

Remuneration Policy

Introduction

The performance of the University is dependent on the quality and commitment of its workforce. The University believes that staff of the right calibre will be attracted and motivated to secure maximum returns if the University adopts policies which are consistent with its mission and values and are comparable in the higher education sector.

The University seeks to:

- 1 Recruit and retain the high quality staff it needs to deliver its corporate plan
- 2 Achieve equity, fairness and consistency in the operation of reward policies and practices
- 3 Ensure that our salaries and benefits remain competitive with other Universities in our market sector
- 4 Ensure that the contribution of staff to achieving the strategic goals of the organisation is recognised
- 5 Ensure that the reward system is transparent and the University will publish all criteria of the reward system but not the earnings of individual staff
- 6 Develop a benefits structure which begins to lay a greater emphasis on flexibility and employee choice
- 7 Communicate to staff the details of the reward system as it affects them.