

FINANCIAL STATEMENTS

6. Staff costs

	<i>Total</i> 2018 £'000	<i>Total</i> 2017 £'000
Wages and salaries	5,516	5,117
Social security costs	579	567
Pension costs	271	221
Termination costs	47	23
Other staff costs	284	496
Total	6,697	6,424

The average number of UK employees was:	<i>2018</i> <i>Number</i>	<i>2017</i> <i>Number</i>
Charitable activities	70	72
Fundraising	46	48
Support	23	26
Total CIUK employees	139	146

In addition to full-time permanent staff, CIUK employed temporary staff at a cost of £90,000 (2017: £188,000). This was due to some positions being filled on an interim basis. These costs are included in other costs. Termination payments totalling £47,000 (2016: £23,000) relate to five positions including redundancy payment 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:

	<i>2018</i> <i>Number</i>	<i>2017</i> <i>Number</i>
£60,001-£70,000	2	-
£70,001-£80,000	2	1
£80,001-£90,000	4	2
£130,001-£140,000	1	1

The highest paid individual in the organisation is the Chief Executive Officer. In 2018 the Chief Executive's remuneration (pay and pension) placed him in the £130,001-£140,000 band (2017: £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 (2017: 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 six higher paid employees (2017: four). Total employer contributions in respect of higher paid employees during the year amounted to £36k (2017: £27k).

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 2018 was £525k (2017: £493k). None of the members of the Board received any remuneration for their work as trustees (2017: Nil). Expenses reimbursed to trustees for travel undertaken on the Charity's behalf amounted to £26,678 for 10 trustees (2017: £5,361 for seven trustees). This includes a Board visit to CARE programmes supporting Syrian refugees in Jordan. Such visits are scheduled every three years to ensure trustees have the opportunity to see CARE programmes and understand the context in which we work. The Charity paid £7,700 (2017: £4,725) for Trustees' Indemnity Insurance cover. Trustees' donations were £17,539 (2017: £12,287).

In addition to the staff costs above, CARE International UK employed five staff fully seconded to other members of the CARE confederation; the costs relating to these staff were £255,331 (2017: £348,001) which are fully reimbursed by the relevant CARE member.