



Chesham

TOWN COUNCIL

**Chesham Town Hall
Baines Walk, Chesham, Bucks, HP5 1DS**

Chief Executive
Tony Marmo

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Tuesday 8 November 2022

Dear Councillor,

I hereby give you notice of a **Meeting of the STAFFING COMMITTEE** to be held in the Council Chamber, Town Hall, Chesham, on **MONDAY 14 NOVEMBER 2022 at 7.30pm:**

Agenda

1. Apologies for Absence
2. Declarations of Interests.
3. Minutes of the meeting held on the 1 September 2022
4. Committee Action Tracker
5. Exclusion of the Public and the Press
6. Annual Review of Staff Conditions of Service and Pay

Yours sincerely,

Tony Marmo
Chief Executive Officer

Cllr Parveiz Aslam
Cllr Simon Booth
Cllr Emily Culverhouse
Cllr Mohammad Fayyaz
Cllr Justine Fulford

Cllr Chasey Hood
Cllr Jane MacBean
Cllr Rachael Matthews
Cllr Fred Wilson

The agenda will be circulated to all members of the Council
THE MEETING IS OPEN TO THE PUBLIC

CHESHAM TOWN COUNCIL
MINUTES of the meeting of the STAFFING COMMITTEE

Meeting held on 1 September 2022

Councillors:

Councillor Simon Booth
Councillor Justine Fulford
Councillor Chasey Hood

Councillor Jane MacBean
Councillor Rachael Matthews

In attendance:

Mrs Emma Powley
Mr Tony Marmo

Interim Town Clerk
Chief Executive Officer

ELECTION OF THE CHAIR AND VICE CHAIRMAN

It was proposed, seconded and unanimously agreed by the Staffing Committee that Councillor Culverhouse be appointed Chair for the administrative year 2022/2023.

It was proposed, seconded and unanimously agreed by the Staffing Committee that Councillor Booth be appointed Deputy Chair for the administrative year 2022/2023.

29. APOLOGIES FOR ABSENCE

Apologies were received from Councillors Aslam, Fayyaz and Wilson.

30. DECLARATIONS OF INTEREST

There were none.

31. TO RECEIVE THE MINUTES OF THE PREVIOUS MEETING HELD ON THE 15 NOVEMBER 2021

The minutes of the previous meeting held on the 15 November 2021, were agreed as a true record.

32. BUILDING OUR FUTURE PROGRAMME

The Chief Executive elaborated on his report and explained that the report related to two elements of the Building our Future programme; values & behaviours and workforce development. It was noted that through a number of workshops 5 key statements had been agreed upon, with the Chief Executive and service managers; these values and behaviours would be core to the Councils operations and would be used as part of the performance review and appraisal process. In response to a question asked, it was confirmed that the strategic aims of the Council had been fully considered and would complement the future programme. Strategic Aim 6 of the Council states that "*we will ensure that the money entrusted to us by the residents of Chesham is securely managed and spent effectively on achieving the above strategic objectives*" which would be complemented by officers' commitment to efficiency, effectivity, trustworthiness and the digitalisation process.

RESOLVED:

- i) That the introduction of the Building Our Future programme was noted.
- ii) That the values and behaviours presented in the report were adopted.
- iii) That the investors in people framework be used to develop our workforce.

33. STAFF STRUCTURE

The Chief Executive elaborated on his report and explained that one of his strategic aims since joining the Council in March 2022 was to consider the existing staffing structure. Through numerous meetings with staff, it had become evident that some officers were unclear about their roles and faced challenges when trying to deliver services. As such the staffing changes in the report were proposed, staff affected, having already been consulted. It was noted that Operational Services could be commercialised and it was further suggested that part of this role would be to promote and engage with procuring and delivering additional training to staff to ensure that the Council was fully Health and Safety compliant.

It was reported that without a Head of Operational Services, the role of the Chief Executive would be more stretched. This could also impact on future projects lead by the Town Council such as the Gym and Swim Development and the Elgiva Theatre Development as his role would be less strategic and more focused on the Operational aspects of Council.

RESOLVED:

- i) That the responsibilities' structure, including creating three departments: strategic services, corporate services, and operational services be approved.
- ii) That the changes to the staff structure be made as follows:
 - The post of Head of Operations is created
 - The post of Town Clerk be changed to Democratic Services Manager
 - The post of Corporate Services Assistant is created

34. TOWN HALL OFFICE REFURBISHMENT

The Chief Executive submitted his report and explained that he had reviewed the working conditions of the Council's main office, based at Chesham Town Hall. It had become apparent that there was a need for a safer, more modern working environment which would be of benefit to staff making it an overall more pleasant place. A number of measures had already been taken in modernising the office but further investment would be needed. Currently, there were no areas for any private and confidential meetings; a lack of storage and archiving space and a separation of offices which reduced the collective and cohesive working environment achieved when working in an open-office environment. It was explained that there was currently a budget of £37,000 in the small projects budget for 2022/2.23 which it was proposed, could pay for the works, although the total cost of the works was estimated to be £28,000.

The Committee agreed that the current office environment was not fit for purpose and did not demonstrate how highly the staff were valued.

RESOLVED:

- i) That the work being undertaken to improve the working environment for staff in the Town Hall main office be noted and agreed to how the proposed improvements was to be funded.

35. PROBATION SERVICE PARTNERSHIP

The Chief Executive elaborated on his report and explained that the Committee were being asked to consider partnership working between Chesham Town Council and the HM Prison and Probation Services. It was explained that one of the main purposes of unpaid work is to provide reparation for previous criminal behaviours as well as rehabilitation and offering vocational skills which could lead to reoffending. The Parks and Maintenance Team would ideally be suited to partnering as they currently have a backlog of work and this could provide a mutually beneficial solution.

Members were supportive of the proposed partnership working and sought reassurance that should they enter into partnership on unpaid work, that staff would not be unduly impacted with supervisory elements being added to their role. The Chief Executive explained that every effort would be made to ensure that the current staff would not be negatively impacted and that the report was seeking authority for the CEO to investigate the viability of partnering and report back to Members once more details and information had been gathered.

RESOLVED:

- i) That the CEO be tasked with contacting HM Prison and Probation Service for the South-Centra; Region to investigate the viability of partnering together on a series of projects to the benefit of our environmental and grounds maintenance objectives

The meeting closed at 8.03pm

Staffing Committee

ACTION TRACKER FROM MEETINGS OF THIS COMMITTEE

Key to colour is status column

BLUE = ACTION COMPLETE

GREEN = ACTION ON TRACK

AMBER = ACTION DELAYED

RED = ACTION SEVERELY DELAYED

Minute No.	Resolution	Responsible Officer	Status	Update
Thursday 1st September 2022				
32i)	That the introduction of the Building Our Future programme was noted.	Chief Executive Officer	Blue	The building our future programme is progressing well.
32ii)	That the values and behaviours presented in the report were adopted.	Chief Executive Officer	Green	The values and behaviours prints have been produced and displayed in the Town Hall office. Further locations are being identified for the prints. The staff laptops will have the values and behaviours prints as a screen saver and desktop. Other ideas to promote the values and behaviours are being explored.
32ii)	That the investors in people framework be used to develop our workforce.	Head of Corporate Services	Amber	The Council have not started the Investors in People process as this will be undertaken by the Corporate Services Assistant. They started in post on Monday 7 November 2022 and have been tasked to progress this.
33i)	That the responsibilities' structure, including creating three departments: strategic services, corporate services, and operational services be approved.	Chief Executive Officer	Blue	Staff have been advised of their departments and line managers.
33ii)	That the changes to the staff structure be made as follows: <ol style="list-style-type: none"> 1. The post of Head of Operations is created 2. The post of Town Clerk be changed to Democratic Services Manager 3. The post of Corporate Services Assistant is created 	Chief Executive Officer Head of Corporate Services	Blue	The appointment of a 6-month acting up position for the Head of Operational Services has been progressed and they start there new role next week. The Democratic Services Officer has started in post on Tuesday 1 November 2022 and the Corporate Services Assistant on Monday 7 November 2022.

34i)	That the work being undertaken to improve the working environment for staff in the Town Hall main office be noted and agreed to how the proposed improvements was to be funded.	Chief Executive Officer		The Town Hall office work has been completed.
35i)	That the CEO be tasked with contacting HM Prison and Probation Service for the South-Centra; Region to investigate the viability of partnering together on a series of projects to the benefit of our environmental and grounds maintenance objectives	Chief Executive Officer		This task has yet to be progressed.

Report of the Officers to a meeting of the Staffing Committee on Monday 14 November 2022

AGENDA ITEM NO: - Review of Pay and Conditions

Reporting Officer:

Kathryn Hallett
Head of Corporate Services
01494 583825
kathryn.hallett@chesham.gov.uk

Purpose of Report:

1. To consider the **attached** confidential schedule of staff pay.

Background Information:

2. Chesham Town Council staff salaries and conditions are established using the National Joint Council (NJC) Green Book. Each year a pay rise is agreed between Unions and the NJC.

Findings:

3. The increase to salaries for 2022 – 23 was agreed on the 3 November 2022 for those on NJC pay scale contracts. The increase is backdated to the 1 April 2022. The increase equates to 4.7% (£56,000), an increase of 3.2% (£38,000) above budget. The Council budgeted for an increase of 1.5% (£18,000). The effect on the Councils actual salaries cost against budget for 2022 – 23 is shown as **Appendix 1**. Since publication of these figures we have been able to update the figures with revised on costs, this means the increase has now reduced to 1.75% (£21,000) above budget.
4. It was further agreed between the Unions and the NJC that an additional annual leave adjustment of one day be given to all on NJC contracts from 1 April 2023 taking the total of days from 24 to 25 days for people with less than 5 years-service. For those with five years' service this would mean an increase from 27 to 28 days.
5. The increase to salaries for 2023 – 24 shall need to be estimated as part of the budget setting process. A 3% (£42,000) increase to salaries has been included as shown in **Appendix 2**. The salary budget includes the following adjustments:
 - a) The Depot (218) cost centre now includes the Cemeteries, Allotments and Open Spaces Manager (previously the Town Hall Manager), which means an increase in salary costs on this code of £46,139. It can be argued that the costs should be split between 218 – Depot (20%), 104 – Cemetery (40%), 207 – Open Spaces (20%), and 402 – Allotments (20%).
 - b) The implementation of the decision by the Staffing Committee on the 1 September 2022 to create the following posts funded by the saving related to the vacant Town Clerk role (£87,000) and income generation by the new Head of Operational Services of the balance of the increase:
 - Head of Operational Services (37 hours per week)
 - Democratic Services Officer (23 hours per week)
 - Corporate Services Assistant (20 hours per week)

c) Deleting the following vacant roles:

- Deputy Gym and Swim Manager
- Evening Caretaker (Town Hall)
- Parks and Premises Operative (Depot)

d) Employees in permanent posts will be entitled to an increase of a spinal column point (SCP) after a successful appraisal. This will not apply to employees who are already at the top of their SCP grade

Implications:

6. Financial: the financial implications of the staff structure shall be reported at the Finance Committee on the 5 December, as part of the balanced budget setting process for 2023-24.
7. Strategic: Accords with strategic aim 6 “To ensure that the money entrusted to us by the residents of Chesham is securely managed and spent efficiently and effectively on achieving the strategic aims of the Council.”
8. Environmental: no impact
9. Equality Act: the implications of any actions taken are assessed prior to implementation.

Recommendation:

10. The following recommendations are made:

- i) **That the committee notes the NJC pay increase that is backdated to the 1 April 2022 and will be enacted in the December payroll.**
- ii) **That the committee approve the staffing structure presented as Appendix 2.**

Appendix

11. The following Appendices are included in this report:

- i) Staff structure and salaries for 2022 - 2023
- ii) Staff structure and salaries for 2023 - 2024

PRIVATE AND CONFIDENTIAL

Appendix 1

CHESHAM TOWN COUNCIL

Staff Salary Budget Request - 1 April 2022 to 31 March 2023

Total Spend £1,293,743

Total Budget £1,272,886

Total Balance £20,857

NAME	DESIGNATION	START DATE	GRADE	SCP SCALE	SCP	FULL TIME SALARY	FULL TIME FRINGE	FULL TIME TOTAL	Hrs	TOTAL PAY EX. ON	TOTAL PAY INC. ON	MONTHS	FINAL
101 - Central Support Services													
T. Marmo	Chief Executive Officer	16.5.22	LC4.3	55 to 62	59	£75,336	£637	£75,973	37	£75,973	£106,362	10.5	£93,067
B. Richards	Town Clerk	13.1.03	LC4.2	50 to 54	54	£63,878	£637	£64,515	37	£64,515	£90,321	3.25	£24,462
Vacant	Head of Operational Services		LC4.2	50 to 54	50	£58,583	£637	£59,220	37	£59,220	£82,908	4	£27,636
K. Hallett	Head of Corporate Services	19.4.22	LC4.2	50 to 54	50	£58,583	£637	£59,220	37	£59,220	£82,908	11.5	£79,454
M. McGwynn	Cemetaries, Allotments and Open Spaces Manager	9.7.09	LC2.3	29 to 32	32	£38,296	£637	£38,933	37	£38,933	£44,773	4	£14,924
K. Graves	Community, Economy & Environment Manager	12.6.06	LC2.3	29 to 32	32	£38,296	£637	£38,933	37	£38,933	£54,506	12	£54,506
G. Fernandez	Democratic Services Officer		LC2.2	24 to 28	24	£31,099	£637	£31,736	23	£19,728	£27,619	5	£11,508
A. Bignell	Finance Assistant	24.4.01	LC1.2	7 to 12	12	£24,496	£637	£25,133	37	£25,133	£28,903	12	£28,903
C.Littley	Community, Economy & Environment Assistant	3.10.18	LC1.1	5 to 6	5	£21,575	£637	£22,212	15	£9,005	£12,607	12	£12,607
A. Myers	Corporate Services Assistant		LC1.1	5 to 6	5	£21,575	£637	£22,212	20	£12,006	£16,809	5	£7,004
Interim Town Clerk											£6,000	4	£24,000
												Total	£378,070
												Budget	£393,616
												Balance	-£15,546

NAME	DESIGNATION	START DATE	GRADE	SCP SCALE	SCP	FULL TIME SALARY	FULL TIME FRINGE	FULL TIME TOTAL	Hrs	TOTAL PAY EX. ON	TOTAL PAY INC. ON	MONTHS	FINAL	
201 - Chesham Moor Gym and Swim														
D. Essex	Centre Manager	19.04.07	LC2.3	29 to 32	32	£38,296	£637	£38,933	37	£38,933	£54,506	12	£54,506	
A. Jones	Deputy Centre Manager	23.02.10	LC2.1	18 to 23	24	£31,099	£637	£31,736	37	£31,736	£44,430	12	£44,430	
K. Ryan	Leisure Assistant	07.08.17	LC0	1 to 5	2	£20,441	£637	£21,078	18	£10,254	£14,356	12	£14,356	
A. Starling	Leisure Assistant	01.09.13	LC0	1 to 5	2	£20,441	£637	£21,078	26.5	£15,096	£21,135	12	£21,135	
H. Troth	Leisure Assistant	01.08.21	LC0	1 to 5	1	£20,258	£637	£20,895	28.75	£16,236	£22,730	12	£22,730	
K. Gray	Leisure Assistant	01.08.21	LC0	1 to 5	1	£20,258	£637	£20,895	23	£12,989	£18,184	12	£18,184	
Zero / Casual									£11	144	£82,368	£94,723		£94,723
												Total	£270,065	
												Budget	£271,500	
												Balance	-£1,435	

NAME	DESIGNATION	START DATE	GRADE	SCP SCALE	SCP	FULL TIME SALARY	FULL TIME FRINGE	FULL TIME TOTAL	Hrs	TOTAL PAY EX. ON	TOTAL PAY INC. ON	MONTHS	FINAL
218 - Parks and Premises													
P. Isom	Parks & Premises Manager	12.09.16	LC2.3	29 to 32	32	£38,296	£637	£38,933	37	£38,933	£54,506	12	£54,506
M. McGwynn	Cemeteries, Allotments & Open Spaces Manager	09.07.09	LC2.3	29 to 32	32	£38,296	£637	£38,933	37	£38,933	£44,773	8	£29,849
K.Caudery	Deputy Parks & Premises Manager	03.04.00	LC2.1	18 to 23	20	£28,371	£637	£29,008	37	£29,008	£40,611	12	£40,611
A. Hall	Parks and Premises Operative	28.05.08	LC1.3	13 to 17	17	£26,845	£637	£27,482	37	£27,482	£38,475	12	£38,475
L. Coulthard	Parks and Premises Operative		LC1.3	13 to 17	14	£25,409	£637	£26,046	37	£26,046	£36,464	9	£27,348
D.Wright	Parks and Premises Operative	03.04.17	LC1.3	13 to 17	14	£25,409	£637	£26,046	37	£26,046	£36,464	12	£36,464
R. Tinton	Parks and Premises Operative	01.02.21	LC1.3	13 to 17	14	£23,484	£637	£24,121	37	£24,121	£33,769	1	£2,814
A.Price	Parks and Premises Operative	03.07.17	LC1.3	13 to 17	14	£25,409	£637	£26,046	37	£26,046	£36,464	12	£36,464
L. Kaley	Parks & Premises Assistant		LC1.1	5 to 6	5	£19,650	£637	£20,287	15	£8,224	£11,514	3.75	£3,598
												Total	£270,130
												Budget	£237,270
												Balance	£32,860

NAME	DESIGNATION	START DATE	GRADE	SCP SCALE	SCP	FULL TIME SALARY	FULL TIME FRINGE	FULL TIME TOTAL	Hrs	TOTAL PAY EX. ON	TOTAL PAY INC. ON	MONTHS	FINAL
301 - The Elgiva Theatre													
D. Cooper	Elgiva Manager	08.05.18	LC2.3	29 to 32	32	£38,296	£637	£38,933	37	£38,933	£54,506	12	£54,506
R. Scarborough	Deputy Manager	18.7.22	LC2.1	18 to 23	18	£27,344	£637	£27,981	37	£27,981	£39,173	8	£26,116
Vacant	Senior Theatre Technician		LC2.1	18 to 23	19	£27,852	£637	£28,489	37	£28,489	£39,885	12	£39,885
R. Fountain	Theatre Technician	13.9.18	LC1.1	5 to 6	5	£21,575	£637	£22,212	37	£22,212	£31,097	12	£31,097
Vacant	Technical Apprentice					£13,140	£0	£13,140	37	£13,140	£18,396	4	£6,132
E. Garth	Box Office Assistant	11.09.18	LC1.1	5 to 6	7	£22,369	£637	£23,006	20	£12,436	£17,410	12	£17,410
K. Hutchinson	Box Office Assistant	28.02.19	LC1.1	5 to 6	5	£21,575	£637	£22,212	20	£12,006	£16,809	12	£16,809
L. Hobbs	Business Admin Apprentice					£9,280	£0	£9,280	37	£9,280	£12,992	12	£12,992
C. Taylor	Marketing Officer	28.10.19	LC2.1	18 to 23	19	£27,344	£637	£27,981	20	£15,125	£21,175	12	£21,175
T. Hatchett	Deputy Manager to 31/7/22	N/A	LC2.1	18 to 23	24	£29,174	£637	£29,811	37	£29,811	£41,735	4	£13,912
T. Hatchett	Senior Duty Manager	1.8.22	LC1.3	13 to 17	17	£26,845	£637	£27,482	20	£14,855	£20,797	8	£13,865
Vacant	Community Engagement Officer		LC1.2	7 to 12	7	£22,369	£637	£23,006	20	£12,436	£17,410	0	£0
A. Craft	Bar Staff		LC0	1	1	£20,258	£637	£20,895	4	£2,259	£2,598	12	£2,598
K. Kelly	Bar Staff		LC0	1	1	£20,258	£637	£20,895	4	£2,259	£2,598	12	£2,598
Casual Staff with pension										£33,591	£47,027	12	£47,027
Casual Staff without pension										£20,169	£23,195	12	£23,195
Total												£329,315	
Budget												£321,000	
Balance												£8,315	

NAME	DESIGNATION	START DATE	GRADE	SCP SCALE	SCP	FULL TIME SALARY	FULL TIME FRINGE	FULL TIME TOTAL	Hrs	TOTAL PAY EX. ON	TOTAL PAY INC. ON	MONTHS	FINAL
304 - Town Hall													
J. Hemmings	Caretaker/Cleaner	18.7.06	LC1.1	5 to 6	5	£21,575	£637	£22,212	30	£18,010	£25,214	12	£25,214
M. Edwell	Caretaker/Cleaner - Evenings /Weekends	1.4.20	LC1.1	5 to 6	4	£21,189	£637	£21,826	18	£10,618	£14,865	8	£9,910
M. Clarke-Smith	Town Hall Assistant	1.9.22	LC1.1	5 to 6	5	£21,575	£637	£22,212	20	£12,006	£13,807	7	£8,054
Casual - evening								£11	8	£1,408	£1,619	4	£1,619
Casual - day								£11	27	£1,187	£1,365	1	£1,365
Total												£46,162	
Budget												£49,500	
Balance												-£3,338	

Key
 Employee without pension so on costs 15%
 Deleted post at year end

PRIVATE AND CONFIDENTIAL

Appendix 2

CHESHAM TOWN COUNCIL

Staff Salary Budget Request - 1 April 2023 to 31 March 2024

NAME	DESIGNATION	START DATE	GRADE	SCP SCALE	SCP	FULL TIME SALARY	FULL TIME FRINGE	WITH PAY RISE	Hrs	TOTAL EX. ON COSTS	TOTAL INC. ON COSTS
101 - Central Support Services											
T. Marmo	Chief Executive Officer	16.5.22	LC4.3	55 to 62	60	£77,220	£656	£80,212	37	£80,212	£112,297
D. Essex	Head of Operational Services		LC4.2	50 to 54	51	£59,995	£656	£62,471	37	£62,471	£87,459
K. Hallett	Head of Corporate Services	19.4.22	LC4.2	50 to 54	51	£59,995	£656	£62,471	37	£62,471	£87,459
K. Graves	Community, Economy & Environment Manager	12.6.06	LC2.3	29 to 32	32	£38,296	£656	£40,121	37	£40,121	£56,169
G. Fernandez	Democratic Services Officer		LC2.2	24 to 28	25	£32,020	£656	£33,656	23	£20,922	£29,290
A. Bignell	Finance Assistant	24.4.01	LC1.2	7 to 12	12	£24,496	£656	£25,907	37	£25,907	£29,793
C.Littley	Community, Economy & Environment Assistant	3.10.18	LC1.1	5 to 6	6	£21,968	£656	£23,303	15	£9,447	£13,226
A. Myers	Corporate Services Assistant		LC1.1	5 to 6	6	£21,968	£656	£23,303	20	£12,596	£17,635
Total										£433,327	

NAME	DESIGNATION	START DATE	GRADE	SCP SCALE	SCP	FULL TIME SALARY	FULL TIME FRINGE	WITH PAY RISE	Hrs	TOTAL EX. ON COSTS	TOTAL INC. ON COSTS
201 - Chesham Moor Gym and Swim											
A. Jones	Centre Manager	19.04.07	LC2.3	29 to 32	32	£38,296	£656	£40,121	37	£40,121	£56,169
K. Ryan	Duty Manager	07.08.17	LC1.1	5 to 6	5	£21,575	£656	£22,898	18	£11,140	£15,595
A. Starling	Duty Manager	01.09.13	LC1.1	5 to 6	5	£21,575	£656	£22,898	26.5	£16,400	£22,960
D. Starling	Leisure Assistant		LC0	1 to 4	2	£20,441	£656	£21,730	9.25	£5,433	£7,606
M. Armistead	Leisure Assistant		LC0	1 to 4	2	£20,441	£656	£21,730	27.5	£16,151	£22,611
H. Troth	Leisure Assistant	01.08.21	LC0	1 to 4	2	£20,441	£656	£21,730	28.75	£16,885	£23,639
K. Gray	Leisure Assistant	01.08.21	LC0	1 to 4	2	£20,441	£656	£21,730	23	£13,508	£18,911
R.Mula	Leisure Assistant		LC0	1 to 4	2	£20,441	£656	£21,730	28	£16,444	£23,022
Zero / Casual								£11	79	£45,188	£51,966
Total										£242,479	

NAME	DESIGNATION	START DATE	GRADE	SCP SCALE	SCP	FULL TIME SALARY	FULL TIME FRINGE	WITH PAY RISE	Hrs	TOTAL EX. ON COSTS	TOTAL INC. ON COSTS
218 - Parks and Premises											
P. Isom	Parks & Premises Manager	12.09.16	LC2.3	29 to 32	32	£38,296	£656	£40,121	37	£40,121	£56,169
M. McGwynn	Cemetaries, Allotments and Open Spaces Manager	09.07.09	LC2.3	29 to 32	32	£38,296	£656	£40,121	37	£40,121	£46,139
K.Caudery	Deputy Parks & Premises Manager	03.04.00	LC2.1	18 to 23	21	£28,900	£656	£30,443	37	£30,443	£42,620
A. Hall	Parks and Premises Operative	28.05.08	LC1.3	13 to 17	17	£26,845	£656	£28,326	37	£28,326	£39,657
L. Coulthard	Parks and Premises Operative	29.07.13	LC1.3	13 to 17	15	£25,878	£656	£27,330	37	£27,330	£38,262
D.Wright	Parks and Premises Operative	03.04.17	LC1.3	13 to 17	15	£25,878	£656	£27,330	37	£27,330	£38,262
A.Price	Parks and Premises Operative	03.07.17	LC1.3	13 to 17	15	£25,878	£656	£27,330	37	£27,330	£38,262
	Parks and Premises Apprentice									£10,000	£14,000
Total										£313,371	

NAME	DESIGNATION	START DATE	GRADE	SCP SCALE	SCP	FULL TIME SALARY	FULL TIME FRINGE	WITH PAY RISE	Hrs	TOTAL EX. ON COSTS	TOTAL INC. ON COSTS
301 - The Elgiva Theatre											
8"7 ccdYf	9[j UA UbU Yf	S, "S" %	@7 &	& 'lc' &	' &	œ, ž& *	œ) *	œ Sž(œ) %	' +	œ Sž(œ) %	œ *ž) -
F" GWVfcfc [\	8Ydi hmA UbU Yf	% "+"&&	@7 &%	% 'lc' &	%	œ&ž) &	œ) *	œ& ž *'	' +	œ& ž *'	œ %ž)S-
JUWbh	GYb|cf H YUH YHYWb|Wb		@7 &%	% 'lc' &	%	œ&ž ((	œ) *	œ& ž (S	' +	œ& ž (S	œ Sž + *
F": ci bH|b	H YUH YHYWb|Wb	% "- %"	@7 %%	) 'lc' *	*	œ&ž *,	œ) *	œ& ž S'	' +	œ& ž S'	œ &ž &
9": UH	6cl CZW 5gg|ghUbh	% "S- %"	@7 %%	) 'lc' *	+	œ&ž *-	œ) *	œ& ž %*	&S	œ&ž %	œ&ž (+
? "< i HW|bgcb	6cl CZW 5gg|ghUbh	& "S&" %	@7 %%	) 'lc' *	*	œ&ž *,	œ) *	œ& ž S'	&S	œ&ž - *	œ&ž *'
7" HUmcf	A Uf Yhb| CZWf	& "%S" %	@7 &%	% 'lc' &	&S	œ& ž +%	œ) *	œ& ž - ,	&S	œ&ž %	œ&ž &
H"< UWYth	GYb|cf 8i hmA UbU Yf	%, "&&	@7 %"	% 'lc' %+	%+	œ&ž ()	œ) *	œ& ž &*	&S	œ&ž %	œ&ž ' *
5"7 fUZh	6Uf GHUZ		@7 S	&	&	œ&ž (%	œ) *	œ&ž ' S	(	œ&ž (-	œ&ž S&
? "? Y'm	6Uf GHUZ		@7 S	&	&	œ&ž (%	œ) *	œ&ž ' S	(	œ&ž (-	œ&ž S&
JUWbh	7ca a i b|hm9b| U| Ya Ybh CZWf		@7 %&	+ 'lc' %&	+	œ&ž *-	œ) *	œ& ž %*	&S	œ&ž %	œ&ž (+
JUWbh	HYWb|W 5ddfYbh|W									œ&ž SSS	œ&ž SSS
@"< cVWg	6i g|bYgg 5Xa |b 5ddfYbh|W									œ&ž SSS	œ&ž SSS
7Ugi U GHUZ								œ&ž %	' (	œ&ž (,	œ&ž *'
Total										£329,236	

NAME	DESIGNATION	START DATE	GRADE	SCP SCALE	SCP	FULL TIME SALARY	FULL TIME FRINGE	WITH PAY RISE	Hrs	TOTAL EX. ON COSTS	TOTAL INC. ON COSTS
WITH PAY RISE											
>"< Ya a |b| g	7UYU Yf# YUyf	% "+"S*	@7 %%	) 'lc' *	*	œ&ž *,	œ) *	œ& ž S'	' S	œ& ž - (	œ&ž () &
A "7 Uf Y|Ga |h	Hck b< U 5gg|ghUbh	% "- &&	@7 %%	) 'lc' *	*	œ&ž *,	œ) *	œ& ž S'	&S	œ&ž - *	œ&ž (, *
7Ugi U	9j Yb|b| g/ K YY YbXg			% 'lc' (	&	œ&ž (%	œ) *	œ&ž ' S	,	œ&ž - ,	œ&ž S'
Total										£46,341	

? Ym

9a d'cnYYk |h ci hidYb|g|cb'gc'cb W|g|g %) 1