

Remuneration Statement 2019

Thrive relies heavily on donated funds and the ongoing support of its many volunteers and funders; it is important to us that these resources are used to maximum effect so that we can continue to deliver quality services to some of the most vulnerable people in our communities. Thrive employs 53 staff, over half on a part-time basis (total 40 FTEs), and a further 14 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 2018/19 was £1,200,715. The median salary point (FTE) for the organisation was £22,000.

Having undertaken an external review and benchmarking, the Trustees approved a pay award for Thrive staff of 1.6% effective on 1 April 2019 for all staff who had completed their probation by 1 April 2019 and effective on the successful completion of probation periods for those staff still on probation at 1 April 2019. In addition, the Trustees increased the basic level of Employers pension contributions from 3% to 4% on 1 April 2019.

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 increased from £64,863 pa to £65,900 pa on 1 April 2019. This sits well within sector benchmarks being just three times the median salary and 4.4 times the lowest salary.