

Salary and Pay Equity

Effective Date: 24/11/2004

Amended: 6/10/2023

1. PURPOSE

- 1.1 The policy outlines the compliance to the statutory minimum salary and the University's commitment towards elimination of discrimination in terms of salary to ensure that pay equity is observed.
- 1.2 The University shall periodically review the pay equity to ensure that there is no disparity among different genders, disability, race, religion, belief, and other factors as outlined in clause 2.2.

2. SALARY AND PAY EQUITY

- 2.1 The University shall comply to the Minimum Wage Order set by the Ministry of Human Resources and all staff members will be paid at least the minimum salary set by the authority.
- 2.2 Staff members will be paid based on merits of their qualification, experience and performance, regardless of gender, disability, race, religion, belief, cultural background, sexual orientation, marriage and civil partnership, refugee and asylum seekers status, language, pregnancy and maternity/ paternity.
- 2.3 When a staff member is initially appointed to a position which falls within the salary scale, the commencing salary at the point of entry shall be determined by the University, which need not necessarily be the minimum starting salary of the scale.
- 2.4 Salaries of all staff members are confidential and staff members are reminded to maintain confidentiality at all times.