

## **Pay policy**

Voluntary Youth Manchester seeks to get the right balance between remunerating staff for their skill, expertise and quality of work, whilst remaining true to the principles of the charitable sector, and offering best value for money.

We do not currently pay staff directly. As and when we do pay staff directly or as freelance staff we aim to pay within recognised professional pay scales, e.g. JNC Youth and community work pay scales.

We seek to pay the living wage for all jobs undertaken, with the exception of any apprenticeship roles, which are a learning role, complete with free NVQ course for the learner.

When posts are underwritten by grants, those applying for grants will assume the above levels to be true and also add on the current NI employers contribution and pension contributions rates, plus an amount for related costs such as pay roll/ advertising posts/ managing posts.

When new roles are introduced, due weight will be given to how they fit within the existing organisation, whilst also providing best return on investment.

Written 2018  
Update due 2020