

## COMPENSATION

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**Effective Date:** April 22, 2002

**Originating Office:** Human Resources

**Supersedes /Amends:** B-60 & B-62

**Policy Number:** HR-28

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### SCOPE

The provisions of this policy apply to all employees of the University unless specific provisions of a Collective Labour Agreement or Protocol apply.

### POLICY

1. The University is committed to a fair, competitive and equitable compensation for its employees, taking into consideration functions, qualifications and responsibilities.
2. It is the responsibility of Human Resources to monitor equity within the University and the appropriate reference job market and submit the appropriate recommendations to the Senior Administration.
3. The compensation paid to a newly hired employee takes into consideration the functions, responsibilities and qualifications required by the position they occupy, as well as the internal equity and the market value of such position.