

Pay Determination of Newly Appointed Staff and Internally Promoted Staff in DCU

Equal Opportunities

In line with the Employment Equality Acts 1998 – 2015, the University is committed to equality of treatment for all those who engage with its recruitment, selection and appointment processes.

As an equal opportunities employer the University is committed to employment policies, procedures and practices (including those as they relate to pay) which do not discriminate on the grounds such as gender, civil status, family status, age, disability, race, religious belief, sexual orientation or membership of the travelling community. As part of the retention and enhancement of our Athena SWAN award we are committed to measuring and eliminating any gender pay gap.

Newly Appointed Staff

The University determines the pay of all newly appointed staff by reference to the qualifications and experience of the successful candidate(s) as they relate to the advertised role. This approach, otherwise known as incremental credit ensures equity in the application of pay of new starters irrespective of their gender, civil status, family status, age, disability, race, religious belief, sexual orientation or membership of the travelling community.

Equitable credit is applied to the qualifications of the successful candidate for a primary degree, masters or doctorate.

Equitable credit is also applied in respect of each year of relevant experience that the successful candidate possesses at the time of appointment.

The actual point on scale upon initial appointment is determined by the combined credit granted in respect of the qualifications and experience of the successful candidate.

Thereafter, the appointee is eligible to receive annual increments in respect of each year of additional experience subject to satisfactory performance up to the maximum point of the relevant scale (and in line with the [University Policy on Salary Increments](#))

Internal Promotions

The approach to determine the pay of staff who are promoted through either an internal or external competition can be viewed in full [here](#)

In summary, as all employees have received full incremental credit in respect of their qualifications and experience upon their initial appointment to the University, a simple rule *of the nearest point upwards on the next scale plus 1 increment* is applied.

This approach ensures that there is equity in determining the pay of internal staff who are promoted.