



Policy Name:	Pay Scale Equity
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Code:	BAU 031	Published date	2016
Reviewed date	2018, 2020	Confidentiality status:	Public
Accreditation:	Board of Trustees		

Responsibilities:

Implementation:	All BAU's Academic Colleges, Administrative Units, Scientific Centers
Revision and improvement:	Development and Quality Assurance Center

Policy (Arabic):

تلتزم جامعة البلقاء التطبيقية بتحقيق المساواة في الأجور لجميع كوادرها الأكاديمية والإدارية، بغض النظر عن العرق أو الدين أو الجنس أو العمر أو الإعاقة، أو أية خصائص أخرى، من خلال سلم للأجور يحتوي على الرتب والدرجات الوظيفية ومجال العمل، ويستند على نظام العاملين في الجامعة المتوافق مع التشريعات الأردنية والوصف الوظيفي الذي يراعي المؤهل العلمي وقدرات الأفراد وخبراتهم السابقة وحقوقهم النقابية وصعوبة العمل ونوعيته، بهدف جذب المبدعين والاحتفاظ بهم.

Policy:

Al-Balqa Applied University is committed to pay equal wages for all its academic and administrative staff, regardless of race, religion, gender, age, disability, or any other characteristics, by setting a special pay scale that contains grades according to the position and field of work, based on the system for employees at the university that takes into account the Jordanian legislations, academic qualification, level of capabilities of individuals, their previous experience, union rights, and the difficulty and quality of work, in order to attract and retain creative people, by paying them the appropriate wage.

Scope:

BAU's Pay Scale Equity policy is applied on all academic and administrative staff.

Objectives:

No.	Objective
1-	Promote the policy of non-discrimination at the university.
2-	Giving appropriate values to the efforts made by employees at any levels.
3-	Maintaining competitive pay scale consistent with financial accounting for the University.
4-	Maintain a performance appraisal system which identifies opportunities for employee development and places compensation rewards and benefits on an objective basis.
5-	Attracting and Retaining the creative individuals at the university.



Related Procedures:

No.	Procedure
1-	Annual review of pay scale and Publish the results.
2-	Monitoring practices that agreed with the Diversity and Equality policies.
3-	Informing staff members of how they arrive to their own pay slip
4-	Training and a guidance the managers and supervisory staff on pay and benefits systems.
5-	Publish the instructions and legislations for pay scale.

Signature

Dr. Ahmad Mansour

Dr. Aiman
Al-Alawin

