

Remuneration policy and benefits

NFWI salaries are based on the National Joint Council (NJC) settlements. NJC is a negotiating body that determines pay scales and pay awards for local authorities and charities.

The salary for the General Secretary, Head of Finance, Head of Denman and WIE Group Manager is decided by the NFWI Board of Trustees and based broadly on the NJC settlement.

The NFWI appoints staff on salaries that reflect both internal and external market rates and also undertakes an external job evaluation exercise every three years to ensure suitable rates of salary continue to be paid to all staff.

The NFWI operates a defined contribution pension scheme which requires contributions from both the NFWI and staff. On 1 May 2014, the NFWI implemented auto-enrolment.