

## 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		
1326	SMR Junior Parts Advisor	C12	115	C2+ (22%)	25	CNIII	38	178	A3

### Tower Watson Benchmarking

Role No	Job Title	Function	Career Level	Median	Upper Quartile
1326	SMR Junior Parts Advisor	ASC000 Supply Chain and Logistics	ASC000-W1	£24,070	£25,543

### RAC Confirmed Grade & Governance

Grade	Starting Salary	Median	Maximum
B	£22,300	£24,000	£25,500

- 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