

# Burton Memorial Hall

## REMUNERATION POLICY

The Hall's aim is to provide a remuneration package and working environment that enable it to recruit and retain high calibre individuals who not only contribute to the achievement of the Hall's aims and objectives but also understand and support the ethos and culture of the organisation.

The Trustees of the Hall have ultimate responsibility for setting the level of payment of wages and honoraria for its staff. Trustees will conform with the Equality Act 2010, with the current National Minimum Wage rates, and with any other relevant legislation.

The Trustees are committed to ensuring a proper balance between paying staff and others fairly in order to attract and retain the best people for the job whilst ensuring careful management of charity funds.

In deciding levels of remuneration, the Trustees will take into account:

- the experiences and competencies that are needed by staff in order to satisfactorily fulfil their roles;
- the overall contribution and performance of individuals against expectations, both short and long term;
- the extent to which an individual's role or workload has changed since their level of payment was last reviewed;
- general inflation rates;
- 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 Trustees will review all payments to staff periodically, generally annually, although there will be no obligation on them to make any changes to levels of remuneration.

**Policy adopted 26<sup>th</sup> October 2021.**