

HR.1.2	
COMPENSATION POLICY	
Section:	Human Resources (HR)
Subject:	Compensation and Benefits
Legislation:	
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APPROVED: _____
Chair, on Behalf of SAIT's Board of Governors

POLICY

The policy of the Board of Governors is to apply the principles of fairness, consistency and equity in establishing, setting and administering SAIT's total compensation, with due regard for the need to compete in the external labour market, subject to the availability of financial resources. SAIT strives to balance the need to maintain internal salary equity with the need to compete, so that salary compression and salary inversion does not occur.

PHILOSOPHY

SAIT's total compensation philosophy reflects its belief that it must maintain its ability to attract employees with the required qualifications, skills and demonstrated abilities in a dynamic labour market, create lateral and advancement opportunities within the organization, and retain valuable employees who contribute to SAIT's priorities.

DEFINITIONS

Salary compression A situation where there is an inappropriate pay differential between a subordinate and the supervisor's base salary, or between employees in the same position, or between employees in lower-level positions and higher-level positions.

Salary inversion A situation where a subordinate has a base salary which is inappropriately higher than the subordinate's supervisor, or where a new employee is paid more than a more experienced

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employee in the same position, or where an employee in a lower-level position is paid more than an employee in a higher-level position.

POLICY/PROCEDURE REFERENCE

- HR.1.2.1 Acting Incumbency procedure
- HR.1.2.2 Overtime Authorization procedure
- HR.1.2.4 Over and Under Payment of Salary procedure
- HR.1.2.5 Salary Compression and Salary Inversion procedure

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