**COST OF LIVING SUPPORT – THIRD SECTOR ORGANISATIONS**

**SURVEY MONKEY RESULTS**

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| **1. Have you issued pay rises to staff the last year?** |
| Yes  | 13 |
| No  | 7 |
| Skipped  | 0 |
| **Comments:*** 3%
* 1
* 5%
* 5
* 4%
* 4%
* 7% across the board
* 3% + 1% (2 different raises)
* 3
* 4
* 5% + Real Living Wage increases for those on this.
* 3% rise
* 5%
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| **2. Have you considered any other financial support (COL payment, bonuses etc.)?** |
| Yes  | 12 |
| No  | 8 |
| Skipped  | 0 |
| **Comments:*** We have created a 'Common Purse' for staff that are struggling with COL/crisis.
* One off payment of £500
* COL and bonuses but just weren't in the position at the moment to offer
* A one-off cost of living payment made to all staff at end of 2022
* Cost of Living Cash Advance for staff up to 5% of their annual salary. The maximum cash advance permitted is £1,000 which is as a one-off payment.
* Introduce merit increases, in addition to across the board, and birthday bonus (given on staff's birthday month) to assist organisation's cashflow. Rather than all at the end of the year.
* COL payment of £500 and option of a COL Loan
* one payment of £250
* small interest free loans
* Flat rate Christmas bonus given
* It was difficult in our current financial position. We introduced interest free loans (against salary), which were well received and taken up by a few.
* £200 one off payment to staff and gift vouchers to all volunteers
* Unfortunately, we cannot afford to consider additional payments
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| **3. Have you awarded any other enhanced terms and conditions to assist with COL?** |
| Yes  | 6 |
| No  | 13 |
| Skipped  | 1 |
| **Comments:*** We have implemented a full EAP system paid for by the organisation which includes mental health support and financial advice and guidance
* Shifted timetable/ scheduling to make it possible for more staff to occasionally work from home and cut commuting costs
* Flexible Working
* Started to factor staff into COL community projects. Would be keen to find out what other organisation in WL are doing.
* Christmas lunch paid
* Enhanced sick pay, from day 1, for all.
* Access to free food donated by local businesses. This is very appreciated by our volunteers and staff.
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| **4. Have you introduced any non-financial incentives?** |
| Yes  | 8 |
| No  | 11 |
| Skipped  | 1 |
| **Comments:*** Enhanced staff support and financial advice.
* Providing food in cupboards at work for lunches where possible and also ensuring that
* Hot soup with leftover pantry stock
* Staff awards at the end of the year with prizes
* Additional day off in December as a wellbeing day
* Christmas party (incl. free drinks, food and transport). Christmas hampers for all. Set up a Staff Wellbeing Committee.
* Well-being days, yoga, practical warm packs
* WFH to cut down on travel costs
* Wel-being days and more social events
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| **5. Have you introduced any support specifically for volunteers?** |
| Yes  | 5 |
| No  | 15 |
| Skipped  | 0 |
| **Comments:*** All staff and volunteers treated equally. Providing food in cupboards at work for lunches where possible
* Mileage costs
* Hot food, free if from pantry stock or half price from Café
* Not yet, but revising volunteer policy to ensure that volunteers are not out of pocket e.g. ensuring reimbursement for transport, phones
* Not yet, we already give them the max we can for mileage
* We only have a couple, who are included in the above.
* Free hot food at our cafe, access to food that has been donated by local businesses. Where ever possible we cover volunteer travel expenses so that people are not out of pocket for contributing their time.
* Practical warm packs, yoga, energy top ups if needed
* We cover all out-of-pocket expenses, training etc for volunteers
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Question added to survey on Monday 27 February 2023

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| **6. For financial year 2023/24, will your organisation be in a position to continue...** |
| **Comments:*** Depends on surplus at end of our financial year 30th Sept 23
* Not sure at the moment-waiting for funding decisions.
* Unfortunately, we are suffering from a serious lack of core funds so cannot foresee being able to offer additional support to staff 2023/2024
* We are planning to continue with our interest free loans and will be paying a 4% increase, which will have a further review in the summer. We will be continuing with our Staff Wellbeing Committee.

We are still steadily losing childcare staff* We had a meeting last night with staff for their ideas on how to cut costs into the next financial year. Doubtful that will result in increases
* We will be awarding 3 or 4% and will consider more COL payments
* Can we afford not to consider anything at all?
* We want to retain our staff but we do not have the budget to increase staff costs
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