. Hobong titles in Korea