

10.3 Work Evidence and Compensation Claims

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Work Evidence and Compensation Claims link completed governed work to compensation treatment.

A [work_performed_event](#) records that a [qualified_node](#) performed a defined governed function. An [evidence_reference](#) links the record to supporting evidence without requiring the market to expose the full evidence payload when Content Minimisation applies. A [compensation_claim](#) uses the Work Performed Event, Evidence Reference, assignment record, [qualification_profile](#), applicable Cost Rule, and accountable [qualified_service_provider](#) to request compensation treatment through the [cost_recovery_compensation_and_settlement_plane](#).

The Governed Node Service Market does not treat a [compensation_claim](#) as self-validating. A claim must align with the recognised assignment, governed function, qualification status, evidence obligation, policy constraint, service-level expectation, Cost Rule, and market integrity rule that apply to the work. A claim may require rejection, review, adjustment, dispute handling, or non-performance treatment when the supporting records do not satisfy the applicable requirements.

Work Evidence supports review by Buyers, Integrators, Regulators, Auditors, Governance Bodies, Qualified Service Providers, and settlement processes. It provides traceability from assignment to performance, from performance to evidence, and from evidence to compensation treatment.

Work Evidence also protects the market from under-compliance. A provider does not earn valid compensation merely by claiming that work occurred. The required records must show that the assigned Qualified Node performed the governed function under the applicable obligations and produced the required evidence.

Example

A Qualified Node performs sanctions screening for an FX transaction. The Node records a Work Performed Event and an Evidence Reference. The accountable Qualified Service Provider submits a Compensation Claim that references the assignment record, Qualification Profile, Cost Rule, Work Performed Event, and Evidence Reference. The Cost Recovery, Compensation, and Settlement Plane reviews the claim and applies the required compensation, rejection, adjustment, dispute, or non-performance treatment.

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