

Policy:	O-5.13
Approved By:	Board of Governors
Approval Date:	November 2, 2015
PSEC Approval:	February 19, 2016
Amendment Date:	
Policy Holder:	Exec. Dir. Human Resources

compensation program is intended to assist in recruiting, motivating and retaining a qualified management and exempt group, by providing tangible rewards to enable the College to attain its corporate goals and objectives.

This policy applies equally to all exempt employees of Camosun College excluded from membership in a bargaining unit.

compensation program objectives are:
to attract competent and capable management and exempt staff that share a
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members are responsible for leading the major functions and ensuring the overall effectiveness and efficiency of a wide range of service delivery, to its student body and the broader Victoria, South Island and Gulf Island communities. The College endeavors to provide the opportunity to its employees to gain fulfillment in important and rewarding careers, recognizing that the College operates in a competitive environment where qualified and competent staff are valued by many organizations.

se guiding principles:

Performance-Related: Camosun College values the contribution of its entire exempt staff toward the attainment of its strategic and operating objectives and provides

[College and Institute Act \[RSBC 1996\] c. 52](#)

[Public Sector Employers Act \[RSBC 1996\] c. 384](#)

[G-1.7 Board Executive Committee Terms of Reference](#)