



## hebridean sheep society

### Remuneration Policy

The Hebridean Sheep Society makes high demands in administrative functions from certain Trustees, notably the Registration Secretary, the Membership Secretary and the Treasurer. Because of the exceptional demands made upon these officers, the Trustees may, in accordance with Clause 6(2) of the constitution, award an honorarium in recognition of the time given and work done.

#### **When coming to a decision, Trustees must:**

- Establish that the work requiring to be done is essential to furtherance of the Objects of the Society
- Establish that the work required could not be bought in more cheaply
- Agree a remuneration formula that links payment directly to the amount of work required by the Society
- Agree a remuneration level that recognises the work and commitment of the Trustee-officer but takes account of the Trustee's charitable intentions
- Increase the remuneration annually in line with the change in National Average Pay data published by ONS.
- Review the remuneration rates when there is any substantial change in the duties undertaken.

Approved by Trustees February 2016

Reviewed by Trustees February 2022

Reviewed by Trustees January 2024

