

Staff remuneration policy



It is essential for Brake to have competent and credible leaders at the top of the charity to guide us towards our vision in the most effective and efficient ways; and professional staff at all levels.

Having a competitive reward offering is one of the many ways Brake can work to secure the best people to do this important work. Brake has pay policies to help us attract and retain great people. To find out more, [click here](#).

The remuneration committee within the Board of Trustees, led by its Chair, is responsible for defining Brake's pay policies, particularly our pay grades and processes to determine the salaries of the Chief Executive and the executive team (our senior managers who lead our other staff).

In the financial year 2015 to 2016, there were 28 members of staff paid below £40k, five members of staff in the charity's £40k to £65k salary band (the executive team excluding the chief executive), and one (the chief executive) in the charity's £60k to £85k salary band.

Brake is a Living Wage employer; no employee is paid under the living wage as defined by the Living Wage Foundation.

An important pay principle in our pay policies is that our pay grades, salaries and benefits should be proportionate to the complexity of role responsibilities, in line with our charitable objectives and competitive within the UK charity sector. We aim to pay around the median for similar roles in similar organisations but not compete on salaries within the public or private sectors. To help us achieve this, we monitor charity sector pay trends through available reputable sources such as charity trade associations.