GTC Remuneration Sub-Committee Report
May 2022

The Remuneration Sub-Committee

The Remuneration Sub-Committee will comprise of at least four elected Council Members. It should not include Council members who are 'employed' by the GTC (i.e. receiving remuneration). It should, if possible, include the Chair, Vice Chair, Treasurer and Secretary.

On the recommendation of the GTC Auditor, the very latest remuneration report should be an addendum to the financial report at AGM to aid financial transparency.

The Remuneration Sub-Committee duties will include:

Meet at least once per year to discuss any updates to the payment formulae.

Review the workload individuals have undertaken over the past year, relative to the year prior.

Consider ex-gratia payments to any person that has far exceeded the workload expected of a volunteer, or the workload pre-agreed with someone receiving a fee.

Remunerations Agreed By Council

Honorary President	Volunteer - No Payment
Chair	Volunteer - No Payment
Vice Chair	Volunteer - No Payment
Secretary	Volunteer - No Payment
Treasurer	Volunteer - No Payment
Welfare Officer	Volunteer - No Payment
Social Media	Volunteer - No Payment
Education Officer	Volunteer - No Payment
Ambassador	Volunteer - No Payment
Overseas Officer	Volunteer - No Payment
Administration Officer	Monthly Payment
GTC In Focus Editor	Monthly Payment
Web-Site Editor & Administrator	Monthly Payment
Zerb Managing Editor	Payment Per Issue
Website Assistant	Hourly Payment
Sponsorship & Advertising	Commission Payment
Academies Events	Ad Hoc Payment
Bill Vinten Awards Officer	Ad Hoc Payment
Exhibitions	Ad Hoc Payment
Workshops	Ad Hoc Payment
E-Mail Blasts Manager	Ad Hoc Payment
GTC Awards Voting Organiser	Ad Hoc Payment
GTC Awards Day Organiser	Ad Hoc Payment
Legal Advisor	Monthly Retainer
Bookkeeping and Accounting	Hourly Payment
Minutes Secretary	Ad Hoc Payment

GTC Remunerations Guidelines

Academies Events *Alan Duxbury*	£150 to organise £250 per day to attend *(or agreed member representing Council)*
Bill Vinten Awards *Alan Duxbury* *John Tarby*	Maximum £5,000 payment for organising awards, collating, judging and organising the awards ceremony.
Exhibitions *Kate Harvest*	£150 to organise £250 per day to attend *(or agreed member representing Council)*
Workshop Officer *Clive North*	£150 to organise each workshop *(when same workshop at multiple venues - £100 for each additional venue/date)* £250 per day to attend *(or agreed member representing Council)*

n.b. It is not expected for Council Members assisting at academies, exhibitions, or workshops to be paid, other than normal expenses.

E-Mail Blasts *James French*	£50 per each new design £25 tidy up other designs
GTC Awards *Hazel Palmer*	£1,250 for organising & collating awards, judging days and organising trophies. £3,750 (Maximum) payment for organising the awards ceremony.
Legal Advisor *Alex Wade*	£250 per monthly retainer
Bookkeeping and Accounting *Sophie Day*	£25 per hour

GTC Remunerations Guidelines - Continued

Council Minutes Secretary	Ad hoc Payment
Administration Officer *Roger Richards*	£18,000 per year
GTC In Focus Editor *Roger Richards*	£7,000 per year (£1,750 per issue)
Zerb Managing Editor *Rob Emmanuel*	£12,000 per year (£6,000 per issue)
Web-Site Editor & Administrator *Nicola Risdon*	£12,000 per year
Website Assistant *Kate Lister*	£16 per hour
Sponsorship & Advertising *Simon Edwards*	Commission based
Sponsorship	15% of new fees + 5% continuing fee
Web Site Sponsorship	10% value
Website Advertising	20% before discounts
Zerb & GTC In Focus Advertising	20% before discounts

GTC Remunerations - Actual Amounts

	1/2/20 - 31/1/21 Amount	1/2/21 - 31/1/22 Amount
Academies Events		
Alan Duxbury	NIL	£450.00
Lecture at National Student TV Assoc		
Alan Duxbury	NIL	£250.00
Bill Vinten Awards		
Alan Duxbury	£3,750.00 *(2019 remunerations paid in 2020)* £3,200.00 *(2020)*	NIL
John Tarby *(Awards Assistance)*	£1,440.00 inc VAT	£1,440.00 inc VAT
Exhibitions		
Kate Harvest	NIL	NIL
Rob Emmanuel	NIL	NIL
Workshops		
Clive North	NIL	NIL
e-Workshops		
Clive North	£1,650.00	£525.00
E-Mail Blasts		
Elizabeth French	£650.00	NIL
James French Ad Manager Fee	£120.00 + VAT	NIL
Mailchimp Design Fee		
James French	£540.00	£1,130.00
GTC Awards		
Hazel Palmer *(Awards Organiser)*	£1,250.00 *(2019 remunerations paid in 2020)* £1,250.00 *(2020)*	£600.00 *(2021 remunerations paid in 2022)*

GTC Remunerations - Actual Amounts - Continued

	1/2/20 - 31/1/21 Amount	1/2/21 - 31/1/22 Amount
GTC In Focus		
Roger Richards *(Editor)*	£8,600.00	£8,600.00
Sue Frampton *(Proofreading)*	£355.00	£385.00
Zerb		
Rob Emmanuel *(Managing Editor)*	£10,500.00	£9,000.00
Alison Chapman *(ex-Managing Editor)*	£2,250.00	NIL
Barbara Eastman *(Proofreading)*	£222.00	NIL
Web-Site		
Nicola Risdon *(Editor & Administrator)*	NIL	£4,000.00
Alison Chapman *(ex Editor & Administrator)*	£12,000.00	£9,500.00
Kate Lister *(Website Assistant)*	£416.00	NIL
Minutes Secretary		
Sue Hynard	£220.00	NIL
Administration		
Roger Richards	£19,035.00	£19,035.00
Legal Advisor		
Alex Wade	£3,600.00 + VAT	£3,600.00 + VAT
Bookkeeping and Accounting		
Sophie Day	£3,693.75	£2,881.25

GTC Remunerations - Actual Amounts - Continued

	1/2/20 - 31/1/21 Amount	1/2/21 - 31/1/22 Amount
Sponsorship & Advertising ***(Commission Based)***		
New Sponsorship		
Simon Edwards	£157.50	£1,009.50
James French *(new sponsorship)*	£45.00	NIL
Website Sponsorship		
Simon Edwards	NIL	£75.00 + VAT
James French	£75.00 + VAT	NIL
Website Advertising		
Simon Edwards	£33.80	£122.15
		£58.00 + VAT
James French	£330.33 + VAT	NIL
Zerb Advertising		
Simon Edwards	£526.77	£2,083.26
		£2,107.46 + VAT
James French	£4,468.82 + VAT	NIL
GTC In Focus Advertising		
Simon Edwards	£375.91	£656.64
		£314.82 + VAT
James French	£860.62 + VAT	NIL
Sponsorship Maintenance Fee		
Simon Edwards	£376.25	£1,935.00
Email Marketing Manager		
Simon Edwards	NIL	£60.00 + VAT
Press Card applications Processing fee		
Andy Reik	NIL	£600.00
Totals	**£82,491.75**	**£70,418.08**