Remuneration Policy

Section 1 - Purpose

(1) This Policy outlines the University's commitment to remuneration outcomes for all staff that are transparent, equitable, legally compliant, and financially sustainable for the University.

Section 2 - Application

(2) This policy applies to all staff employed under the ACU Staff Enterprise Agreement, staff employed on senior management employment agreements and executive employment agreements.

Section 3 - Remuneration Principles

(3) ACU aims to attract and retain high quality staff and maintain a high-performance workplace culture by offering competitive and flexible remuneration that is equitable to all staff and transparent in its application. ACU's approach to remuneration and financial reward is based on the following principles:

a. pay equity for all staff based on equal pay for work of equal or comparable value though:
    i. the consistent classification of positions and associated remuneration set out in the ACU Staff Enterprise Agreement 2026-2029; and
    ii. the utilisation of the Korn Ferry (HAY) Job Evaluation Methodology, or similar methodology, for Senior Management, Executive and Senior Executive positions, and the annual Mercer Universities Remuneration Review.
b. remuneration complies with relevant legislation, industrial requirements and obligations;
c. remuneration (salary) flexibility recognising, encouraging and rewarding the high performance of staff therefore contributing to the overall success of the University;
d. remuneration (salary) flexibility which is competitive in the appropriate employment market and attractive to local and international talent;
e. transparent remuneration policies and processes that are conducted in good faith and in accordance with the required levels of delegated authority;
f. remuneration decisions and approvals should give due consideration to gender equality and diversity arising from the University's commitment to gender pay equity;
g. remuneration decisions and approvals, as required, should consider industry benchmarks, internal relativities, as part of the ethical financial stewardship of the University; and
h. remuneration information is maintained confidentially and in accordance with privacy requirements.

Section 4 - Gender-Equitable Remuneration

(4) The University is committed to gender pay equity and undertakes an annual Gender Pay Gap analysis of like-for-like, by-level and organisation-wide pay gaps. The outcome and any recommendations, actions and/or targets are

reported by the Vice-Chancellor and President to the University Senate and through University consultation with staff representatives through the ACU Staff Consultative Committee.

(5) The commitment to gender equity and reduction of any gender pay gaps is inherent in the University's Gender Equality, Diversity and Inclusion Strategy and associated Action Plan.

Section 5 - Roles and Responsibilities

(6) Remuneration decisions and approvals are made in accordance with the Delegations of Authority Policy and Register.

Section 6 - Glossary

(7) By-Level Gender Pay Gaps are pay gaps between women and men at the same organisational level.

(8) Classification refers to the standards outlined for academic and professional staff in the ACU Staff Enterprise Agreement.

(9) Like-for-Like Gender Pay Gaps are pay gaps between women and men undertaking work of equal or comparable value.

(10) Organisation-wide Gender Pay Gaps are the difference between the average remuneration of women and the average remuneration of men across the whole organisation.

(11) Remuneration is the term used to describe the reward for employment in the form of salary and/or benefits and/or incentives. Remuneration may be monetary in value and/or include non-monetary items.

Section 7 - Review

(12) In line with the Policy Development and Review Policy, this policy is scheduled for review every five years or more frequently if appropriate.

Section 8 - Further Assistance

(13) Any staff member who requires assistance in understanding this policy should first consult their nominated supervisor who is responsible for the implementation and operation of these arrangements in their work area. Should further information or advice be required staff should visit Service Central.

Section 9 - Associated Information

(14) For related legislation, policies, procedures and guidelines and any supporting resources please refer to the Associated Information tab.

Status and Details

Status	Current
Effective Date	19th December 2023
Review Date	29th November 2025
Approval Authority	Vice-Chancellor and President
Approval Date	19th December 2023
Expiry Date	Not Applicable
Responsible Executive	Angelle Laurence Chief People Officer
Responsible Manager	Angelle Laurence Chief People Officer
Enquiries Contact	Bernardine Lynch ER and Safety Committees and Policy Officer People and Capability