

# Stockbridge Parish Council



MINUTES OF THE STAFFING COMMITTEE MEETING HELD  
ON WEDNESDAY 6<sup>th</sup> NOVEMBER 2024 AT 1:00PM  
AT THE SCOUT HUT,  
STOCKBRIDGE

**Present:** Cllrs B Powell (Chair), H Jackson

**Apologies:** Cllrs A Lawrence

**Clerk:** Belinda Baker

**Public attendance:** None

**SC/24/005** **Apologies**

Apologies were received from Cllr Lawrence.

**SC/24/006** **Note from Chair of the Committee**

Cllr Powell considered that publicity would be prejudicial to the public interest by reason of the confidential nature of the business to be transacted and he ensured that all members of the public had left the meeting.

**SC/24/007** **Minutes of Staffing Committee held 4<sup>th</sup> September**

The minutes of the meeting were agreed as a true record and were signed by the Chair.

**SC/24/008** **Agree Clerk's pay rise and back pay as per NALC recommendation**

The Clerk explained that NALC and the Unions had now agreed a payrise of 2%. She said the payrise was dated to 1<sup>st</sup> April 2024 and NALC asked that staff should receive the pay backdated to then. The Committee unanimously agreed to recommend that the PC agreed the payrise to £16.65 per hour and agreed to backdate it to 1<sup>st</sup> April 2024.

**SC/24/009** **Agree payment of Employer's NI**

The Clerk explained that her payrise in 2023 brought her take home pay over the £9,100 threshold for paying Employer's NI. This was because her take home pay includes the lengthsman co-ordination payment. The Council, at the time, had agreed that the Employer's NI payment (which had been £9) would come out of the lengthsman co-ordination payment which the Clerk received. The payrise in 2024 would now take her salary from SPC over the Emp NI threshold and Emp NI would be due. She also pointed out that recent changes to the payment of Employers NI meant that there would be even greater liability from April. Cllr Powell felt that it was important that the Council paid the correct liability that was due on the whole take home pay. He said that lengthsman co-ordination was part her pay. It was agreed unanimously that the Council should pay the Emp NI that was due.

**Action: Clerk**

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**SC/24/010**     **Consider if Staffing Committee requires the HALC LPCD HR offering**  
The Committee agreed unanimously that the HALC LPCD offering was unnecessary as there were other appropriate resources available to the Committee members.

**SC/24/011**     **Consider progress of grievance raised by Clerk**  
The Clerk said that unfortunately Cllr Marshall had not yet booked on the HALC training for Cllr's course which had been agreed resolution for the grievance that she had raised (SC/24/003). She said it was now 7 months since she had raised the grievance and there did not appear to be any resolution in sight. She said it would be unhelpful for there to be any escalation such as putting on an Agenda a vote to ignore Cllr Marshall. Cllr Powell agreed to raise the matter with Cllr Marshall again.

**Action: Cllr Powell**

**SC/24/012**     **Agree Clerk's extra hours**  
A payment of 3 extra hours were agreed for the time taken by the Clerk for the meeting, the meeting preparation and the minutes.

**Action: Clerk**

Meeting closed at 13:50