

PART 2 MINUTES - CONFIDENTIAL
APPENDIX 2 STAFF SALARIES

Clerk outlined the reasons for the suggested increase:

- (1) There was no increase last year due to the chaos triggered by Hazel's sudden illness.
- (2) R Springett has now fallen below the minimum wage
- (3) An increase for R .Springett alone would reduce wage parity
- (4) there needed to be an element of merit award to Mr Glew, in view of his exemplary work.
- (5) We are aware that wages are below outside rates for similar work, and we do not want to lose staff to higher paying bodies

NB: Mr Springett's increase will need to be back dated 4 months to April 2020.to comply with MW rules, and it would be fair to backdate Mr Glew's also

There was considerable discussion before It was **agreed to increase Mr Springett by 8% as per the second illustration, and Mr Glew by 10% as per the fourth illustration - Agreed 6 for, 1 against.** Clerk will write to each member of Staff with the full reasons for the increases, which will also serve to evidence the reasoning despite these uncertain times

R Springett

Current gross salary: 1,346.80/month, £16,161.60/annual. Based on a 40 hour week.

Currently hourly rate – £8.41 (NB - FY 19/20 UK min wage for UK adults aged 25 years & over - £8.21).

FY 20/21 the minimum wage has increased to £8.72 (an increase of £0.51/hour or 6.06%).

(2) £0.20 above minimum wage (current difference): £8.92 (160 hrs/wk) - £1427.20/month, gross £17,126.40.

B Glew:

Current gross salary £1603.33/month, £19,239.96/annual. Based on a 40 hour week.

Current hourly rate - £10.02.

(4) 10% increase £1763.66/month, £21,163.96/annual. Normally reserved for exceptional employees or those whose salaries are not competitive within the market.

(ii) Standards. Chairman noted two possible standards complaints received.

(a) That a BG Cllr had reported Cllr Rayner to KCC Monitoring Officer alleging predetermination of the Landfill HGV application.- The complaint was deemed unfounded.

(b) That BG Cllr had abused his role by attempting to browbeat a member of the public - No evidence yet presented. TMBC Monitoring Officer notified - pending.

(iii) Resident. Chairman reported on Health Visitors difficulty accessing a vulnerable resident's premises. Chairman and his wife, with Mr Glew, Clerk and Cllrs Shaw and Millener all visited and cleared both front & rear gardens.

(iv) Landfill Site - to note the significance of the HGV increase without the necessary lowering of site finished levels that would have allowed the site to be developed within the Local Plan Timeframe.