

## **Pay and Reward Statement of Principles**

Our talented and skilled staff are our greatest asset, enabling the Centre to provide excellent care and education.

Our aim is to ensure that:-

- staff pay is fair and competitive. It is proportionate to the responsibilities and complexities of each role, and reflects the personal contribution that each staff member makes to the achievement of the aims of the organisation;
- how we determine basic pay, and what we pay for specific roles, is transparent;
- shift enhancements and overtime pay is fair, and cost effective;
- non-pay benefits are fair, valued by staff, and are cost effective;
- we continue to be a living wage employer, and we create opportunities that enable us to become a real living wage employer.

Approved by the Trustees: November 2019