



### POLICY ON PAY SCALE EQUITY

This policy aims to promote a fair and equitable compensation practices within the academic institution. This policy further aims to ensure that all faculty, non-teaching staff and support personnel are compensated fairly based on their qualifications, experiences, and contributions to the institution. This policy shall applies to all faculty members, non-teaching staff, and support personnel across the institution.

1. **Transparency:** Commitment on clear communication regarding with salary matrix, pay scales, and the criteria used in determining compensation.
2. **Equity:** Ensure that compensations are based on objective criteria such as academic qualifications, years of service, research contributions, teaching effectiveness, and administrative responsibilities, rather than personal characteristics such as gender, race, or age.
3. **Regular Review:** Conduct biennial review of pay scales to identify and rectify any disparities or distortion. Adjustments will be made in accordance with the current market standards and internal equity considerations.
4. **Market Competitiveness:** Conduct regular benchmarking of faculty, non-teaching staff and support personnel's salaries against comparable institutions to ensure competitiveness in attracting and retaining new and old talent.
5. **Employee Input:** Foster an environment where faculty, non-teaching staff, and support personnel can provide feedback with regard to their compensation concerns through anonymous surveys or designated committees.

This Pay Scale Equity Policy reflects our dedication in fostering a fair and inclusive academic environment. By adhering to these principles, we aim to support the professional growth of all faculty, non-teaching staff, and support personnel, while promoting a culture of equity and respect within our institution.

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Approved:

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