

# Remuneration Policy Statement

Updated October 2019

North Plymouth Community Church is committed to ensuring that we pay our staff fairly and in a way that ensures we attract and retain the right skills to have the greatest impact in delivering our charitable objectives.

This policy shall be reviewed every five years, but in the event of a material change in national legislation, the Treasurer will bring this policy to the Trustees for review.

There are 3 categories of staff:

1. Ministry Staff: employees whose main role is pastoral
2. Support Staff: all other employees
3. Volunteers (this includes trustees that are not in any of the above categories)

The ministry/support staff package includes:-

- a) Employer's contribution to the pension into the NEST Pension scheme for eligible employees
- b) Statutory Maternity / Paternity, Adoption or Parental Leave and Pay

The principles for remuneration of ministry/support staff are:

- a) The Trustees will agree the basis of the pay prior to filling the appointment.
- b) The pay rate shall equal or exceed any minimum wage legislation in force.
- c) Support staff are entitled to statutory leave and pay for Maternity/Paternity, Adoption or Parental Leave.

Volunteers are entitled to expenses, but are not paid.

Reporting of remuneration will be in accordance with the SORP (Statement of Recommended Practice):

- Disclose payments to trustees for their roles as trustees.
- Disclose the number of staff in receipt of more than £60,000 & above
- Disclose pensions and other benefits.