

Pay Grades

A **Pay Grade** is a named level (e.g. "L1 Associate", "Sr. Executive", "VP") that compensation can be organised around. Found under **Payroll** → **Configuration** → **Pay Grades**. Verified live on demo.blueonehr.com, 2026-09-13.

<https://www.youtube-nocookie.com/embed/nkGQhVWbCiI>

[Set up salary: pay grades, components, templates](#)

What a pay grade carries

Each grade has an order (its rank), a name, a short code, an optional set of **bands** (a salary range, e.g. "Standard: ₹30000-₹50000"), and a status. On the demo workspace, six grades existed — **L1 Associate**, **Executive**, **Sr. Executive**, **Lead**, **Sr. Manager**, and **VP** — all **Active**. Only L1 Associate had a band configured (Standard: ₹30,000-₹50,000); the rest showed "No bands", meaning a band is optional, not required, for a grade to exist and be used.

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+ New Pay Grade

🔍 Name or code

All

Clear all

ORDER	NAME	CODE	BANDS	STATUS		
1	L1 Associate	l1-verify	Standard: ₹30000-₹50000	Active	Edit	Delete
1	Executive	executive	No bands	Active	Edit	Delete
2	Sr. Executive	sr-executive	No bands	Active	Edit	Delete
3	Lead	lead	No bands	Active	Edit	Delete
4	Sr. Manager	sr-manager	No bands	Active	Edit	Delete
5	VP	vp	No bands	Active	Edit	Delete

Related

- [Salary Templates](#) reference a Pay Grade.
- [Compensation Policies](#) can scope to a Pay Grade.
- [Contracts](#) carry the actual wage an employee is paid, separately from whatever grade or template it may have been derived from.

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