



Justice Institute of British Columbia

Compensation Philosophy

Objectives

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in a fiscally responsible manner in support of our mission, vision, values and culture.

Guiding Principles

Performance: Compensation programs support and promote a performance-based organizational culture.

Differentiation: Differentiation of salary is supported where there are differences in the scope of the position within an organization.

Accountability: Compensation decisions are objective and based upon a clear and well documented business rationale that demonstrates the appropriate expenditure of public funds

Transparent: Compensation programs are designed, managed, and communicated in a manner that ensures the program is clearly understood by employees and the public while protecting individual personal information.

Role of Total Compensation Elements

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- 1) Compensation Provides fair compensation for the scope and breadth of job responsibilities and the education, competencies, and experience that employees bring to their roles.
- 2) Benefits Provide security and protection to employees and their families.
- 3) Career Development Provide support for skill development, upgrades, and other career development activities.
- 4) Work Life Provide paid time off and other programs to help employees balance their work and personal demands.

