



Remuneration and Benefits Policy

1. COMPLIANCE OBLIGATION SUPPORTED

[Relevant Enterprise Agreement](#)

2. PURPOSE

The purpose of this policy and its supporting procedures is to regulate how the University manages staff remuneration and benefits within the University's governance framework.

3. POLICY STATEMENT

- 3.1. The University aims to achieve high standards of performance and utilise its resources in a financially responsible and sustainable manner. This will be achieved by using competitive remuneration and benefits to attract, reward and retain staff.
- 3.2. The University will remunerate and reward staff through fair and transparent processes that:
 - a) are sufficiently flexible and competitive to meet the needs of the business area;
 - b) recognise skills and contributions made to the University's business activities;
 - c) encourage and reward outstanding performance; and
 - d) promote equitable culture and practice, including consideration of the gender-based pay gap.
- 3.3. These management positions are responsible for implementation and compliance monitoring of the policy in their work areas:
 - a) Executive Managers
 - b) Heads of School/Area

4. SCOPE OF POLICY

This policy applies to all staff employed by the University.

5. DEFINITIONS

(Note: Commonly defined terms are located in the [Curtin Common Definitions](#). Any defined terms below are specific to this document)

6. SUPPORTING PROCEDURES

[Incidental Expenditure and Reimbursement Procedures](#)

[University Fleet Procedures](#)

7. RELATED DOCUMENTS/LINKS

[Curtin University Enterprise Bargaining Agreement](#)

[Diversity, Inclusion and Belonging Policy](#)

[Discrimination and Harassment Prevention Procedures](#)

[Employee Wellbeing](#)

[Vice-Chancellor's Excellence Awards for Professional Staff](#)

[Curtin Awards for Teaching Excellence](#)

Policy Compliance Officer	Daman Patterson , Director, People Services
Policy Manager	Chief People Officer
Approval Authority	Senior Executive Team
Review Date	1 st April 2025

REVISION HISTORY

Version	Approved/ Amended/ Rescinded	Date	Committee / Board / Executive Manager	Approval / Resolution Number	Key Changes and Notes
New	Approved	27/03/2012	Planning and Management Committee	PMC 31/12	Attachment 1 to Document No 00306/12
	Administratively Updated	05/02/2014	Director, Legal and Compliance Services		Updated Policy Contact
	Administratively Updated	24/03/2014	Director, Legal and Compliance Services		Link Updated
	Administratively Updated	21/07/2014	Director, Legal and Compliance Services		Links Updated
	Administratively Updated	25/08/2015	Director, Legal and Compliance Services		Links Updated
	Administratively Updated	06/10/2015	Director, Legal and Compliance Services	EC 76/15	Executive Manager Title Changes
	Amended	24/11/2015	Planning and Management Committee	PMC 98/15	Attachment G to Item 10 – formally reviewed no changes required
	Amended	28/06/2016	Planning and Management Committee	PMC 51/16	Attachment A to Item 10
	Administratively Updated	09/02/2017	Director, Legal and Compliance Services		Area name change from Human Resources to People and Culture (also approved by the Chief Operating Officer)
	Approved	17/09/2019	Planning and Management Committee	PMC 61/19	Fully reviewed and no changes required