

POLICY 6.2 – Compensation Plan

Policy Category:	Personnel
Subject:	Compensation Plan
Approving Authority:	Board of Governors
Responsible Officer:	Vice-President, Operations and Finance
Responsible Office:	Human Resources
Related Procedures:	Administrative Procedures for Compensation Plan
Related University Policies & Procedures:	
Effective Date:	July 1, 2013
Supersedes:	June 20, 2013

I. PURPOSE

The University is committed to creating and maintaining a work environment where PMA members are recognized and rewarded. An effective job evaluation and compensation plan is an important element in demonstrating this commitment. This policy outlines the job classifications and compensation plan for all PMA Eligible staff.

II. DEFINITIONS

PMA Eligible staff - Are all regular full-time staff employed at the University of Western Ontario in Professional and Managerial positions at such Salary Grades or Levels as may be determined by Western from time to time. The current positions so classified can be found at:

https://www.uwo.ca/hr/facultystaff/form_doc/pay/salary/pma.pdf

On-call - Refers to the responsibility of professionals and managers to respond to emergencies of a specific type, within 20 minutes of contact.

III POLICY**1. Classification of Professional/Managerial Positions**

All professional and managerial roles for PMA Eligible staff must have clearly articulated outcomes, accountabilities and responsibilities in a role description which is current and has been reviewed in accordance with Western's Job Evaluation Plan for PMA positions and classified into one of the classifications for PMA Eligible staff.

2.