



Pillar Nonprofit Network Pay Principles

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Table of Contents

| | |
|-----------------------------------|----------|
| Our Belief | 3 |
| Decent Work | 3 |
| Compliance | 3 |
| Our Commitment | 4 |
| Fair and Equitable Pay | 4 |
| Pay Range Transparency | 4 |
| Equitable and Fair Recruitment | 4 |
| Job Sustainability (Job Security) | 4 |

Pillar Nonprofit Network Pay Principles

OUR BELIEF

Fair, just and equitable workplace terms and conditions for all colleagues is aligned with our mission, vision and values.

- Our pay principles comply with the Employment Standards Act, Pay Equity Act, Occupational Health and Safety Act, Ontario Human Rights Code, and all other applicable governing legislation, labour laws, regulations and requirements.

Decent Work

We are committed to working towards the International Labour Organization's (ILO) [four pillars of decent work](#): standards and rights at work, employment creation, enterprise development and social protection and social dialogue.

Compliance

Our pay principles comply with the Employment Standards Act, Pay Equity Act, Occupational Health and Safety Act, Ontario Human Rights Code, and all other applicable governing legislation, labour laws, regulations and requirements.

OUR COMMITMENT

Fair and Equitable Pay

- We differentiate our pay based on individual roles, responsibilities, skill sets and performance (when applicable)*
- Competitive pay allows us to attract, motivate and retain a knowledgeable, experienced, and diverse workforce
- We regularly benchmark our pay to be competitive with other similar organizations across sectors in the London area.
- We consider colleague benefits, paid time off, and other perks to be connected to overall compensation and review our approach regularly and make decisions based on operational budget and organizational sustainability requirements.

Pay Range Transparency

We share our pay ranges with colleagues and on external job postings, recognizing that pay transparency is an act towards more equity for historically marginalized and equity seeking/equity-deserving people at work.

Equitable and Fair Recruitment

- We aim to follow the principles of the [Integrated anti-oppression model](#) to create, review and renew our policies related to compensation
- We aim to practice a retention-first approach to colleague relations where we strive for a fair, equitable and rewarding colleague experience.
- We aim to provide opportunities for advancement from within the organization where possible
- We aim to take an anti-oppression and decolonized approach to recruitment and selection, as well as workplace culture to retain our colleagues**.

Job Sustainability (Job Security)

Pillar Nonprofit Network currently has four types of employment contracts: Full-time, Part-time, Contract, and Seasonal. Pillar will prioritize the most secure terms of employment possible based on operational budget requirements and limitations.

* COVID 19 realities propelled us to pause performance appraisals.

** Retention is aligned and dependent on operational budget requirements and limitations.