



Community • Environment • Heritage

## KETTERING TOWN COUNCIL

### REPORT FOR DECISION

Item No:- 22/067

Committee:-	Council
Date:-	14 <sup>th</sup> December 2022
Author:-	Martin Hammond, Town clerk
Report Title:-	Local Government Pay Award 2022-23
Wards Affected:-	None directly

#### 1. Purpose of Report

To seek approval to apply the 2022-3 pay award

#### 2. Recommendations

**Council is recommended** to apply the national pay award for 2022/23, as set out below.

#### 3. Information

3.1. The local government pay award negotiations were concluded in November with two of the three principal unions agreeing the employers' offer, which is all that was required to put the pay award into effect. The award, back-dated to 1<sup>st</sup> April 2022, comprises

- A single payment for all employees, irrespective of grade, of £1925 per full time equivalent position
- An increase in the leave entitlement for all staff of one additional day per year from 1<sup>st</sup> April 2023.

3.2. Whilst the effects of this pay award has been accounted for in the 23-24 draft budget it was not of course built into the original staffing budget for this year and would represent an overspend against that original budget. This therefore requires Council approval.

3.3. The award has the effect of adding to the staffing costs by about 5% - or £3435 including employment on-costs for 2022-23. Prior to the pay award, the employee budget was due to have come in £1000 over budget, allowing for the increase in the deputy clerk's contracted hours from 1<sup>st</sup> December and the unanticipated one off costs of joining the pension scheme of £2000.

3.4. The Deputy Clerk is paid a spot salary of £17 per hour and the pay award would increase this to £17.94 per hour.

#### **4. Consultation and Engagement**

Not applicable

#### **5. Finance, Legal and Resource Implications**

5.1. The employee budget for the year is £57,000 including pension and national insurance oncosts, training and payroll administration. The revised estimate is for a cost of £61,400, which includes the uplift in hours for the deputy clerk from 1<sup>st</sup> December.

5.2. This additional cost is likely to be manageable in the financial year as a result of under-spending elsewhere in the budget, but any net overspend on the 22-23 budget could be met from the reserves, which currently stand at £50,000.

#### **6. Policy Implications**

None except that the Council's work programme depends on having motivated and appropriately rewarded staff to deliver it.

#### Background Papers

Briefing notes from Society of Local Council Clerks  
Financial management system