

Market Supplement Pay Policy

Introduction

Bangor University is committed to the principles of equal pay for work of equal value. It is, however, acknowledged that on occasion the total reward package determined by the University's pay and grading system may not be consistent with reward packages offered for comparable posts in the wider labour market, and that this may lead to recruitment and retention difficulties. In such circumstances, where there is a clear business need supported by objective market data, and other approaches have proved ineffective, the University will consider offering a market supplement payment in addition to the normal reward package for the post.

It is the University's policy to make such payments

Definitions

Market supplements are paid in relation to specific posts. Therefore where it is agreed that the payment of a market supplement is appropriate, it will apply to all identical posts and will be paid pro rata for part time staff.

Where an employee who is in receipt of a supplement moves to another role within the University that does not attract such a payment, the supplement will cease from the date they take up the new post.

Staff who wish to raise issues on an on

calculation of all other payments, such as overtime, market supplements will not be included

Employees in receipt of a market supplement will continue to progress incrementally up the normal pay scale for their grade and receive relevant inflationary pay awards on the