

# **CHAPTER 5:**

## **PRINCIPLES AND METHODS OF SALARY ASSESSMENT FOR TEACHING STAFF**

### **PROMOTION RANK**

## Promotion Rank

Break in Service (no service > 1 year) (*GSA, App.13*)

**YES** → **starting point**

**NO** → changing within or to...

- Same rank → **c/f**

*e.g. AM(Pri) → AM(Pri)*

*PSM → PSM*

- Higher rank → **starting point**

*e.g. CM(Pri) → AM(Pri)*

*APSM → PSM*

- Same grade but lower rank → **starting point** + ICE at/above the rank

*e.g. SPSM → PSM*

*HMI → HMII*

## Ranks with Overlapping scale (without break in service)

HMII (MPS Pt 35-39) → HMI (MPS Pt 38-41)  
PSM (MPS Pt 30-33) → SPSM (MPS Pt 34-35)

### Note

1. Date of Promotion
2. Pay Point at the date of promotion
3. ID
4. Refer to *CoA Appendix 5/Attachment A & B (non-IMC Schools) and Compendium to CoA for Aided Schools, Section 4 Qualifications for New Recruits (IMC Schools)*