

## FINANCIAL STATEMENTS

### 6. Staff costs

	<i>Total</i> 2017 £'000	<i>Total</i> 2016 £'000
Wages and salaries	5,117	4,187
Social security costs	567	425
Pension costs	221	233
Termination costs	23	3
Other staff costs	496	316
<b>Total</b>	<b>6,424</b>	<b>5,161</b>

The average number of UK employees was:	<i>2017</i> <i>Number</i>	<i>2016</i> <i>Number</i>
Charitable activities	72	54
Fundraising	48	39
Support	26	19
<b>Total CIUK employees</b>	<b>146</b>	<b>112</b>
Staff seconded to other CARE members	5	5
<b>Total</b>	<b>151</b>	<b>117</b>

Included in total staff costs above are the wages and other staff costs relating to five staff employed by CARE International UK and seconded to other members of the CARE confederation. The costs relating to these staff are £348,001 (2016: £156,040) which are fully reimbursed by the relevant CARE member.

In addition to full-time permanent staff, CIUK employed temporary staff at a cost of £188,000. This was due to some key positions being filled on an interim basis through consultancy and agency contracts (2016: £120,000). Termination payments totalling £23,000 were made during 2017 (2016: £3,000), relating to two positions made redundant; the costs were fully expensed during the year.

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

	<i>2017</i> <i>Number</i>	<i>2016</i> <i>Number</i>
£60,001-£70,000	1*	2
£70,001-£80,000	2*	3*
£80,001-£90,000	2	1
£90,000-£100,000	1*	-
£130,001-£140,000	1	1

\* This includes one member of staff seconded to CARE International in a global role.

The highest paid individual in the organisation is the Chief Executive Officer. In 2017 the Chief Executive's remuneration (pay and pension) placed him in the £130,001-£140,000 band (2016: £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 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, and 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 3.37 (2016: 3.62), 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 four higher paid employees (2016: six). Total employer contributions in respect of higher paid employees during the year amounted to £27k (2016: £37k).

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 2017 was £493k (2016: £502k). None of the members of the Board received any remuneration for their work as Trustees (2016: Nil). Expenses reimbursed to trustees for travel undertaken on the Charity's behalf amounted to £5,361 for seven trustees (2016: £7,305 for 4 trustees). The Charity paid £4,725 (2016: £4,505) for Trustees' Indemnity Insurance cover. Trustees' donations were £12,287 (2016: £12,882).