# Position Changes and Pay Band

## Scenario Examples

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| **Same Job**  
- Same Job Code  
- Same Career Stream Level  
- Same Pay Band | **Same Job**  
Current: P2 Academic Advisor (S055 pay band)  
New: P2 Academic Advisor (S055 pay band) | While position-specific tasks may vary, from an institutional perspective, the positions are considered equivalent. Contact compensation for consultation. |
| **Same Pay Band**  
- Any movement from one job to another job that has the same pay band | **Same Career Stream Same Pay Band**  
Current: P2 Program Administration Specialist (S060 pay band)  
New: P2 Operations Administrator (S060 pay band)  
**Different Career Steam Same Pay Band**  
Current: P2 Research Account Administrator (S065 pay band)  
New: M2 Business Manager, Manager (S065 pay band)  
**Different Level Same Pay Band**  
Current: M3 Benefits, Senior Manager (S080 pay band)  
New: M4 Human Resources, Assistant Director (S080 pay band) | The jobs are comparable from a market value perspective. Contact compensation for consultation. |
| **Same Level Higher Pay Band/Higher Level Higher Pay Band** | **Same Level Higher Pay Band**  
Current: P4 Web Designer, Lead (S075 pay band)  
New: P4 Application Developer, Lead (S080 pay band)  
**Higher Pay Band Higher Level**  
Current: P2 Operations Administrator (S060 pay band)  
New: P3 Operations Administrator, Senior (S065 pay band) | Consider the following and if proposed offer is above midpoint of new pay band, consult with compensation first:  
- Pay band and career stream level of the new job  
- Degree of job responsibilities  
- Demonstrated, sustained performance, knowledge, skills, and/or experience  
- Salaries of other similarly situated employees in the same or similar job  
- Market conditions in relationship to the job |
| **Same Level Lower Pay Band/Lower Level Higher Pay Band** | **Same Level Lower Pay Band**  
Current: M3 Research, Senior Manager (S075 pay band)  
New: P3 Sponsored Funding Administrator, Senior (S065 pay band)  
**Lower Level Higher Pay Band**  
Current: S3 Facilities Assistant, Senior (S045 pay band)  
New: SK2 Electronics Technician (S050 pay band) | Contact compensation for consultation. |