





IONS Salary Scales

In June 2023 the IONS Board approved salary scales for the staff team to help guide financial compensation. This is a first step in providing transparency to staff and living into the value of abundance. Going forward, more work will be done to provide the team with clarity about how to advance along the scales and how decisions are made pertaining to salary starting points. We are also aware that financial compensation is part of a total compensation package and are committed to providing benefits to enable a high quality of life for the team.

Purpose:

This policy guides the salary scales for IONS staff.

Scope:

This policy applies to all IONS staff.

Policy

Background:

IONS aspires to ensure that staff are well compensated for their work and that the organization is a model for pay equity, transparency and fairness in the Community Impact Sector. This policy outlines the salary scales for staff based on their role in the organization.

Values and Principles:


This policy is rooted in the value of abundance. IONS strives to ensure that it is not perpetuating practices of undervaluing work that are prevalent among nonprofits and charities. Employees benefits including compensation are allocated from the mindset of ensuring people are able to afford a good quality of life and achieve work-life balance.

Salary Scales:

IONS work hours include a 4-day work week based on 32 hours per week. Salaries are not prorated to the reduced number of work hours.

a) Executive Director: \$90,000 - \$115,000





The Executive Director is ultimately accountable for ensuring the IONS strategy is implemented, that compliance measures are in place, and that staff are set up to succeed.

b) Directors: \$70,000-\$85,000

Directors work closely with the Executive Director to ensure that policies and procedures are implemented and staff have the supports needed to succeed. Directors hold supervisory roles and have responsibilities and accountabilities related to the human resources for their team members, budget management for the projects they are administering, fundraising, partnership development, and the strategic direction of the organization.

c) Program Staff: \$50,000 - \$70,000

Program staff include all other positions in the organization. Salaries are determined based on the level of responsibility and expertise held by the role, as well as other considerations such as lived experience, specialization of skills and tenure with IONS.

Pay Increases:

Each year, as part of the annual budget process, the Executive Director will refer to the most recent Consumer Price Index (CPI)¹ in relation to organizational funding and make decisions about cost-of-living pay adjustments for all staff accordingly, as part of the annual budget process.

Pay increases based on performance and changes to the employee's role and responsibilities are distinct from cost-of-living increases.

¹ NS CPI Overview: <https://novascotia.ca/finance/statistics/topic.asp?fto=21u>

