

FILEY TOWN COUNCIL

STAFFING COMMITTEE 7 JANUARY 2008

Present : Cllr Mrs A Newbury (in the Chair), Councillors G Johnson,
Mrs J Viles and Mrs M Wright.
Mrs G Robinson, Town Clerk

Also present: Cllr D Murton, Chairman of Finance & General Purposes Committee

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. 697/07

APOLOGIES

Cllr C Hodgson had sent apologies due to a work commitment and Cllr E Holden had sent apologies due to illness.

RESOLVED: That Cllr C Hodgson and Cllr E Holden's apologies be accepted. 698/07

DECLARATIONS OF INTEREST

RESOLVED : That it be noted no declarations of interest were received. 699/07

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 items of business in view of the confidential nature of engagement and terms of service of employees. 700/07

STAFFING BUDGET 2008/2009

The Clerk circulated to members' information regarding a proposed increase in the employer contribution to the Local Government Pensions Scheme, currently 18.4% rising to 21.9%. The Clerk informed members that she had requested whether the increase could be phased in over a three year period and this was agreed 'in principle' by NYCC providing the majority of members in the Grouped Scheduled Bodies were agreeable. If 'phased in' the employer contribution would increase to 19.6% in 2008/2009, 20.8% in 2009/2010 and 21.9% in 2010/2011, alternatively councils could pay the whole amount of 21.9% from 1 April 2008 or opt out of the Grouped Schedule Body. It was noted that the 'phasing in' of the increase in the employer contribution would not affect individual employee pensions and a proposal was made to support the 'phasing in' over a three year period for the employer contribution of the Local Government Pension Scheme provided that the majority of the grouped scheduled bodies were in agreement and it was

RESOLVED: That the increase in the employer contribution to the Local Government Pensions Scheme be phased in over a three year period as detailed above. 701/07

The Clerk circulated a breakdown of staffing costs to be included in the 2008/2009 budget to Members for approval. The Clerk informed Members that the National Salary Award for 2008/2009 had not yet been agreed and therefore an estimate of 3% had been applied for calculation purposes, salary increments, employer pension costs at 19.6% and employer national insurance contributions had been included in the proposed costs. Members checked the salary grades and spinal column points within the calculation. Members agreed that the council's best asset were its staff and considered in detail the amount of outstanding work which mainly due to the flooding crisis had not yet been achieved and considered the need was sufficient to retain the Temporary Clerical Assistant on a one year fixed term contract and it was agreed that this be included in the Staffing Budget for 2008/2009, with consideration being given to applying for assistance from government flood funding to offset partial costs and a request was made that YLCA could be contacted for a list of grant funding providers to attract external funding for the council. It was agreed that the Administrative Assistant would no longer receive an acting up payment due to the Fishing Heritage Project being completed in 2007/2008 but should the project be extended the Staffing Committee would reconsider staffing arrangements.

Members discussed the estimate of 3% for the National Salary Award in line with the current government target of 2% for public sector pay awards and a proposal was made and seconded to retain the estimated 3% in the Staffing Budget until the government had agreed the limit for public sector pay awards for 2008/2009 in consultation with the National Joint Council and any residue would then be transferred to a Staffing Budget Contingency Fund. This was put to the vote and agreed 3 votes for and 1 against. The Clerk was requested to inform the Staffing Committee when the National Salary Award had been agreed. Members discussed the need for a Staffing Contingency Budget for 2008/2009 to allow the Staffing Committee to make emergency arrangements without applying to the Finance Committee's Contingency Fund and it was unanimously agreed that a sum of £3,000 be included in the Staffing Budget for 2008/2009. Members discussed the current training budget and agreed it was sufficient for the forthcoming year and no increase was needed. It was

RESOLVED: That the Staffing Budget proposal for 2008/2009 be accepted as above to include an estimated 3% pay award for 2008/2009 and a recommendation to the Finance & General Purposes Committee be made for inclusion in the 2008/2009 budget.

702/07

RESOLVED : That a recommendation to the Finance & General Purposes Committee that a Staffing Contingency Fund of £3,000 be included in the 2008/2009 budget.

703/07

RESOLVED: That a recommendation be made to the Finance & General Purposes Committee that the training budget for 2008/2009 remain the same amount as the current year.

704/07

STAFFING UPDATE

Members were circulated with a copy of a staffing report from the Clerk highlighting scheduled workload which is still to be achieved, training which had been undertaken by staff, and the completion of staff appraisals. It was agreed that the Chairman of the Staffing Committee would conduct the Clerk's staff appraisal and a date would be arranged in the near future. The Clerk agreed with members that study time would be required over the next 3-6 months for the completion of the Certificate in Local Council Administration.

RESOLVED : That the above information be noted and the report to the Staffing Committee be accepted.

705/07

Cllr Mrs A Newbury
Chairman