Remuneration and Benefits Policy

1. PURPOSE
   The purpose of this policy and its supporting procedures is to regulate how the University manages staff remuneration and benefits within the University’s governance framework.

2. POLICY STATEMENT
   2.1. The University aims to achieve high standards of performance and utilise its resources in a financially responsible and sustainable manner. This will be achieved by using competitive remuneration and benefits to attract, reward and retain staff.
   2.2. The University will remunerate and reward staff through fair and transparent processes that:
       a) are sufficiently flexible and competitive to meet the needs of the business area;
       b) recognise skills and contributions made to the University’s business activities;
       c) encourage and reward outstanding performance; and
       d) promote equitable culture and practice, including consideration of the gender-based pay gap.

3. RESPONSIBILITY FOR IMPLEMENTATION AND COMPLIANCE MONITORING
   These management positions are responsible for implementation and compliance monitoring of the policy in their work areas:
   • Executive Managers
   • Heads of School/Area

4. SCOPE OF POLICY
   This policy applies to all staff employed by the University.

5. DEFINITIONS
   (Note: Commonly defined terms are located in the Curtin Common Definitions. Any defined terms below are specific to this document)
   Nil

6. SUPPORTING PROCEDURES
   Incidental Expenditure and Reimbursement Procedures
   Additional Remuneration Procedures
   University Fleet Procedures

7. RELATED DOCUMENTS/LINKS
   Diversity Policy
   Elimination of Discrimination and Harassment Procedures
   Equal Opportunity Policy
   Academic, Professional and General Staff Enterprise Agreement 2017-2021
   Staff Wellness Program
   Vice-Chancellor’s Excellence Awards for Professional Staff
   Curtin Awards for Teaching Excellence
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