

Calne Without Parish Council

14<sup>th</sup> December 2020

Agenda Item 10

20/21 National Salary Award and Increased Overtime request for November 2020

## 1 20/21 National Salary Award

The National Joint Council for Local Government Services (NJC) has agreed the new pay scales for 2020-21 to be implemented from 1 April 2020.

The new pay scales are as follows:

SCP	1 April 2019		1 April 2020		Scale ranges
	£ per annum	£ per annum	£ per annum	* £ per hour	Based on SCP
1	£17,364	£9.02	£17,842	£9.27	Below LC Scale (for staff other than clerks)
2	£17,711	£9.21	£18,198	£9.46	
3	£18,065	£9.39	£18,562	£9.65	
4	£18,426	£9.58	£18,933	£9.84	
5	£18,795	£9.77	£19,312	£10.04	
5	£18,795	£9.77	£19,312	£10.04	LC1 (5-6) (below substantive range)
6	£19,171	£9.96	£19,698	£10.24	LC1 (7-12) (substantive benchmark range)
7	£19,554	£10.16	£20,092	£10.44	
8	£19,945	£10.37	£20,493	£10.65	
9	£20,344	£10.57	£20,903	£10.86	
10	£20,751	£10.79	£21,322	£11.08	
11	£21,166	£11.00	£21,748	£11.30	
12	£21,589	£11.22	£22,183	£11.53	LC1 (13-17) (above substantive range)
13	£22,021	£11.45	£22,627	£11.76	
14	£22,462	£11.67	£23,080	£12.00	
15	£22,911	£11.91	£23,541	£12.24	
16	£23,369	£12.15	£24,012	£12.48	

Clerks Pay 1<sup>st</sup> April 2020 to 30<sup>th</sup> November 2020 (SCP 13)

Hours worked 450.64

Overtime 58 hours

Total hours 500.64

Increase in hourly rate £0.31 due from 1<sup>st</sup> April 2020

Total back pay 1<sup>st</sup> April to 30<sup>th</sup> November 2020 £0.31 x 500.64 = 155.1984 (£155.20)

## 2 November 2020 Request for approval of overtime

The Clerk has worked significantly more hours in November to cover the additional business and meetings that have taken place during November 2020 and wishes the Council to

consider allowing an additional 6 hours overtime to be claimed in addition to the 8 hours pre-approved.

**Recommendation:**

1. That the Council accepts the National Pay award for 2020/21 and approves the Clerk's new hourly rate of £11.76.
2. That the Council awards back pay due from 1<sup>st</sup> April 2020 to reflect the new hourly rate for a total of 500.64 hours and that £155.20 be added to the Clerks pay for December 2020.
3. That the Council considers the approval of 6 hours additional overtime to be paid to the Clerk for November 2020.