**Care for Uganda**

**Remuneration policy**

INTRODUCTION

Care for Uganda is committed to ensuring a proper balance between (i) paying our staff and others who work for us fairly so that we attract and retain the best people for the job and (ii) careful management of our charity funds. In so doing we will ensure the greatest effectiveness in delivering our charitable objectives and meeting the needs of our beneficiaries.

STAFF SALARIES

Care for Uganda’s policy on staff salaries is:

New posts

When determining the salary for a new post, we will collect information about comparable roles in other organisations, preferably within the voluntary sector. We will use this information to benchmark our own salaries, normally aiming to set it at a level that appears to represent the market average. We will also seek advice from colleagues within other organisations when we know they employ people in similar roles.

‘Cost of Living’ Adjustments

In March each year, the trustees will determine whether the salary for all staff should be adjusted for the forthcoming financial year beginning 1st April, to reflect changes in the cost of living.

The trustees’ considerations will begin with an assumption that salaries should be adjusted to match inflation (specifically the Consumer Price Index) over the preceding 12 months. They will then determine whether this is appropriate in the context of:

1. the charity’s financial situation (can it afford the CPI linked increase?)
2. the charity’s performance
3. cost of living adjustments made in recent years (have salaries kept pace with the CPI over the longer-term?)
4. pay reviews elsewhere (how might a failure to follow wider trends be perceived amongst staff, within partner organisations or amongst potential supporters?)

Cost of living adjustments will be applied equally to all staff.

Review

Each year, the trustees will consider whether an independent review of salaries is necessary.

OTHER PECUNIARY BENEFITS FOR STAFF

All staff will be entitled to receive a contribution towards a workplace pension scheme in accordance with the Government’s workplace pension scheme, staff will be expected to contribute to this pension.

PAYMENTS TO TRUSTEES

Care for Uganda trustees are not paid for their work as a trustee.