

## Salary Scales and Staff Structure

What is the breakdown of pay/salaries of the staff from chief executive to postman?

Current Salary Scales	Salary points
KFH061	£18,541.00
KFH062	£18,541.00
KFH063	£18,541.00
KFH064	£19,235.81
KFH065	£19,931.08
KFH071	£18,541.00
KFH072	£19,014.53
KFH073	£19,755.36
KFH074	£20,496.19
KFH075	£21,237.01
KFH081	£19,321.94
KFH082	£20,105.26
KFH083	£20,888.58
KFH084	£21,671.90
KFH085	£22,455.22
KFH091	£20,894.75
KFH092	£21,741.84
KFH093	£22,588.92
KFH094	£23,436.00
KFH095	£24,283.09
KFHI01	£22,842.14
KFHI02	£23,768.17
KFHI03	£24,694.20
KFHI04	£25,620.23
KFHI05	£26,546.27
KFHI11	£24,489.49
KFHI12	£25,482.30
KFHI13	£26,475.12
KFHI14	£27,467.94
KFHI15	£28,460.75
KFHI21	£27,111.47
KFHI22	£28,210.59
KFHI23	£29,309.70
KFHI24	£30,408.81
KFHI25	£31,507.93
KFHI31	£30,406.17
KFHI32	£31,638.86
KFHI33	£32,871.54
KFHI34	£34,104.22
KFHI35	£35,336.91
KHFI41	£33,327.25
KHFI42	£34,678.36
KHFI43	£36,029.46
KHFI44	£37,380.56

KHF145	£38,731.67
KHF151	£37,147.48
KHF152	£38,653.46
KHF153	£40,159.44
KHF154	£41,665.42
KHF155	£43,171.40
KFH161	£41,940.46
KFH162	£43,640.75
KFH163	£45,341.04
KFH164	£47,041.33
KFH165	£48,741.62
KFH171	£47,408.04
KFH172	£49,329.99
KFH173	£51,251.94
KFH174	£53,173.89
KFH175	£55,095.84
KFH181	£54,756.02
KFH182	£56,975.86
KFH183	£59,195.70
KFH184	£61,415.54
KFH185	£63,635.38
KFH191	£63,516.42
KFH192	£66,091.41
KFH193	£68,666.40
KFH194	£71,241.39
KFH195	£73,816.38
KFH201	£74,060.00
KFH202	£76,634.00
KFH203	£79,208.00
KFH204	£82,179.00
KFH205	£85,149.00
KFH211	£86,650.00
KFH212	£89,662.00
KFH213	£92,674.00
KFH214	£96,149.00
KFH215	£99,625.00
KFH221	£101,814.00
KFH222	£105,353.00
KFH223	£108,892.00
KFH224	£112,976.00
KFH225	£117,059.00

Notes:

- (1) All rates shown are full time equivalent
- (2) Isle of Man Post Office (IOMPO) pays the Island's living wage, therefore, the lower scales are seldom used
- (3) Korn Ferry Hay Group assisted IOMPO to implement the above grading structure, to comply with the Equality Act and to attract/retain staff.

What is the staffing structure from chief executive to postman i.e. how many executives, IT staff, postmen/women, administrative, etc?

**Establishment staffing at 29<sup>th</sup> February 2020**

Business Area	Full Time Equivalent
Executive Team and PA/Corporate PR	4.00
Procurement, Risk and Compliance	4.00
Finance, Reporting and Accounting Operations	9.10
Information Systems - Development	7.00
Information Systems - Support	4.00
Project and Change Management	5.00
Commercial and Account Management	4.00
Marketing	3.80
Human Resources	5.00
Properties	1.00
Cleaners	3.78
Customer Services	15.44
Vehicle & Licensing	5.00
Douglas Mails – Early shift	85.00
Douglas Mails – Late shift	22.00
Douglas Mails – Parcels	14.75
Peel Mails - Delivery Office	7.50
Ramsey Mails - Delivery Office	28.18
South Mails - Delivery Office	25.00
Douglas Mails – Engineers	3.00
Douglas Mails – Management and Strategy	4.00
Integrated Mails Solutions Division	27.03
Stamps & Coins – Product Development	3.00
<b>Total</b>	<b>290.57</b>

Notes:

- (1) The establishment figures above, reflect the structure of IOMPO, however some roles are vacant at the time of providing this response
- (2) Small professional team managers are hands on in the delivery of their specialist area, for example IT, Procurement, HR and Finance