

LINDSEY PARISH COUNCIL

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Paper prepared by:

Clerk to the Parish Council for Parish Council Meeting: of 9th September 2020

Agenda Item 8v:

Finance:

v) To approve the implementation of the NJC pay award for local government employees as per the pay agreement 2020-2021 for the Clerk and to agree for the implementation to be backdated to 1 April 2020

Background:

- a) The Parish Clerk is employed on a contract which is based on The National Agreement on Pay and Conditions of Service of the National Joint Council ("the NJC") for Local Government Services (the 'Green Book').
Salary is in accordance with the current NJC salary point Scale LC1 Spinal Column Point 18 as amended by the 2019 Pay Agreement to Spinal Column Point 9 and is calculated by pro-rata reference to the standard working week for local government staff of 37 hours.
- b) The clerk's contract makes provision for an annual review of the Clerk's salary on the anniversary of her appointment – July.

Proposal:

- a) In accordance with the employment contract with the Clerk, council should consider implementing the local government services pay agreement 2020-2021 effective 9th September 2020 backdated to 1st April 2020.

Financial implications:

Clerk is currently on payscale SCP 9 @ payrate of £10.54 per hour (annually £1,918.28).

New payrate effective 1st April 2020 £10.83 per hour (annually £1,971.06).

*Note Council's budget for staffing costs for 20/21 is £1962 – **budget implication £9.***

Annual Leave – council should note the minimum paid annual leave entitlement is twenty-five days (pro-rata for alternative working patterns to the five day working patterns).

Proposal: Council approves the implementation of the local government services pay agreement 2020-2021 for the Clerk (sole employee of the council) backdated to 1st April 2020.

- b) In accordance with the employment contract with the Clerk, there is provision for an annual review of the Clerk's salary on the anniversary of her appointment – employment commenced 9th July 2003. During the time of employment, the Clerk was been awarded three incremental pay increases.

Request: Council approves the incremental increase to the Clerk SCP of one point taking the Clerk's SCP to SCP10 @ £11.05 per hour effective 9th July 2020 – annual cost to Council £1,999.56.

*Note Council's budget for staffing costs for 20/21 is £1962 – **budget implication £37***

Overall cost implication of a) and b) – increase of £46 over budget for year.