



Justice Institute of British Columbia  
Compensation Philosophy  
May 2019

### Objectives

JIBC's compensation programs are designed to assist in attracting and retaining excluded qualified staff 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

JIBC's total compensation program includes four main elements:

- 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.

### Comparator Groups

PSEC has provided direction that the primary comparator group should be the BC Public Sector with an emphasis on the BC Public Service. For some jobs where talent may be needed from specific industries or from outside of the public sector, a secondary comparator group may be used.

### Target Pay Positioning

Our total compensation programs are targeted at approximately the 50<sup>th</sup> percentile of our comparator group.

### Internal Equity

We consider the relative scope, responsibilities, and complexities of jobs to ensure that compensation levels are fair and equitable. Market competitiveness is balanced with internal equity to ensure that the relative internal value of work is fairly recognized and compensated accordingly.

### Affordability and Sustainability