

PAY, BENEFITS & ENTITLEMENTS POLICY

SCOPE

Staff at the Australian campuses sites and centres of the University.

POLICY STATEMENT

This policy demonstrates the University's commitment to providing comprehensive pay, benefits and entitlements.

We are committed to providing pay, benefits and entitlements to attract, develop and retain the best academic and professional staff.

We provide a range of salary and non-salary benefits to appeal to the diverse needs of our staff and to reward you for your contribution to the activity and innovation of the University.

Our employment conditions meet our legal obligations as described in our Enterprise Agreements, policies and procedures and our individual employment conditions.

Our job classification framework is based on the principles of equity, fairness and transparency and provides the foundation to ensure your position is classified and remunerated in recognition of your skills and contribution.

We treat any breach of our policies or procedures seriously. We encourage reporting of concerns about non-compliance and manage compliance in accordance with the applicable Enterprise Agreement, or contract terms.

DEFINITIONS

Enterprise Agreements	<p>The Enterprise Agreement means the:</p> <ul style="list-style-type: none"> • Monash University Enterprise Agreement (Academic & Professional Staff) 2019 or the • Trades and Services staff (Building and Metal Trades staff) 2009 or the • Trades and Services staff (Catering and Retail, Cleaning and Caretaking, and Miscellaneous services staff) 2005 <p>as applicable to the staff member in accordance with their contract of employment.</p>
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GOVERNANCE

Supporting procedures	<ul style="list-style-type: none"> • Allowances, reimbursements and incentives • Behaviours in the Workplace • Relocation assistance for new appointees • Salaries • Salary packaging and Salary packaging (novated lease) • Subscriptions to associations, technical bodies and journals • Superannuation • Workplace giving • Workplace volunteering <p>Associated Documents</p> <ul style="list-style-type: none"> • Focus Monash
Supporting schedules	
Associated policies	<ul style="list-style-type: none"> • All University policies
Policy owner	Director, Workplace Relations

Legislation mandating compliance	<ul style="list-style-type: none"> • Fair Work Act 2009 (Cth)
Category	Human Resources
Approval	Chief Operating Officer & Senior Vice-President
Endorsement	Chief Human Resources Officer
Date effective	12 February 2020
Review date	23 February 2021
Version	3.1
Content enquiries	ask.monash or phone Monash HR on (03) 990 20400