# Remuneration Policy

# Section 1 - Summary

(1) This Policy provides guidance and structure around remuneration and reward benefits to University staff.

# Section 2 - Scope

(2) This Policy applies to all staff across the University employed under Victoria University Enterprise Agreement 2013, Victoria University Vocational Teacher Enterprise Agreement 2019 and its successors, and Staff employed on Senior Staff Contracts (SSC's) and Executive Employment Agreements.

(3) Any exceptions/exclusions are detailed in the relevant Procedures.

(4) This Policy does not apply to Independent contractors, Students, Council Members, honorary or visiting academics and volunteers.

# Section 3 - Definitions

(5) Nil.

# Section 4 - Policy Statement

(6) Victoria University seeks to ensure an appropriate, consistent and equitable approach to remuneration and benefits for all staff.

(7) Victoria University seeks to achieve gender pay equity.

(8) This Policy provides the framework for remuneration and employee benefits available to staff and details, via procedures, the opportunities available to support this.

(9) Remuneration and conditions of employment encourage, recognise and reward high performance by staff members who contribute to the overall success of the University.

(10) The University's remuneration principles are:

a. Remuneration levels and reward benefits are set against work value and classification standards which are recognised as the underlying elements for determining remuneration.
b. Remuneration salary scales will be determined through the enterprise bargaining procedure for all academic, professional and TAFE staff.
c. Staff employed on SSC's or Executive Employment Agreements will have their remuneration reviewed on an annual basis unless stated otherwise in their contract of employment.
d. Relevant best practice standards, industry benchmarking, the competitive environment, gender equity and internal relativity considerations will inform remuneration and reward strategies.

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e. Remuneration and reward offerings will be sufficiently flexible to meet the needs of the individual staff member and the University. The relevant supporting procedures details the opportunities available.

# Section 5 - Procedures

(11) Remuneration - Counter Offer and Salary Loadings Procedure

(12) Remuneration - Senior and Executive Position Classification and Remuneration Procedure

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## Status and Details

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| **Status** | Current |
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