

THURSTON PARISH COUNCIL

Parish Council Office

New Green Avenue

Thurston IP31 3TG

Tel: 01359 232854

e-mail: info@thurstonparishcouncil.gov.uk

website: <http://thurston.suffolk.cloud>



Paper prepared by: Clerk to the Parish Council for the Policy and Resources Committee Meeting: 25.11.22

Agenda Item 4d: Employment matters relating to members of staff - to note the implementation of the new pay scales for the Clerk, Deputy Clerk, Newsletter Editor and Litter Picker all of whom are employed under National Joint Council for Local Government Services (NJC) Contracts.

Background:

1. NALC Employment Briefing E02-22 2022-23 National Salary Award has been released indicating new pay scales for 2022 to be implemented from 1 April 2022. The calculations have been checked by the Association of Local Council Clerks (ALCC) and are based on changes agreed by the National Joint Council for Local Government Services (NJC).
2. The Clerk/RFO has been appointed to a single salary point (LC3 SCP 33-36) with annual reviews.
3. The Deputy Clerk has been appointed to a single salary point (LC2 SCP 18-23) with annual reviews.
4. The Newsletter Editor has been appointed to a single salary point (LC1 SCP 5-6) with annual reviews.
5. The Litter Picker has been appointed to a single salary point (below the LC Scale) with annual reviews.

Proposal: Committee to note and approve the implementation of the new National Salary Award and to note the impact on the Staffing Budget.

Clerk:

1. Extra cost to the Parish Council assuming hours remain as contracted and excluding annual reviews will be approx. **£2335** for the year 22-23 (inclusive of Employer's National Insurance and Pension Contributions).

Deputy Clerk:

2. Extra cost to the Parish Council assuming hours remain as contracted and excluding annual reviews will be approx. **£1282** for the year 22-23 (inclusive of Employer's National Insurance and Pension Contributions).

Newsletter Editor:

3. Extra cost to the Parish Council assuming hours remain as contracted and excluding annual reviews will be approx. **£250** for the year 22-23.

Litter Picker:

4. Extra cost to the Parish Council assuming hours remain the same and excluding annual reviews would usually be: **£365** for the year 22-23.

Note: Currently the Parish Council reclaims the cost of the Litter Picker under a Street Cleansing Grant – it is assumed that this will continue. Should this not be the case then the cost of employing the Litter Picker per annum will be £3,949.

Total increase to wage budget (including overtime) in region of £4,232

Impact on budget:

Overall staffing budget stands at £68,545.

Projected expenditure to 31.03.23 stands at £68,536.

Anticipated impact is deemed to be negligible as budget included incremental increases, anticipated increase in hours for the Litter Picker, 5% pay award and National Insurance at 15.05%.