



Staff and Board Compensation Policy

Members of the Board of Trustees may receive reimbursement for expenses incurred in the course of their activities on behalf of IWPR, but they receive no remuneration for their work as Trustees.

Salary structures for each staff position are developed based on market rates as set out in salary survey data of the major metropolitan area where the majority of employees are situated. The structures are broken down into grades. Jobs are assigned to grades based on the requirements of the role, irrespective of the incumbent. Each grade has a range (minimum to maximum) in order to accommodate years of experience, past salary history, and performance of incumbents in the roles. All jobs are assigned to a grade, regardless of the level of the job, save the executive director role, the salary for which is determined by the board.