

Establishing uniform rules on remuneration in court

Purpose

Introduction of remuneration rules corresponding to the scope of tasks in a given position.

Assumptions

1. There are no uniform rules regarding the relationship between the scope of tasks in the position and the basic salary
2. Very often, people performing identical tasks are not paid the same
3. Additional remuneration is awarded in an equal amount – thus their motivational potential is not used
4. Raising salaries in itself is not a recipe for improving work efficiency

Create a tool

1. Determining the principles of remuneration should start with making employees aware of budgetary conditions
2. Public institutions have less funds for salaries
3. However, they offer other advantages to employees: greater job security, stable working hours – this should be emphasised
4. It is necessary to divide remuneration into basic and additional components for the effective use of remuneration to motivate employees
5. Additional remuneration is the employee's share in the additional benefits that the organization achieves in connection with his work
6. The system of non-wage benefits should be designed in such a way as to actually achieve the desired motivational effects
7. An employee who performs a more difficult job, in a more effective manner and is employed in a place where it is difficult to find suitable employees should expect higher monetary and non-financial remuneration than employees who do not meet the above conditions
8. Establishing specific rules should be preceded by a description and evaluation of positions in the organization

Description of the functioning of the practice

1. Employees performing similar work and achieving similar efficiency should receive similar salaries
2. Work should be valued, and more difficult tasks should be paid higher
3. Remuneration rules should be clear to all employees
4. The remuneration system should be flexible as far as possible and adapted to the current budgetary situation

5. The functioning of the remuneration system should be examined, among other things, through surveys completed by employees

Benefits

1. Employee acquisition and retention
2. Using the remuneration system as a motivational tool
3. Remuneration is an element of feedback to the employee regarding the importance, quality and effectiveness of his or her work
4. The remuneration system allows you to avoid a significant number of conflicts occurring on a financial basis
5. The remuneration system, together with the description and evaluation of positions, is the basis for determining the path of professional development of employees

Cost of implementation

The real cost of implementation can be reduced to labor costs – this investment is assumed to pay off by increasing the efficiency and motivation of employees within the available resources

Other necessary expenditures/activities

1. The need for the President of the Court to issue appropriate orders
2. The need to have a person with skills in the field of job description and evaluation in the human resources
3. The effect of this good practice may depend on the introduction of other tools included in this publication