

## Wages & Staffing

						Year 1 2019	Year 2 2020	Year 3 2021	Year 4 2022	Year 5 2023	Year 6 2024		
Church Staff	Church Administrator (4 hours extra to 20)	20	£ 9.21	0.54	£ 9,578.40	£ 1,436.76	£ 11,015.16	£ 11,290.54	£ 11,572.80	£ 11,862.12	£ 12,158.68	£ 12,462.64	
Transforming Mission	Pioneer Minister	37		1.00	£ 45,000.00	£ -	£ 45,000.00	£ 46,000.00	£ 47,000.00	£ 48,000.00	£ 49,000.00	£ 49,000.00	Set in mission fund
	Worship Minister	37		1.00	£ 30,000.00	£ -	£ 30,000.00	£ 30,000.00	£ 31,000.00	£ 32,000.00	£ 32,000.00	£ 32,000.00	Set in mission fund
	Pioneer Childrens and Families Minister	37		1.00	£ 30,000.00	£ -	£ 30,000.00	£ 30,000.00	£ 31,000.00	£ 32,000.00	£ 32,000.00	£ 32,000.00	Set in mission fund
	Pioneer Youth Minister	37		1.00	£ 30,000.00	£ -	£ 30,000.00	£ 30,000.00	£ 31,000.00	£ 32,000.00	£ 32,000.00	£ 32,000.00	Set in mission fund
	Additional Costs						£ 10,000.00	£ 12,000.00	£ 12,000.00	£ 12,000.00	£ 12,000.00	£ 12,000.00	
<b>Truro LIFEHOUSE</b>	Centre Manager	37	£ 12.00	1.00	£ 23,088.00	£ 2,238.60	£ 25,326.60	£ 25,959.77	£ 26,608.76	£ 27,273.98	£ 27,955.83	£ 28,654.72	2.5% increase
	Site Team/Cleaning	37	£ 9.00	1.00	£ 17,316.00	£ 1,372.80	£ 18,688.80	£ 19,156.02	£ 19,634.92	£ 20,125.79	£ 20,628.94	£ 21,144.66	
	Aspiration Manager (Skills & Employability)	37	£ 12.00	1.00	£ 23,088.00	£ 2,238.60	£ 25,326.60	£ 25,959.77	£ 26,608.76	£ 27,273.98	£ 27,955.83	£ 28,654.72	
	Café Manager	37	£ 12.00	1.00	£ 23,088.00	£ 2,238.60	£ 25,326.60	£ 25,959.77	£ 26,608.76	£ 27,273.98	£ 27,955.83	£ 28,654.72	
	Café Staff	20	£ 9.00	0.54	£ 9,360.00	£ -	£ 9,360.00	£ 9,594.00	£ 9,833.85	£ 10,079.70	£ 10,331.69	£ 10,589.98	
	Café Apprentices	74	£ 4.50	2.00	£ 17,316.00	£ 1,372.80	£ 18,688.80	£ 19,156.02	£ 19,634.92	£ 20,125.79	£ 20,628.94	£ 21,144.66	
	<b>Total Wages &amp; Salaries</b>						£ 278,732.56	£ 285,075.87	£ 292,502.77	£ 300,015.34	£ 304,615.72	£ 308,306.12	
<b>Volunteer Roles</b>	Communications Champion	8	£ 10.00	0.22	£ 4,160.00	£ 624.00	£ 4,784.00	£ 4,879.68	£ 4,977.27	£ 5,076.82	£ 5,178.36	£ 5,281.92	
	Booking Co-ordinator	8	£ 10.00	0.22	£ 4,160.00	£ 624.00	£ 4,784.00	£ 4,879.68	£ 4,977.27	£ 5,076.82	£ 5,178.36	£ 5,281.92	
	<b>Total Volunteer Labour</b>						£ 9,568.00	£ 9,759.36	£ 9,954.55	£ 10,153.64	£ 10,356.71	£ 10,563.85	

Add on Costs Percentage	15%
Pension	
<b>National insurance</b>	
£157 to £866 a week	13.8%
Over £866 a week	13.8%

## Employer National Insurance rates

This table shows how much employers pay towards employees' National Insurance for the 2017 to 2018 tax year.

Category letter	£113 to £157 a week (£490 to £680 a month)	£157.01 to £866 a week (£680.01 to £3,750 a month)	Over £866 a week (£3,750 a month)
A	0%	13.8%	13.8%
B	0%	13.8%	13.8%
C	0%	13.8%	13.8%
H	0%	0%	13.8%
J	0%	13.8%	13.8%
M	0%	0%	13.8%
Z	0%	0%	13.8%

## Employee National Insurance rates

This table shows how much employers deduct from employees' pay for the 2017 to 2018 tax year.

Category letter	£113 to £157 a week (£490 to £680 a month)	£157.01 to £866 a week (£680.01 to £3,750 a month)	Over £866 a week (£3,750 a month)
A	0%	12%	2%
B	0%	5.85%	2%
C	N/A	N/A	N/A
H	0%	12%	2%
J	0%	2%	2%
M	0%	12%	2%
Z	0%	2%	2%