

Overview of meeting held by H. R. Group

Dave Grafton, Sean Hickey , Andrew Sadler Smith.

Agenda . Salary and employment terms for Peter Johnson (Parish Clerk)

Existing arrangements .

Contract was amended to 30hrs per. Month in 2022. @ Payscale 9, £13.02p per hr. This was subject to an agreed adjustment to the NJC rate of £13.69p.

Backdated to the 1st April 2024. Due to a payroll error the salary has however been paid at £13.06p. The shortfall therefore being £189.00p before Tax.

We have also noted that the Payscale rate 9 ,has been increased as of 1st April 2025 to £14.13p. to adjust this discrepancy to the 1st November 2025

the sum £92.40p before tax would be due to balance the Salary .	£189.00p
	£92.40p
Total	£281.40p .

Proposed Arrangements discussed

(subject to approval of Council members /and following an appraisal meeting between Dave Grafton and Peter) to commence 1st November 2025)

Contract to be amended to 45 hrs per Month (this will recognise the potential increased business and responsibilities of this council

and compares with similar size Parish Councils)

Following the use of a most complicated and torturous scoring template for local councils we consider that the Payscale level 13 @£15.06p

Would be appropriate , this identifies the size of Parish/ Precept / Management and Clerk responsibilities .It also allows potential advancement

When Peter achieves Ilca/ Silca certification , and most importantly possible public scrutiny .

If adopted the salary will be 12 months @ 45 hrs per month = 540 hrs @ £15.06p i.e. £8132.40p (Finance / Budget Considerations)

We have HR. on the agenda , I will move it to the end of meeting and exclude public and Peter for the discussion