

Chair's report on Clerk's salary

The approved budget for 2026/27 makes provision for:

- The annual pay award for 2026/27 (not yet agreed); and
- Annual increment in accordance with the terms of the clerk's contract (Appendix A), which provides that:

"Subject to satisfactory performance, you will progress automatically through the range 6 in salary scale [21-27] [11-20] by annual increments until you reach the maximum salary in the range. Your first increment will be payable on 1st April 2019 and thereafter on the 1st April each year until you reach the maximum of the scale. The Council may withhold an increment if it is considered that performance fell below the level expected, following an annual appraisal, or award an additional increment for exemplary performance if it chooses to do so. "

The uplift cost of advancing one SCP point (from SCP19 to SCP20) from April '26 for the current financial year will be £291.20 (£0.28 per hour) before

- Employers National Insurance @ 15% (£43.68); and
- Employers Pension Contributions @ 3% (£8.73)

In accordance with the terms of her contract (15.5) the clerk has carried forward 20 hours unused leave into the new financial year.

The clerk currently has 28 hours accrued to Time Off In Lieu.

Recommendation:

The parish council note:

- **Confirm the annual increment for 2026- 2027.**