

Policy Name:	Pay Scale Equity
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Code:	BAU_031	Published date	2016
Reviewed date	2018, 2020, 2023	Confidentiality status:	Public
Accreditation:	Quality Assurance and Continual Improvement Council (QACIC)		

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 لكافة موظفيها من الهيئة الأكاديمية أو الإدارية، بغض النظر عن العرق، الدين، الجنس، العمر، الإعاقة، أو أي خصائص أخرى. يتم ذلك من خلال تطبيق سلم رواتب يشمل الرتب والدرجات الوظيفية ومجالات العمل، ويستند إلى نظام العاملين في الجامعة الذي يتسق مع التشريعات الأردنية ويأخذ في اعتباره الوصف الوظيفي، الذي يأخذ بعين الاعتبار المؤهلات العلمية والخبرات السابقة والحقوق النقابية وصعوبة العمل ونوعيته، بهدف جذب الكفاءات والمحافظة عليها.

Policy:

Al-Balqa Applied University (BAU) is dedicated to ensuring uniform remuneration for both faculties and staff, irrespective of factors such as race, religion, gender, age, disability, or any other distinguishing feature. This equitable compensation is achieved through the implementation of a customized salary structure, incorporating grades aligned with job roles and fields. It adheres to the university's employee system, which considers Jordanian regulations, academic qualifications, individual capabilities, prior experience, current position, as well as the complexity and excellence of the work. This approach is designed to attract and retain individuals with creative potential.

Scope:

The Pay Scale Equity Policy of BAU is applicable to all faculty and administrative employees.



Objectives:

No.	Objective
1-	Uphold the university's non-discrimination policy to foster an inclusive environment.
2-	Acknowledge the contributions of personnel at every level in a fair and fitting manner.
3-	Maintaining a competitive pay scale consistent with the University's financial accounting.
4-	Implement a performance evaluation system that identifies development opportunities for employees and objectively aligns compensation and benefits.
5-	Attract and retain individuals with creative talents for sustained excellence at the university

Related Procedures:

No.	Procedure
1-	Conduct an annual review of the pay scale and disseminate the results.
2-	Monitoring practices that complied with the policies on diversity and equality.
3-	Informing staff members of how they arrive to their own pay slip.
4-	Provide managers and supervisors with training and guidance on pay and benefits systems.
5-	Publicize the regulations and guidelines governing the pay scale.