

Payment of Staff

Millington's Charity aims to recruit and retain high calibre individuals who not only contribute to the achievement of the charity's aims and objectives but also understand and support the ethos and culture of the organisation. The Charity aims to provide a remuneration package and working environment that is attractive and comparable to other similar organisations.

The trustees of Millington's Charity will comply with all aspects of employment legislation (eg Employment Rights Act 1996, National Minimum Wage Act 1998, Part-Time Workers Regulations 2000 and Equality Act 2010) with particular regard to anti-discrimination and harassment of employees.

The trustees of Millington's Charity have ultimate responsibility for setting salary levels for staff.

The trustees of Millington's Charity are committed to ensuring a proper balance between paying staff and others fairly to attract and retain the best people for the job whilst ensuring careful management of charity funds.

Levels of Salary and Benefits

In deciding the levels of salary and benefits, trustees of Millington's Charity will consider:

- the purposes, aims and values of the charity and its beneficiaries' needs
- how salary is linked to the skills, experiences and competencies that the charity needs from staff and the scope of their roles
- the number of staff the charity can reasonably afford including:
 - a) increasing remuneration levels
 - b) how increases to salaries would be perceived
 - c) staff performance against expectations, both short and long term
- the overall contribution and performance of an individual and the extent to which their role has changed or enlarged which may justify an adjustment to salary
- general inflation rates, e.g. RPI (Retail Price Index) or CPI (Consumer Price Index)
- information on pay policies and practices in similar organisations that could help guide a decision on whether a level of pay is fair
- The charity's track record in attracting and retaining committed and motivated employees.

The Charity undertakes to review salaries periodically, generally annually, although there is no guarantee that any changes to salaries will be made as a result of the review.

Millingtons Hospital Charity

Resources, further help and information

All of the links that follow are up to date and functioning at the time of publication of this pack.

Charity Commission

<https://www.gov.uk/guidance/charity-staff-how-to-employ-paid-workers>

NCVO

[http://www.ncvo.org.uk/images/documents/practical_support/governance/NCVO guide on setting and communicating remuneration policies for charities.pdf](http://www.ncvo.org.uk/images/documents/practical_support/governance/NCVO_guide_on_setting_and_communicating_remuneration_policies_for_charities.pdf)

This policy has been approved for issue by the board of trustees of Millington's Charity

Signature.....*Daphne Capps*.....

Name.....*DAPHNE CAPPS*.....

Date.....*24th AUGUST 2023*.....