

GRADE STRUCTURE & FLEXIBILITY

Objective

This policy aims to provide a clear and transparent framework for employee development, recognition and flexibility. One of the key benefits of this new structure is enhanced flexibility which varies according to each grade

Scope

This policy applies to all full time employees working from the office.

Grade Structure

Grade	PA3	PA4	PA5	PA6	PA7	PM 1	PA8	PM 2	PA9	PM 3	PA10	PM 4	PX 1	PX 2	PX 3
General Title Prefix*	Trainee	Associate	Analyst	Sr Analyst	Lead Analyst	Assistant Manager	Consultant	Manager**	Sr Consultant	Senior Manager	Principal Consultant	Associate Director	Director	VP	Managing Director

Revision History

Amendment Date	Policy Version	Author	Approved By	Nature of Changes
July 2024	Version 2.0	People Team	Management	New policy