

Chepping Wycombe Parish Council - Salaries

August 2023
For Full Council

Inputs

- CWPC no increase paid as yet (due 01/04/23)
- National Picture
 - Unison seeking RPI plus 2% (using Treasury estimate figure is 12.7%)
 - Employers Offer is £1,925 to all (prorate p/t employees)
 - Strike ballot finished – next Unison action to be determined (14/08/23)
 - £1,925 worth as a %
 - Clerk 4.5%
 - Asst Clerk 9.5%
 - Government position is 5% or less (to deliver low inflation) tbc
- CPI (12 month) – September 2021 & September 2022 10.1%
 - April 2023 8.7%
- Bucks C Pension Scheme Employer Contributions (GC & DO & JK)
 - Reduced from 23/24 to 23.7% (was 25.1%)
 - Clerk & Deputy Clerk (not in BC scheme) – 14 % Asst Clerk – no employee contributions no change
- Living Wage (from April 2023) £10.42 per hour
 - Applicable to Cleaner only annual impact £47.84 (already paid)
- Report by Clerk
- Staff Appraisals (Circulated to Staff Committee only)
- 22/23 paid 3.1% national agreement (settled at £1,925) plus an additional £1k to all in December 2022 (prorate part time staff)
 - And individual unconsolidated bonuses.

Salary History

- 22/23 awarded 3.1% (per prior yr Sept CPI)
- National settlement later £1,925 flat
- CWPC award £1,000 flat (Dec 22 as catchup)
- 23/24 Budget £215k increase 17% from 22/23 budget (inc catch up element)
- 22/23 outturn £189k 23/24 budget £215k is 13.7% higher
- 23/24 events
 - Small reduction in LG pension scheme
 - Small reduction in Asst Clerks hours
 - Warden back to full time working

2023/24 Process

- Staff Panel (Chairman, Vice Chairman & Chairman of Committees and the Clerk) meet in June 23 re national agreement and with a full set of staff reviews.
- Clerk withdraws to allow discussions to take place
- To recommend cost of living award
- To recommend individual uplifts and bonuses (if any) for year 22/23
- To consider any market data readily available

2023/24 Recommendations

- Pay 5% to all
- Noted cleaner on Living Wage wef 01/04/2023
- To pay individual unconsolidated bonuses per schedules
- To further adjust Clerk's basic salary by £2k after market review. (key findings being presented at meeting) (a total increase of 9.8% or just below the CPI reference data)
- All within 23/24 budget