

---

# REMUNERATION POLICY

## 1. INTRODUCTION



objectives set to achieve the required standards of performance. In these circumstances POD will write to the staff member concerned, as appropriate.

## **9. REWARDING ADDITIONAL RESPONSIBILITIES**

Additional payments may be made to staff who have taken on some of the responsibilities of a higher banded post for a period of time. Such payments must be requested by the line manager, agreed with the Director/Dean and approved by either the Deputy Vice-chancellor or Chief Operating Officer, as appropriate. They will usually take the form of a monthly honoraria (or a single honorarium) reflecting the salary for the higher banded post

benchmark data, evidence of any recent (unsuccessful) recruitment processes, the level and overall cost of the recommended supplements, and any alternative measures that have been, or could be, considered. The Director of POD or their nominated representative shall notify the locally recognised trade unions of those jobs for which market force supplements are proposed. The Director of POD or nominated representative shall discuss with the relevant recognised trade union the proposed withdrawal of market force supplements.

Market force supplements shall usually apply equally to all staff in the particular job (or specialist area). The