Salary Benchmarking & Implementation of Evolved Salary Bands

Digital Service

Customer Pocket Story

torq.people

Duration: since 03/23

"torq.partners helped us to evolve our salary system – ensuring a market-oriented and responsible salary structure. The collaboration was very harmonious and we highly benefited from torq.partners' expertise and their outstanding efficiency standards."

Anna-Lisa Obermann
Head of People

Project Scope

Implementation of salary benchmarking (including selection of the right external benchmark provider)

Use Cases

- Salary grading/leveling system
- Salary benchmark
- Salary bands/structure

Industry

Government administration

Problem

- Digital Service needed benchmarks **for very different ecosystems: the private sector market and the TVöD** to ensure a market oriented and, as a federal limited company, a responsible salary system.
- With around 150 employees under a uniform salary band, **a more explicit representation of various salary levels based on functions was needed**.
- To ensure alignment with principles of efficiency, competitiveness, fairness, and comparability in new hires and salary adjustments, **a review and potential expansion of the salary band based on market data was necessary**.

Solution

- Selection of the **right external benchmark provider**
- Development of **a new level/grading structure**
- **Benchmarking with private sector and TVöD**
- Creation and implementation of **a new salary structure with salary bands based on level gradings**

Impact

The **salary benchmark** helps Digital Service as a federal company to achieve the following goals:

- To ensure **a fair salary structure**, **display anticipated recruitment salaries and salary growth** for Digital Service functions using external data.
- To **assess competitiveness** in the Berlin labor market for **attracting and retaining qualified employees**.