

Eaton Under Heywood & Hope Bowdler Parish Council Parish Council

January 2018 Review of Clerk's Remuneration

Background

1. The Clerk joined the Parish Council in December 2010 on a salary of £1100 per annum which equated to Spinal Point 15 on the NALC salary formula for part-time Clerks and she was paid for 2.75 hours per week
2. Her contract states that her salary will be adjusted on the basis of the revisions to the salary formula set by the National Association of Local Councils at the first meeting after July each each year. The salary should thus have been reviewed on seven occasions but was only reviewed once, in June 2015 when it was increased to Spinal Point 18 on the NALC formula which at that time paid £9.09 per hour. Her hours were increased from 2.75 to 4 hours per week, making a total annual gross salary of £1890.72.
3. The Clerk believes it is appropriate that the council reviews the position on her salary at the January meeting, to take effect from 1st April 2018.
4. The NALC agreement assumes that Clerks performing acceptably will rise up one spinal column point per year, and the overall salary on each point is subject to annual revision. NALC 's April 2017 document setting out the spinal points and appropriate hourly rates is attached. The Clerk suggests she should by now be on Spinal Point 21 - £10.73 per hour making a total gross salary of £2,231.84 based on four hours per week.
5. Issue Arising
As the Clerk advised the council when her salary was reviewed in 2015 the Shropshire Association of Local Councils (SALC) state that the job of Parish Clerk cannot be done in less than 6 hours a week. The Clerk is aware of fellow clerks who carry a similar workload to hers are being paid six hours per week. The Clerk has not pressed for an increase from four hours to six hours a week as she is aware that the website and payroll administration are outsourced - the former being paid from grant funds and the latter from the Precept at a cost of £78 per annum.
Whatever route is taken concerning the General Data Protection Regulations it will necessarily involve the Clerk in additional work and she reserves the right to ask the council to review her salary again in 2018 if she finds the work load produced by the GDPR is significant.