

## KING'S LYNN CHRISTIAN FELLOWSHIP

ALSO KNOWN AS THE KING'S CENTRE

### REMUNERATION POLICY

1. The goal of the remuneration policy is to offer fair pay to attract and keep appropriately qualified staff to lead, manage, support and deliver the aims of King's Lynn Christian Fellowship (KLCF).
2. The Trustees are responsible for setting remuneration levels for the staff.
3. The Trustees will endeavour to appropriately pay staff based on informed judgments.
4. In deciding levels of pay and rewards, the Trustees will consider:
  - a) the purposes, aims and values of KLCF, and the needs of the congregation and wider community
  - b) how any one salary level affects the pay of others, including, if applicable, whether a different rate of pay compared to similar roles in other sectors is appropriate
  - c) how pay is linked to the skills, experiences and competencies that KLCF needs from its staff and the scope of their roles
  - e) the ability of KLCF to pay, including:
    - the benefit to the KLCF that a position will bring
    - the cost to KLCF of increasing remuneration levels
    - how increasing pay would be perceived by other paid workers, donors and beneficiaries
    - whether it is affordable, including in the longer term
    - the appropriateness of the pay in the context of the needs of KLCF and its beneficiaries
  - f) assessment of KLCF staff's performance against expectations, both short and long term
  - g) available information on pay policies and practices in other organisations that could help guide a decision on whether a level of pay is fair
  - h) KLCF's track record in attracting and retaining committed and motivated employees
  - i) the likely impact on, and views of, beneficiaries, donors, funders, and current and potential volunteers
5. The trustees will offer all employees a pension and will ensure that employer and employee contributions are no lower than the minimum legal level. At the date of this policy, employee contributions are initially required to be at least 5% of gross salary and employer contributions are required to be at least 3% of gross salary. KLCF has determined that employer contributions will be 10% of gross salary, provided that the employee remains in the pension scheme and continues to contribute 5% of gross salary. KLCF will make no pension contributions in other circumstances.