

5.4

salary scale

Posh Brands..Swanky Group

group manual
salary structures

Job Titles	Job Level	Grd	Min.	Med.	Max.
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1	2	3	4
step (1)	Step (2)	Step (3)	Step (4)
Minimum			
Junior Have knowledge	Fair knowledge	Good Knowledge Experience practice	Very Good Knowledge Experience practice

5
Step (5)
Midpoint
Excellent Knowledge Experience practice

6	7	8	9
step (6)	Step (7)	Step (8)	step (9)
Cumulative Years of Service			Maximum
After 1 Year	After 2 Years	After 3 Years	After 4 Years

CEO	EM	1	25000.0	39272.5	47735.969
Vice-CEO	Executive Management	2	10000	1570.9	19094.388
Financial	SM (Senior Management)	3	5000	7854.5	9547.194
Brand Manager		3	6000	9425.4	11456.633
Operation		3	5000	7854.5	9547.194
HR Manager	JM (Junior Management)	4	1500	2356.35	2864.158
Finance Manager		4	1500	2356.35	2864.158
Store Manager		4	1500	2356.35	2864.158
VM		4	1500	2356.35	2864.158
Social media	S (Supervisors)	4	1500	2356.35	2864.158
Ass. store		5	1200	1885.08	2291.327
Team Leader		5	1200	1885.08	2291.327
Supply Chain		5	1200	1885.08	2291.327
Sales Analyst	G (Generalists)	5	1200	1885.08	2291.327
Accountant		6	1100	1727.99	2100.383
treasury		6	1100	1727.99	2100.383
HR Specialist		6	1100	1727.99	2100.383
Executive		6	1100	1727.99	2100.383
Senior Fashion		6	1100	1727.99	2100.383
IT		6	1100	1727.99	2100.383
Fashion Adviser		7	1000	1570.9	1909.439
Coordinator		7	1000	1570.9	1909.439
Warehouse		7	1000	1570.9	1909.439
Data Entry		7	1000	1570.9	1909.439
Driver		8	1000	1570.9	1909.439
Office Boy		8	1000	1570.9	1909.439
Ironer		8	1000	1570.9	1909.439
Part time office		9	300	471.27	572.832

25000	27500	33250	34150
10000	11000	13300	13660
5000	5500	6650	6830
6000	6600	7980	8196
5000	5750	6250	6750
1500	1650	1995	2049
1500	1650	1995	2049
1500	1650	1995	2049
1500	1650	1995	2049
1500	1650	1995	2049
1200	1320	1596	1639.2
1200	1320	1596	1639.2
1200	1320	1596	1639.2
1200	1320	1596	1639.2
1200	1320	1596	1639.2
1100	1210	1463	1502.6
1100	1210	1463	1502.6
1100	1210	1463	1502.6
1100	1210	1463	1502.6
1100	1210	1463	1502.6
1100	1210	1463	1502.6
1000	1100	1330	1366
1000	1100	1330	1366
1000	1100	1330	1366
1000	1100	1330	1366
1000	1100	1330	1366
1000	1100	1330	1366
1000	1100	1330	1366
1000	1100	1330	1366
300	330	399	409.8

39272.5
15709
7854.5
9425.4
7500
2356.35
2356.35
2356.35
2356.35
1885.08
1885.08
1885.08
1885.08
1727.99
1727.99
1727.99
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1727.99
1727.99
1570.9
1570.9
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1570.9
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1570.9
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1570.9
471.27

41236.125	43297.931	45462.828	47735.969
16494.45	17319.173	18185.131	19094.388
8247.225	8659.586	9092.566	9547.194
9896.67	10391.504	10911.079	11456.633
8625	9919	11407	13118
2474.168	2597.876	2727.77	2864.158
2474.168	2597.876	2727.77	2864.158
2474.168	2597.876	2727.77	2864.158
2474.168	2597.876	2727.77	2864.158
2474.168	2597.876	2727.77	2864.158
1979.334	2078.301	2182.216	2291.327
1979.334	2078.301	2182.216	2291.327
1979.334	2078.301	2182.216	2291.327
1979.334	2078.301	2182.216	2291.327
1814.39	1905.109	2000.364	2100.383
1814.39	1905.109	2000.364	2100.383
1814.39	1905.109	2000.364	2100.383
1814.39	1905.109	2000.364	2100.383
1814.39	1905.109	2000.364	2100.383
1814.39	1905.109	2000.364	2100.383
1649.445	1731.917	1818.513	1909.439
1649.445	1731.917	1818.513	1909.439
1649.445	1731.917	1818.513	1909.439
1649.445	1731.917	1818.513	1909.439
1649.445	1731.917	1818.513	1909.439
1649.445	1731.917	1818.513	1909.439
1649.445	1731.917	1818.513	1909.439
1649.445	1731.917	1818.513	1909.439
1649.445	1731.917	1818.513	1909.439
494.834	519.575	545.554	572.832