

Uniform tariff scale in basic component of labour remuneration

Simonenko Nikolay Nikolaevich

Simonenko Vitaly Nikolaevich

Komsomolsk-on-Amur State Technical University

Effective system of payment for labour motivates personnel activity in the right way for the company and provides increase of labor productivity for group's various sizes.

As the offered system includes all spectra works in national economy, the creating process in sector of economic activity's coefficients are saved. Among these are workers of primary tariffication (1-4 categories), intermediate tariffication (5-6 categories), higher tariffication (7-8 categories), and also heads, specialists and employees (till the 18th categories includes). Moreover, the offered system includes in addition all types of administrative work in the whole country, that's why we are including in the system additional 30 intervals dependent on work's complexity. The system has 48 intervals of work's complexity in total. The whole list of work grading can't be submitted, so we could give only examples:

The 1st category – simple operations without special training; The 2nd category – the work is trained in the production during 1-2 month. ... The 8th category – the work posts are required the existence of higher education.

9-10th categories – experts who's had the specialized secondary education; 18-19th categories – General Director of Association; Head of University; Secretary of State.

19–20th categories – Chief Executive Officer; 26, 27 level – Deputy Ministers of State; 28, 29 level – Judge; 30, 31 – Public Prosecutor; 32, 33 level – Secretary of State.

34, 35 level – General Judge; 36, 37 level – Deputy Prime Minister; 38, 39 level – Attorney General; 40, 41 level – Head of Presidential Administration;

42,43 level – Prime Minister; 44,45 – Regional Representatives of the President; 46,47 level– Vice-President; 48 level – the Head of State.

The offered tariff scale takes an intermediate position between the progressively increasing and regular growing types.

Table 1 – The description of uniform 48 interval tariff scale

Category	1	2	3	4	5	6	7	8	9	10
The tariff rate	1,00	1,11	1,23	1,36	1,51	1,67	1,84	2,02	2,22	2,44
Abs. growth	0	0,11	0,12	0,13	0,15	0,16	0,17	0,18	0,20	0,22
Relative growth(%)	0	11	10,8	10,6	11,0	10,6	10,2	9,8	9,9	9,9
Category	11	12	13	14	15	16	17	18	19	20
the tariff rate	2,68	2,89	3,12	3,36	3,62	3,9	4,2	4,5	4,82	5,16
Abs. growth	0,24	0,21	0,23	0,24	0,26	0,28	0,30	0,30	0,32	0,34
Relative growth (%)	9,8	7,8	8,0	7,7	7,7	7,7	7,7	7,1	7,1	7,1
Category	21	22	23	24	25	26	27	28	29	30
The tariff rate	5,53	5,92	6,34	6,79	7,27	7,78	8,33	8,92	9,55	10,23
Abs. growth	0,37	0,39	0,42	0,45	0,48	0,51	0,55	0,59	0,63	0,68
Relative growth (%)	7,2	7,1	7,1	7,1	7,1	7,0	7,1	7,1	7,1	7,1
Category	31	32	33	34	35	36	37	38	39	40
The tariff rate	10,95	11,72	12,55	13,43	14,38	15,40	16,50	17,67	18,92	20,16
Abs. growth	0,72	0,77	0,83	0,88	0,95	1,02	1,10	1,17	1,25	1,34
Relative growth (%)	7,0	7,0	7,1	7,0	7,1	7,1	7,1	7,1	7,1	7,1
Category	41	42	43	44	45	46	47	48	-	-
The tariff rate	21,60	23,14	24,49	26,24	28,10	30,09	32,23	34,53	-	-
Abs. growth	1,44	1,54	1,64	1,75	1,86	1,99	2,14	2,30	-	-
Relative growth (%)	7,1	7,1	7,1	7,1	7,1	7,1	7,1	7,1	-	-

The tariff rate per hour is equal to 7,5 U.S. \$, but for 48 level it would be 260 U.S. \$ (according to monthly wage – from 1240 to 42730 U.S. \$). According to characteristics of presented tariff system it's consider to fair:

1) the general high level of monthly rate (salary) – the work remuneration starts since the 1st category and allows to increase the quality of career development;

2) regular relative grow in tariff rate 7 % per unit of category (level) is a strong motive in aspiration for worker to increase his tariff category (move up to the next level);

3) high absolute growth of the salary since the 17th level allows to take account of individual qualities and rank for government employee in his limits.

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