

## **Green Circling: Policy and Procedure**

Where the job evaluation outcome is to a grade higher than the current grade, individuals will be assimilated to the nearest point equal to or greater than their current salary and the arrangements for grade progression outlined below will come into effect. Staff in this position are “green circled”.

- a) All staff will assimilate to a point on the pay spine that is either equivalent to or more than (in salary terms) their current salary.
- b) Where staff are evaluated to any grade higher than their current grade assimilation, they will move to the lowest point of the higher grade or to a point that is one point above the incremental point to which they would have been on in their current grade, in August 2006, or at a later date, if they commenced in a new post after August 2006.