Batheaston Parish Council – Council Meeting 14th November 2023
Salary Award – Report

Summary

The Council's Staff Salaries are determined by the National Pay Negotiations conducted by the National Joint Council for Local Government Services with a consortium of employers. The pay award is for the current financial year; it is back-dated to 1st April.

The budget was constructed on the basis of an estimation of 6% pay increase. The net effect of the actual award is 8%, but this is within projected spend.

Background Details

The National Pay Framework is based on the grading structure agreed in the "Green Book" (see https://www.ascl.org.uk/ASCL/media/ASCL/Help%20and%20advice/Pay%20and%20Conditions/Green-Book-25-April-2022-untracked-version.pdf for a publicly available version). This defines roles in terms of a grading structure based on "spinal column points".

The Clerk and RFO is employed on a contract at SCP 19, and other staff on SCP 1.

The core of the agreed pay award is a flat rate increase on a full-time annual salary of £1,925 (up to a point which is above that of Council staff).

The parties have also agreed to abolish SCP 1; all such staff are intended to be moved to SCP 2. These staff will be informed of the contract change.

The new pay structure is provided in a separate paper, here: 2023-11-14 16.1 E01-23 LOCAL GOVERNMENT SERVICES PAY AGREEMENT 2023.pdf

Changes to Staff Salaries

For the Clerk the increase is therefore from SCP19, £27,852 to £29,777 (pro-rata: £18,819 and £20,120 respectively), an increase of 6.91%. The impact of this on change is an addition of approx. £780 in back pay, and £560 for the remaining 5 months of the year.

For the other three members of staff who are paid hourly, the rate increases from £10.53 to £11.62, an increase of 10.35%. The impact of this on change is an addition of approx. £550 in back pay, and £400 for the remaining 5 months of the year.

Net Impact of Budget

The impact of the change is therefore an increase of £2,300 in the annual salary cost, which is in line with that projected in the half-year finance report at the Council's last meeting: an outturn of approximately £36,000, which is more than budgeted, at £35,094 (but less than projected in the half-year report to Council, October 20230.

Richard Maccabee,
Parish Clerk and Responsible Finance Officer
10th November 2023