



It is our ongoing policy at Airey Miller Partnership to be committed to fair and non-discriminatory pay methods for all our Employees.

All Employees are divided into categories within the Practice in accordance with their level of seniority, ie., Secretary, Senior Secretary; Building Surveyor, Senior Building Surveyor, etc. Within each of these categories, a range of annual salary will apply, and each Employee is paid within the relevant range of their category.

We recognise that Employees within the same category will be performing similar tasks and duties, however we further recognise the need to for differing rates of pay within a category based upon:

- o Performance
- o Qualifications
- o Experience

As part of our Business Monitoring, in accordance with our Quality Management System, we monitor and review all salaries to ensure that all rates of pay are fair and reasonable for each individual Employee.

This policy has been endorsed by all Senior Partners and has the full support of the management; overall responsibility for the effectiveness of the policy lies with [Denise Sheerin](#) (Practice Manager).