

# Current Compensation Records

Source: Meridian Group HRIS — Compensation Module **Extracted By:** HRIS Administrator, HR Systems **Extract Date:** Current compensation extract **Review Cycle:** Current annual compensation review

## Employee Compensation Data

Employee ID	Role Title	Level	Department	Tenure (Years)	Base Salary	Variable Comp	Total Comp	Performance Rating	Last Adjustment Date
EMP-041	Senior Operations Manager	3	Operations	0.5	£68,500	£5,200	£73,700	See Performance Review Pack	14-Jul-2026 (hire date)
EMP-017	Associate Consultant	2	Operations	2.3	£49,000	£4,100	£53,100	Strong	01-Apr-2026
EMP-089	Principal Consultant	4	Operations	6.1	£97,000	£12,500	£109,500	Meets	01-Apr-2026
EMP-063	Senior Consultant	3	Management Consulting	3.8	£74,000	—	£74,000	Strong	01-Apr-2025
EMP-112	Analyst	1	Operations	1.1	£36,500	£2,800	£39,300	Meets	01-Oct-2025

## Data Notes

- EMP-041** was hired on 14 July 2026 and completed a six-month performance review under HR11. Performance rating is documented in the attached Performance Review Pack rather than the HRIS rating field, which still shows "Pending" due to the mid-cycle hire.
- EMP-063** has no variable compensation figure recorded in the HRIS. The Practice Head for Management Consulting confirmed verbally that a £6,200 discretionary bonus was paid in the prior review period, but this has not been entered into the system. The HRIS total therefore understates actual compensation.
- EMP-063** last received a salary adjustment in April 2025 — this employee was missed in the prior annual review cycle due to a department transfer between Management Consulting and the former Strategy & Operations practice, which was merged during a prior restructure.
- EMP-089** is flagged in the legacy Mercer grading system as "Grade M4" but the HRIS lists the role as Level 4 under the new Meridian banding structure. The grading crosswalk was completed after the banding update, but some manager reports still reference the Mercer grades.
- EMP-112** received a market adjustment of £1,500 in a prior out-of-cycle window outside the normal review cycle, approved by the HR Director. This was flagged as an interim retention measure and is included in the current base figure.

## HRIS System Note

This extract was generated from the HRIS compensation module on the current extract date. The Practice Head for Operations submitted an updated variable compensation estimate for EMP-017 on the following business day (revised from £4,100 to £4,800), but this update is not reflected in the extract above. The HRIS Administrator recommends confirming variable figures with department heads before finalising the review.