smiths detection

bringing technology to life

1 August, 2020

N, Ravikiran
Smiths Detection

Dear Ravikiran:

We have been working on a project to establish a clearly defined structure and language for job grades and bands to be shared across the whole of Smiths Group. This **Job Architecture Project** is led by HR, working together with Divisional and Functional leadership across the business.

The Job Architecture responds to My Say survey feedback, indicating colleagues would like potential **career paths** to be more defined, by making clear the grade or band of each job role, and where it sits in a shared, common hierarchy. This is the goal of this project.

As a result of the evaluation of your role based on the criteria that Smiths Group has defined, your role has been assigned the following:

Global Grade:	**P3 / 10**
Job Band:	**Band 5**

All other terms and conditions remain as per your contracted employment.

Global Grades are determined based on your role's scope and complexity, required knowledge, impact, and span of control amongst other factors relative to other roles for all people managers and individual contributors. It is important to note that Global Grades, and the Bands they are assigned to, are not the same as our Smiths Group legacy language of Levels.

This is an ambitious project for Smiths, but is vital to the future of our globally aligned business. It provides colleagues greater clarity on opportunities within Smiths Detection and other divisions, either through promotion or mobility, while facilitating improvements in our ability to target learning and developmental opportunities, improve calibration of performance management programs, and more.

We're excited to be helping colleagues make the most of opportunities to progress in their careers, and share their wisdom, knowledge and diversity of thought more widely through our Divisions and across our business.

It's another step forward on our journey to make Smiths one of the world's leading technology companies.

Sincerely,

Smiths Detection Human Resources