

REMUNERATION STATEMENT 2017

As a charity, Thrive relies heavily on donated funds and the ongoing support of many volunteers and funders; it is important to us that these resources are used to maximum effect. In order to run Thrive as an efficient and effective organisation able to deliver quality services to some of the most vulnerable people in our communities, Thrive employs 51 staff, over half on a part-time basis (total 39.5 FTEs), and a further 16 sessional workers who provide essential cover as needed.

Staff costs (salaries and pension contributions) make up a large proportion of the annual cost of running Thrive. Managing staff costs whilst ensuring that the charity has the appropriate mix of skills and expertise to achieve its objectives is an important part of ensuring the ongoing success and viability of the Charity. The total staff costs for Thrive in 2016/17 was £1,073,335. The median salary point (FTE) for the organisation as a whole is now £22,000.

Following a review of our budgets and operations, three posts are being made redundant in the early part of 2017/18 (total redundancy pay is expected to be in the region of £3,100). This will enable some cost-savings to be made and some resource to be invested in new skills and additional capacity to take forward new development work. Thrive staff will not receive a pay award for 2017.

The Chief Executive Officer (CEO), Kathryn Rossiter, is the highest paid member of staff. Her remuneration package consists of an annual salary plus a 5% pension contribution. The CEO's salary remains at £64,062 pa.