

## HR02 – Grade Confirmation & Variable Pay Benchmark Data

Role ID	Job Title	Know How		Problem Solving		Accountability		Total	Short Profile
		Slot	Units	Slot	Units	Slot	Units		
1321	SMR Reconciliation/Query Manager	CI2+	132	C3+ (29%)	38	DNIV	76	246	A4

### Tower Watson Benchmarking

Role No	Job Title	Function	Career Level	Median	Upper Quartile
1321	SMR Reconciliation/Query Manager	CUS060 Sales Support and Administration/Sales Operations Support	CUS060-M1-10	£36,335	£48,653

### RAC Confirmed Grade & Governance

Grade	Starting Salary	Median	Maximum
C	£33,900	£36,300	£48,600

- Salary should be based on the successful candidate's competences.
- Max salary represents highly experienced professional that meets all the key skills/experience or/& a temporary resource required for critical expertise.
- Role to be advertised no higher than confirmed grade & salary.
- Salary based on external benchmark and internal salary equality.

### Office Use Only

Authorisation Date	Completed by
April 2025	L Williamson