

REMUNERATION STATEMENT 2016

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 52 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 2015/16 was £1,073,335.

As part of an organisation-wide review of salaries, 20 staff received a pay increase on 1 April 2016 to bring their pay in line with more recent recruits and 'current market rates' – individual pay increases ranged from 1.3% to 5.0%. The median salary point (FTE) for the organisation as a whole is now £22,000.

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 was amongst those whose pay was increased on 1 April 2016, rising to £64,062.