

**Hearing Aid Council (HAC)
Strategy Executive Committee Meeting
22nd January 2009 at 1.00pm
70 St Mary Axe, London, EC3A 8BE (Telephone 0203 102 4030)**

Agenda Item 9

Budget and Retention Fee 09/10

Action:

Members are asked to review and agree the final budget in principle for recommendation to Council.

Members are asked to note the DC Debtors summary and the actions being taken.

Members are asked to review the proposed payments for staff retention and make recommendations to Council.

Content:

1 Draft Budget for Council 28th January 2009

The budget was updated following the Council meeting in November 2008 and included a full discussion with the entire HAC staff team.

2 DC Debtors

The schedule of DC debtors is reviewed monthly and discussed at Directors' meetings. A summary of DC debtors and actions taken to date is attached for members' information.

3 Staff Retention

The SEC instructed the executive to explore options for staff retention. Some non pay benefits have already been implemented including; the provision of season ticket loans, additional leave allowances and a reduction in the working week.

Additional retention options with budgetary implications were explored and have been included within the budget including payment of London allowance and a retention bonus. Following research of London allowances within other organisations in the public, private and voluntary sectors which pay a range between 6.3% and 20% a London Allowance of 7.5% has been included within the budget. A retention bonus of 10% is factored into the budget, which will be closely related to staff performance.