



<b>Policy Name:</b>	<b>Pay Scale Equity Policy</b>
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<b>Code:</b>	BAU_031	<b>Published date</b>	2016
<b>Reviewed date</b>	2018, 2020, 2023, 2025	<b>Confidentiality status:</b>	Public
<b>Accreditation:</b>	Quality Assurance and Continual Improvement Council (QACIC)		

**Responsibilities:**

<b>Implementation:</b>	All BAU's Academic Colleges, Administrative Units, Scientific Centers
<b>Revision and improvement:</b>	Development and Quality Assurance Center

**Policy (Arabic):**

تلتزم جامعة البلقاء التطبيقية بتحقيق المساواة في الأجور لكافة كوادرها من الهيئة الأكاديمية أو الإدارية، بغض النظر عن العرق، الدين، الجنس، العمر، الإعاقة، أو أي خصائص أخرى. يتم ذلك من خلال تطبيق سلم رواتب يشمل الرتب والدرجات الوظيفية ومجالات العمل، ويستند إلى نظام العاملين في الجامعة الذي يتسق مع التشريعات الأردنية ويأخذ في اعتباره الوصف الوظيفي، الذي يأخذ بعين الاعتبار المؤهلات العلمية والخبرات السابقة والحقوق النقابية وصعوبة العمل ونوعيته، بهدف جذب الكفاءات والمحافظة عليها.

**Policy:**

Al-Balqa Applied University (BAU) is firmly committed to the principle of equal pay for equal work. The university ensures that all faculty and staff receive fair and equitable remuneration, regardless of gender, age, race, religion, disability, or any other distinguishing characteristic. This commitment is operationalized through a structured and transparent salary framework that aligns compensation with job roles, academic qualifications, professional experience, individual competencies, and the nature and complexity of the work performed. The pay system in BAU is designed in accordance with national labor laws and internal university regulations. In addition to these, regular reviews are conducted to ensure compliance, consistency, and alignment with best practices and evolving institutional goals.



**Scope:**

The Pay Scale Equity Policy of BAU is applicable to all faculty and administrative employees.

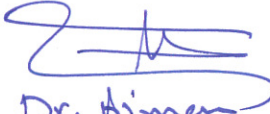
**Objectives:**

No.	Objective
1-	Uphold the university's non-discrimination policy to foster an inclusive environment.
2-	Acknowledge the contributions of personnel at every level fairly and fittingly.
3-	Maintaining a competitive pay scale consistent with the University's financial accounting.
4-	Implement a performance evaluation system that identifies development opportunities for employees and objectively aligns compensation and benefits.
5-	Attract and retain individuals with creative talents for sustained excellence at the university

**Related Procedures:**

No.	Procedure
1-	Conduct an annual review of the pay scale and disseminate the results.
2-	Monitoring practices that complied with the policies on diversity and equality.
3-	Inform staff members how they arrive at their own pay slip.
4-	Provide managers and supervisors with training and guidance on pay and benefits systems.
5-	Publicizing the regulations and guidelines governing the pay scale.



  
Dr. Aimen