

6. Staff costs

	Total 2019 £'000	Total 2018 £'000
Wages and salaries	4,799	5,516
Social security costs	508	579
Pension costs	271	271
Termination costs	94	47
Other staff costs	237	284
Total	5,909	6,697

	2019 Number	2018 Number
The average number of UK employees was:		
Charitable activities	62	70
Fundraising	38	46
Support	22	23
Total CIUK employees	122	139
Staff seconded to other CARE members	1	2
Total	123	141

In addition to full-time permanent staff, CIUK employed temporary staff at a cost of £39,000 (2018: £90,000). This was due to some positions being filled on an interim basis. These costs are included in 'other staff costs'. Termination payments totalling £94,000 were made during 2019 (2018: £47,000), relating to redundancy payments, including those due at the end of fixed term contracts.

The number of CIUK employees whose remuneration (wages and employer pension contribution) during the year amounted to over £60,000 was as follows:

	2019 Number	2018 Number
£60,001-£70,000	2	2
£70,001-£80,000	2	2
£80,001-£90,000	3	4
£130,001-£140,000	1	1

The highest paid individual in the organisation is the Chief Executive Officer. In 2019 the Chief Executive's remuneration (pay and pension) placed him in the £130,001-£140,000 band (2018: £130,001-£140,000 band).

CIUK has formal pay scales in place for all levels of staff. We benchmark our salaries each year against similar organisations in the NGO sector and aim to pay at the median of salaries for each grade, and we are a London living wage employer.

The remuneration of the Chief Executive is set by the Nominations and Remuneration Committee. The remuneration of the Senior Management Team is set by the Nominations and Remuneration Committee in consultation with the Chief Executive.

Our pay ratio (the ratio between the highest paid member of CIUK staff and the median) is 3.01 (2018: 3.37), and this ratio is one of the indicators used to monitor the organisation's approach to pay.

Employer contributions are made to a defined contribution pension scheme in respect of three higher paid employees (2018: six). Total employer contributions in respect of higher paid employees during the year amounted to £26k (2018: £36k).

The key management personnel of the charity are the trustees and the Senior Management Team (as listed under *Organisational Details* in the Annual Report). The short-term employee benefits (as defined in FRS102 28.4: wages, pension and social security contributions) for the Senior Management Team for 2019 was £458k (2018: £525k). None of the members of the Board received any remuneration for their work as trustees (2018: Nil). Expenses reimbursed to trustees for travel undertaken on the Charity's behalf amounted to £1k for three trustees (2018: £27k for 10 trustees). The Charity paid £7,562 (2018: £7,700) for Trustees' Indemnity Insurance cover. Trustees' donations were £16k (2018: £18k).