

ROWLANDS CASTLE PARISH COUNCIL

Minutes of a MEETING of the STAFFING & REMUNERATION COMMITTEE 27.11.24

Wednesday 27 November 2024 at 10.00am
The Church on The Green, Rowlands Castle PO9 6AB

These Minutes are subject to approval by the Committee at its next Meeting

PRESENT:

Cllr F Ball (Chair – see Item 1), Cllr S Donald and Cllr J Edwards

MINUTES:

Taken by Lisa Walker, Clerk to the Council

THE SAFETY ANNOUNCEMENT WAS MADE

1. To Elect a Chair of the Committee

The Clerk invited nominations for Chair of the Committee for the forthcoming year. The sole nominee having confirmed his willingness to serve, it was unanimously RESOLVED to elect Cllr Ball to the role and he took over as Chair of the Meeting.

2. To Receive any Apologies for Absence

Apologies for absence were received and agreed from Cllr Y Haggard.

3. To Receive any Declarations of Interest

The Clerk declared her pecuniary interest in Items 5 and 8 as an employee of the Council.

4. To Receive and Confirm the Accuracy of the Draft Minutes of the Previous Committee Meeting held on 27 November 2023

The Minutes (circulated previously, and since amended to correct 2 date typographical errors) were unanimously CONFIRMED as an accurate record, and were duly signed by the Chair.

5. To Agree the following Committee Appointments:

- Councillor to act as Clerk's prime 'Point of Contact' – AGREED as Cllr Ball
- Councillors to conduct the Clerk's Annual Appraisal – AGREED as Cllrs Ball and Edwards.

6. To Pass a Resolution in accordance with the Public Bodies (Admission to Meetings) Act 1960 to exclude the public and press for discussion regarding staff-related matters, where publicity might be prejudicial to the special nature of the business

The Resolution was unanimously PASSED, though no members of the public or press were present.

Although the bulk of the discussion under Items 7 & 8 will remain the subject of a Confidential Note, the following is to be publicly minuted.

7. To Review the Recent Appraisal Reports on Members of Council's Staff

One report (circulated previously) was reviewed and no issues of concern identified. Three other appraisals are due to be held early in 2025 and they will be considered by the Committee at its next Mtg.

8. To Receive a Report on Staff Remuneration, and Agree Action thereon

It was unanimously RESOLVED to Recommend to Council that it:

- i) Awards its staff a pay increase in line with the National Joint Council (NJC) for Local Government's 2024 offer, back-dated to 1 April 2024 (excluding those on National Minimum/Living Wage (NM/LW) who had received a 9.8% increase from 1 April);
- ii) Awards the same staff a further 3% pay increase wef 1 April 2025 unless there is significant variation in inflation beforehand, given the general delay in the NJC reaching a pay agreement each financial year;
- iii) Reviews the decision at ii) later in 2025/26 should the NJC 2025 pay agreement amount to more than an average of 3% amongst the aforementioned Council staff.

9. Date of Next Meeting: To be confirmed.

The Meeting ended at 10.30am

During the course of the meeting (both part and whole) there were no members of the public or press present.

Confirmed:Date: