

Remuneration Policy

Purpose and Context

This policy describes the remuneration policy for employees of the University.

Scope

This policy applies to all University employees, full and part-time, permanent and temporary.

The performance of the University is dependent on the quality and commitment of its workforce. The University believes that staff of the right calibre will be attracted and motivated to secure maximum returns if the University adopts policies which are consistent with its mission and values and are comparable in the higher education sector.

The University seeks to:

- 1 Recruit and retain the high-quality staff it needs to deliver its corporate plan
- 2 Achieve equity, fairness and consistency in the operation of reward policies and practices particularly relating to age, disability, gender reassignment, marital and civil partnership, pregnancy and maternity, race, religion/belief, sex and sexual orientation.
- 3 Ensure that our salaries and benefits remain competitive with other Universities in our market sector
- 4 Ensure that the contribution of staff to achieving the strategic goals of the organisation is recognised
- 5 Ensure that the reward system is transparent and the University will publish all criteria of the reward system but not the earnings of individual staff
- 6 Develop a benefits structure which begins to lay a greater emphasis on flexibility and employee choice
- 7 Communicate to staff the details of the reward system as it affects them.

POLICY SIGN-OFF AND OWNERSHIP DETAILS

Document name:	Remuneration Policy
Version Number:	V1.3
Equality Impact Assessment:	Completed
Approved by:	Head of HR
Date Approved:	October 2024
Next Review due by:	October 2026
Author:	HR Manager
Owner (if different from above):	Head of HR
Document Location:	https://www.hud.ac.uk/media/policydocuments/Remuneration-Policy.pdf
Compliance Checks:	HRG regularly review to ensure compliance
Related Policies/Procedures:	

REVISION HISTORY

Version	Date	Revision description/Summary of changes	Author
V1.1	November 2016	Formatting updates (minor amends not requiring committee approval)	HR Manager
V1.2	November 2019	Formatting updates (minor amends not requiring committee approval) and transference to new template	HR Manager
V1.3	October 2024	Minor amend to clarify equity in gender and ethnicity pay.	Director of Human Resources