

## **ADD International reward policy & salary scales**

In 2022/23 we worked with consultants from Project Fair ([Project Fair: Fairness in INGO Reward | Project Fair \(ed.ac.uk\)](#)) to review and develop a new global reward policy and global salary scales. The aim of this was to create both policy and scales that were ethical, transparent, equitable, and sustainable, and which complied with all relevant legislation.

We first created a set of reward principles which all staff were given an opportunity to input to. The Reward Principles can be found here: [Reward Principles](#).

From these principles our new policy and scales were created. Linked to our principle of equity, ADD International is committed to paying salaries that are competitive with the sector within the local employment market in which a role operates. Doing so takes into consideration the cost of living in different locations and provides a reference for internal relativity within the organisation, thereby ensuring internal and external pay equity to the best of our ability within the resources that we have available.

Our aim is to pay the majority of employees at the 50<sup>th</sup> percentile of the sector we operate in to enable us to remain fair and competitive within the markets we operate in. The exception to this is that, because our principles also seek to mitigate the drivers of inequality in most labour markets that tend to grow the relative wages of higher earners faster than lower earners for our Senior Leadership Team (grade G & H) we currently aim to pay at the 35<sup>th</sup> percentile of the sector. This is in order to seek to rebalance this inequity within our pay scale rather than replicating it. These aims also have to be balanced with affordability and the financial situation of the organisation.

By being open and transparent about our salary scales we hope to encourage applications from those most aligned with these principles whilst also ensuring we recruit and retain the right people to support the delivery of our mission to support the global disability rights movement.

### **Salary scales**

Staff are paid based on the location and grade of their role. We feel it is most equitable that all staff at the same grade within a certain country are paid the same. This reduces the potential for bias. This way, all staff receive a fair wage that is comparable in terms of the lifestyle it affords, with their peers across the organisation. New recruits will normally start at the salary for the relevant grade for the location where they are based. We do not negotiate on starting salaries.

There may be an instance where a candidate does not quite meet the criteria for a given role but is being hired for potential and with their development in mind. In this case the individual would be paid at 90% of the salary rate for that grade.

We also ensure that at our lowest end, all salaries provide a living wage for staff in each country.

We do not distinguish between global and country-specific roles (and tend not to recruit expats) but instead pay a salary that is fair for the grade of each role.

You can view our scales [on our website](#). The grade for each role is shown in the job description of the relevant advert. You can see the rate for each role by looking the relevant grade and location. The rate shown is the gross annual salary for each grade.