IQRA NATIONAL UNIVERSITY (INU), PESHAWAR

PAY SCALE EQUITY POLICY

1. Purpose and Scope

The purpose of this Pay Scale Equity Policy is to establish a clear, fair, and transparent framework for determining and managing employee compensation at Iqra National University (INU), Peshawar. This policy ensures that all compensation practices are equitable, free from discrimination, and aligned with both internal value and external market competitiveness. It applies to all permanent, contractual, and adjunct faculty members, as well as administrative and support staff.

2. Core Principles of Pay Equity

- **Internal Equity:** Employees performing work of equal value, requiring similar skills, effort, and responsibility under similar working conditions, shall receive equal base pay.
- **Non-Discrimination:** Compensation decisions shall be made strictly without regard to gender, religion, race, ethnicity, marital status, or physical disability.
- **Transparency:** Pay scales, increments, and promotion criteria will be clearly communicated to all employees upon hiring and during annual review cycles.
- **Merit and Performance:** Salary progression and performance bonuses will be closely tied to documented performance evaluations, research output, and academic/professional achievements.

Salary Placement and Adjustments

Starting Salaries

New hires will be placed within the designated pay scale for their role. Starting salaries will be determined by the members of the selection board as per prescribed pay scale. This placement is strictly based on the candidate's qualifications, verifiable prior relevant experience, research publications (in case of teaching faculty) and internal equity comparisons with existing INU staff in similar roles to prevent wage compression.

Annual Increments

Annual salary increments are not automatic. They are contingent upon the Annual Performance Appraisal (APA) score. The overall increment budget is approved by the Board of Governors based on inflation indices, higher education market trends, and the institutional financial health of INU.

