LINCOLNSHIRE FAMILY HISTORY SOCIETY

Staff Remuneration Policy/Statement

Background

To satisfy the Charity Commission's requirement while accurately reflecting our actual setup, we need what is formally called a Zero Paid Staff / Remuneration Statement.

The Commission's portal asks for a "Staff Pay Policy" automatically. A short statement explicitly confirming that our society has no employees and no paid staff fully satisfies this administrative flag.

Our Policy

The Lincolnshire Family History Society is run entirely by volunteers to preserve local heritage and support genealogical research.

- **No Employed Staff:** The Society does not employ any staff, has no payroll, and pays zero personnel wages, salaries, or bonuses.
- **Voluntary Trusteeship**: In accordance with our governing constitution and Charity Commission guidelines, all Executive Committee members and Trustees serve in a purely voluntary capacity. No trustee receives any financial remuneration, benefits, or private credit from the charity's funds.
- **Policy Review:** Should the financial or operational scale of the Society change in the future to require paid employees, the Executive Committee will draft and adopt a comprehensive staff remuneration policy in line with statutory UK employment laws and Charity Commission CC11 guidance.

Review of this Policy

This policy will be reviewed annually by the Executive Committee at its first meeting following the Annual General Meeting. The Committee may review and amend this policy at any time if changes in legislation, Charity Commission guidance, best practice, or the Society's circumstances make this necessary. The date of the most recent review will be recorded in the Committee minutes.

Approved by the Executive Committee: 24 September 2026
Last reviewed: No reviews to date
Chairman: Colin Ashworth
Next review: First Committee meeting following the 2027 AGM