

Pay Policy

1. A pay review of employees will take place annually.
2. It will be carried out by selected members of the Management Team, including the Treasurer.
3. It will be informed by the results of an annual appraisal against defined roles and responsibilities.
4. Any recommendation will be put in the context of an overall financial strategy, informed by current data relating to general and local financial conditions.
5. Recommendations will be approved by the Management Team.
6. Results will be communicated to employees.
7. This policy will be reviewed annually.