

**World Heritage UK Annual General Meeting 2024
4th December 2024**

Item 4: Membership Fees 2025-2026

Background

Throughout 2024, the Board has been exploring creating a standardised approach to increases in membership and staff salaries by which the two are linked. While any increases should be, and will be, considered annually, a standardised approach will:

- Be transparent and explainable
- Account for inflationary increases within the economy
- Account for cost-of-living increases within the economy
- Ensure that increases are reasonable and relevant to the financial climate
- Ensure WHUK is operating as a fair employer.
- Ensure WHUK does not under/overcompensate staff
- Link member increases to staff increases as both need to be considered together.
- Provide a more robust way of managing the budget and future budget setting within a reasonable timeframe.

While several options for a standardised approach were considered, it was agreed by the Board that linking increases in membership fees and staff salaries to the Consumer Price Index (CPI) is the most appropriate way of achieving the above benefits. The CPI is the official measure of inflation in consumer prices in the UK. The National Office of Statistics releases updated figures each month. However it is the September figure, released in mid-October, which is most widely used by the Government and other bodies, in setting annual increases. WHUK will adopt this approach which would allow the draft budget, incorporating increased membership fees and salaries for the following year, to be prepared in good time. This year the **CPI September figure was 1.7%**.

This standardized approach will not eliminate the need to discuss increases. Indeed, there may be times when the Board feels it cannot meet this figure due to budget pressures, or that a bigger/ lesser increase is needed for other reasons. However, in general, it is felt that this approach will ensure better and more efficient budgetary management and ease of explanation and agreement for increases for all involved.

Recommendation

The Board of Trustees for World Heritage UK propose to the AGM the following membership rates for 2025/26 based on the CPI of September 2024 and rounded up to the nearest ten. As there was a large percentage increase for Individual Members last year, it is proposed that there should be no increase this year for this category.

Membership Category	Current Rate	Proposed Rate 2025/26
Voting Member	£775	£790
Associate Member	£400	£410
Individual Member	£40	£40