



Paying Staff

World Youth Organization

The Charity Commission's annual return asks if charities have a policy on payment of staff.

It is the aim of the World Youth Organization to recruit and retain high calibre individuals who not only contribute to the achievement of the charity's aims and objectives but also understand and support the ethos and culture of the organisation. The Charity's aim is to provide a remuneration package and working environment that is attractive and comparable to other similar organisations.

Model Policy

The trustees of the World Youth Organization have ultimate responsibility for setting salary levels for staff. Trustees will conform to the Equality Act 2010.

The trustees of the World Youth Organization 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.

Levels of Salary and Benefits

In deciding the levels of salary and benefits, trustees of the World Youth Organization will consider:

- the purposes, aims and values of the charity and its beneficiaries' needs
- how salary is linked to the skills, experiences and competencies that the charity needs from staff and the scope of their roles
- the number of staff the charity can reasonably afford including:
 - a) increasing remuneration levels
 - b) how increases to salaries would be perceived
- staff performance against expectations, both short and long term
- the overall contribution and performance of an individual and the extent to which their role has changed or enlarged which may justify an adjustment to salary
- general inflation rates, e.g. RPI (Retail Price Index) or CPI (Consumer Price Index)
- 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 Charity undertakes to review salaries periodically, generally annually, although there is no guarantee that any changes to salaries will be made as a result of the review.

This policy has been approved for issue by the board of trustees of the World Youth Organization

A handwritten signature in black ink, appearing to read 'A. Ullah', written in a cursive style.

**Mr Ayath Ullah
Chair**