

# **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. SGM* → *SGM*

*PGM* → *PGM*

- Higher rank → **starting point**

*e.g. GM* → *SGM*

*Pr II* → *Pr I*

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

*e.g. SGM* → *GM*

*PGM* → *SGM*

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

PGM (MPS Pt 38-41) → Pr II (MPS Pt 40-44)  
SGM (MPS Pt 34-39) → PGM (MPS Pt 38-41)

### 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)*