



STATEWIDE GROUP TRAINING (SA) INC

STAFF REMUNERATION POLICY

PURPOSE:

To recognise and ensure staff remuneration is in line with meeting performance and standards of Strategic Plan objectives and targets.

Prior company remuneration process was based on annual increments capped at certain levels with no reference to performance or company objectives and targets i.e. was based on length of service. This update deliberately aligns annual staff recognition and reward in line with meeting KPI requirements of the Strategic Plan.

SCOPE:

This policy applies to:

- SGT staff, including: Managers, Regional Managers / Field Officers, Administrative Officers; full time, part time, casual or permanent.

POLICY:

Every staff member will receive a formal annual Performance Appraisal against the Strategic Plan KPIs and targets in April / May each year.

Based on meeting the expectations, standards and KPI requirements the staff member will be entitled to an increase commensurate with the annual Fair Work minimum wage % rise from July each year. The only reason increase will not occur is if the company has not achieved a surplus at the end of the Financial Year.

Annual review of the Fair Work minimum wage % increase will be carried out at the August Board Meeting to ensure its fairness and appropriateness as the basis for staff reward and recognition.

APPROVED: KYM ANDERSON

DESIGNATION: CHIEF EXECUTIVE OFFICER

APPROVAL
SIGNATURE:

DATE: 27TH MARCH 2023
