

Ministry of Public Sector Development-Jordan



**New Approaches Toward Pay and Grading
in the Civil Service in Jordan**

April 2006

Status Quo:

- **Pay scale based on qualifications and length of service.**
- **Responsibilities are not appropriately rewarded.**
- **Does not allow fulfilling senior positions.**
- **Ad hoc pay related adjustments.**
- **Changes in the allowances are strongly influenced by powerful pressure groups.**

Objectives:

- **Reduce anomalies and ensure the equitability across job families.**
- **Develop analytical job classification and job evaluation schemes.**
- **Develop a systematic pay and grading structure that is:**
 - **compatible with all HRM/D policies.**
 - **remunerates staff based on relative worth of jobs as determined through a process of job classification and evaluation (know-how, accountabilities, problem solving ..etc)**

Objectives:

Cont...

- **Focuses on the job itself and not job holder.**
- **Affordable in terms of future wage bill and pension liabilities.**
- **Addresses all aspects of remuneration.**
- **Consolidates most allowances with salary.**
- **Introduces a de-compressed pay differentials in order to create genuine incentives for promotion on merit.**

Phases of the project:

- **Phase one:**

Study and evaluate the current status; update existing org. structures; and recommend the most appropriate methodologies; modeling and action plan.

- **Phase two:**

Conduct a comprehensive job classification and evaluation schemes, reach the appropriate number of grades; and recommend a new pay and grading structure.

Phases of the project:

- **Phase three:**

The implementation process of the approved pay and grading structure.



Main Outcomes:

- **Job descriptions for all positions;**
- **A standardized pay and grading methodology;**
- **A complete job classification, and evaluation of all existing jobs in the civil service;**
- **A new integrated pay and grading structure;**
- **A computerized system that has a pay modeling capability for conducting job evaluations for all public service jobs;**
- **Mechanisms for reviewing the pay and grading structure.**



Thank You

