

FILEY TOWN COUNCIL

STAFFING COMMITTEE MEETING
HELD ON THURSDAY 17 DECEMBER 2015 AT 9.58AM

Present: Cllr Susan Bosomworth (Chairman), Cllr R Horley, Cllr J Meek, (Vice Chairman),
Cllr D Glanvill, Cllr A Shaw, Cllr J Shackleton
Mrs G Robinson, Town Clerk

The Chairman welcomed members to the meeting.

NOTICE OF MEETING

RESOLVED: That Public Notice of the meeting had been given in accordance with Schedule 12, para 10(2) of the Local Government Act 1972. **948/015**

APOLOGIES

All members of the Staffing Committee were present at the meeting. It was:
RESOLVED: That the above information be noted. **949/015**

DECLARATIONS OF INTEREST

The Chairman reminded members of the need to consider whether they needed to declare a disclosable pecuniary interest (DPI) or personal interest as detailed in Appendix A and Appendix B of the Town Council's Code of Conduct and reminded Members that they could make a declaration of interest at any point in the meeting. It was

RESOLVED: That it be noted no declarations of interest were received. **950/015**

LOCAL GOVERNMENT PENSION SCHEME

Employee National Insurance

Members had previously been circulated with an advice note from the Society of Local Council Clerks and a newsletter from the Local Government Pension Scheme regarding the abolition of 'contracting-out' with effect from April 2016 and which is related to the new state pension. It was noted that members of staff in the Local Government Pension Scheme would pay increased National Insurance from April 2016 and should be informed. It was

RESOLVED: That the above information be noted. **951/015**

Employer National Insurance

Members had previously been circulated with information from the North Yorkshire Pension Fund stating that there was to be a related increase of an additional 3.4% employer National Insurance contribution for any members of the Local Government Scheme from 6 April 2016 and this cost rise needed to be factored into the budget process for 2016/2017. It was

RESOLVED: That the increase in employer National Insurance be included in the Staffing Budget for 2016/2017. **952/015**

EXCLUSION OF PRESS AND PUBLIC

RESOLVED: That under the Public Bodies (Admission to Meetings) Act 1960, members of the press and public are excluded for the following item(s) of business in view of the confidential nature of engagement and terms of service of employees. **953/015**

NATIONAL SALARY AWARD

The Clerk informed members that Council staff have been offered a 1% pay increase from April 2016 and a further 1% the following year. The National Employers have made the two-year deal to unions, which would also see employees on lower salaries be given higher rises to take into account the new National Living Wage, however this had not yet been agreed. The Clerk stated that she had included a 1% pay increase in the Staffing budget for 2016/2017. It was

RESOLVED: That the above information be noted and confirmation of the pay award be awaited. **954/015**

Continued overleaf

Staffing Committee Meeting held on 17 December 2015 continued

STAFFING BUDGET 2016/2017

The staffing budget estimate was circulated to members at the meeting and included employer pension costs, employer national insurance contributions, pension deficit and an estimated 1% pay award. Members noted that they had previously checked and agreed all salary scales and spinal column points at the meeting. The Clerk requested that Members consider a staff training budget of £500 also be included in the 2016/2017 budget. It was

RESOLVED: That the Staffing Budget proposal of £77,165.53 for 2016/2017 be accepted as outlined above and a recommendation be made to the Finance & General Purposes Committee for inclusion in the 2016/2017 budget. 955/015

RESOLVED: That the Staff Training Budget of £500 be accepted and a recommendation be made to the Finance & General Purposes Committee for inclusion in the 2016/2017 budget. 956/015

STAFF UPDATE

The Clerk informed members that the Town Council's Local Council Award Scheme entry had been submitted and due to the amount of work this had taken staff appraisals would now be conducted in January 2016. Cllr Bosomworth expressed a vote of thanks to the Town Clerk and the whole admin team for the amount of work which had been achieved to meet the criteria of the award. It was

RESOLVED: That this information be noted. 957/015

The meeting closed at 10.38am

Cllr Susan Bosomworth
Chairman
Staffing Committee