

Remuneration

Introduction

From April 1st, 2020, Nugent Care, the charity (working under the branded name of 'Nugent') are governed by Nugent Care 2019 Ltd who are Nugent's Trustees.

Trustees have a duty to use their skills, knowledge, and experience to guide the Charity in pursuance of its objectives, as contained in the Charitable Trust Deed and Nugent Care 2019 Memorandum and Articles of Association.

Nugent has an existing salary scale for main grade staff, teaching staff, leaders, executives, and the CEO.

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Specific Duties and Responsibilities

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The CEO has delegated authority to approve negotiations with the recognised union provided that the amount does not exceed the amount budgeted for. Any amount higher than the budgeted amount, must be approved by Trustees.

Roles that are not part of the union recognition agreement, such as Executive Office and teaching roles are traditionally afforded the amount that has been agreed with the recognised union or Trustees. Each role has a salary band within which remuneration is given until the top of the band is achieved. Changes outside of yearly increments must be approved by the Executive Office.

The Trustees have a Nominations and Remuneration Committee, which is held within the Trustees Meeting, with Terms of Reference and will act within those terms of reference with the best interests of the charity in mind and in accordance with current best practice, the remuneration element of the committee has:

- a. Delegated authority to recommend to the Board, the remuneration and conditions for the Chief Executive and would, in the event of a vacancy, oversee arrangements for the appointment of a CEO, making recommendations to the board.
- b. Delegated authority to recommend to the board, a remuneration policy for the organisation that supports the objects, vision, mission, and strategic priorities of the charity.