

ILLOGAN PARISH COUNCIL

Minutes of the Finance & Resources Committee Meeting held at the Penwartha Hall on Wednesday, 11th May 2011 at 7.35. p.m.

PRESENT: Councillors R Bentley, Ms V R Cadby, D Ekinsmyth [Chairman], G.D. Ford, J.V. Mayne, S.R.S. Szoka, I Yates,

IN ATTENDANCE: Cllr D Davies, T Wilkins, Mrs S. Ballinger (Clerk) and Mrs S Morrissey [Admin Assistant]

FR11/05/1 APOLOGIES FOR ABSENCE

Apologies for absence were received from Cllr R.J. Benney

FR11/05/2 DECLARATION OF INTERESTS

None declared.

FR11/05/3 MOTION TO EXCLUDE THE PRESS & PUBLIC UNDER S.O.66

It was proposed Cllr Ford, seconded Cllr Mayne and
Resolved to exclude the press & public under S.O.66

FR11/05/4 NEW TERMS & CONDITIONS OF THE CLERK

The Chairman read his report [attached to the minutes] to the Council making clear the discussion was about the post not the current post holder. He outlined the current duties of the Clerk. He told the Council that an appraisal system has been introduced as required by the Clerk's contract, but this was the first time one had been done. The details of any Appraisal are between the employee and line manager, but Council would be made aware of the Clerk's objectives when finally agreed. It was stated by the Clerk that she has not asked for this review, that it was brought to the attention of the Chairman independently. The Chairman explained the National Association of Local Councils Benchmarking Guide which covers the salaries and conditions of service for full-time and part-time Clerks and the need to profile the Council employees so as to have a consistent basis on which to determine the correct salary point. The Chairman recommended that the adjusted salary point should be Salary point 34 (£28,636 pro rata) and the bench marked range should be LC2 (points 26 – 34). He also recommended that given the post has been underpaid for some years consideration should be given to some back pay (six months in light of current situation) Some discussion arose. It was proposed by Cllr Yates and seconded by Cllr Mayne. The vote was unanimous.

Resolved to recommend to Full Council to accept the principal of profiling and benchmarking

The Clerk stated that she had felt bullied and harassed which contributed to her period of 2 months sickness. Following a comment by Cllr Mayne, she said that if she had not volunteered and carried out extra duties, they simply would not have been done.

The Clerk then left the room.

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There was general agreement that the post holder is underpaid.
It was proposed by Cllr Yates and seconded by Cllr Bentley. The vote was unanimous.

Resolved to recommend to Full Council that we set a benchmark scale of point 30 to point 42. It was also proposed that the postholder is moved to point 30 immediately and, as part of stepped increase linked to the appraisal system and as duties increase, towards point 38.

It was proposed by Cllr Yates and seconded by Cllr Mayne. Vote: For 5, Against 1, Abstain 1. The Chairman voted against

Resolved to recommend to Full Council to back date this pay rise to 1st April 2011.

The meeting closed at 9.00pm.

Signed:

Dated: