

AGENDA ITEM 8

PERSONNEL 12/5/25

8. PAY CLAIM 2025 - 2026.

The Town Council met on the 24 October 2024 (minute 228/24-25) and the Personnel Committee met on 28 November 2024 (minute 273/24-25) and agreed the Staffing Budget for 2025 – 2026 with a minimum pay award of 2.5%.

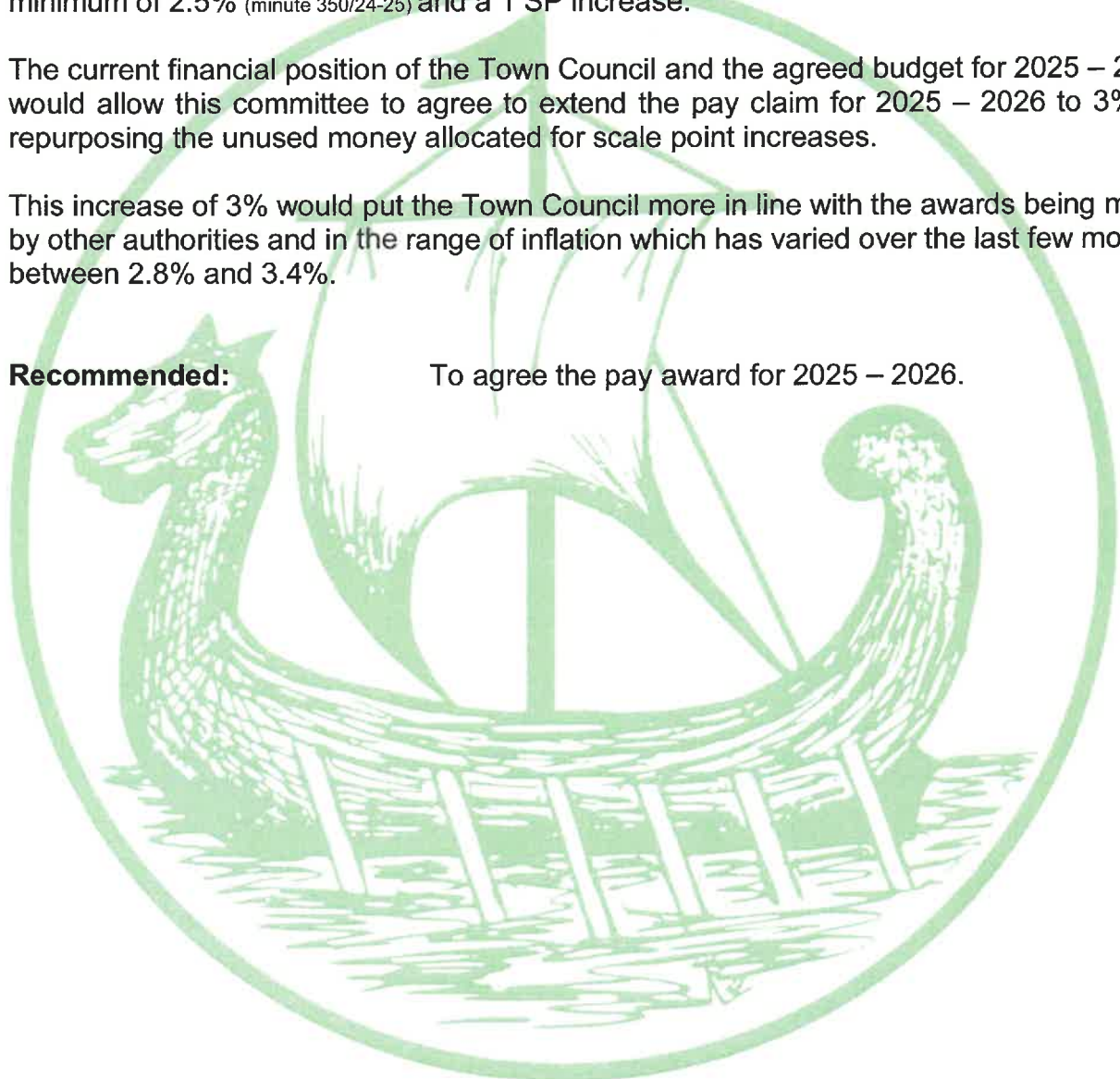
On 9 January 2025 the Town Council subsequently set the 2025 – 2026 estimates, and staffing budget, which included the provision for awarding a cost of living pay rise with a minimum of 2.5% (minute 350/24-25) and a 1 SP increase.

The current financial position of the Town Council and the agreed budget for 2025 – 2026 would allow this committee to agree to extend the pay claim for 2025 – 2026 to 3% by repurposing the unused money allocated for scale point increases.

This increase of 3% would put the Town Council more in line with the awards being made by other authorities and in the range of inflation which has varied over the last few months between 2.8% and 3.4%.

Recommended:

To agree the pay award for 2025 – 2026.



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EXTRACT OF MINUTES

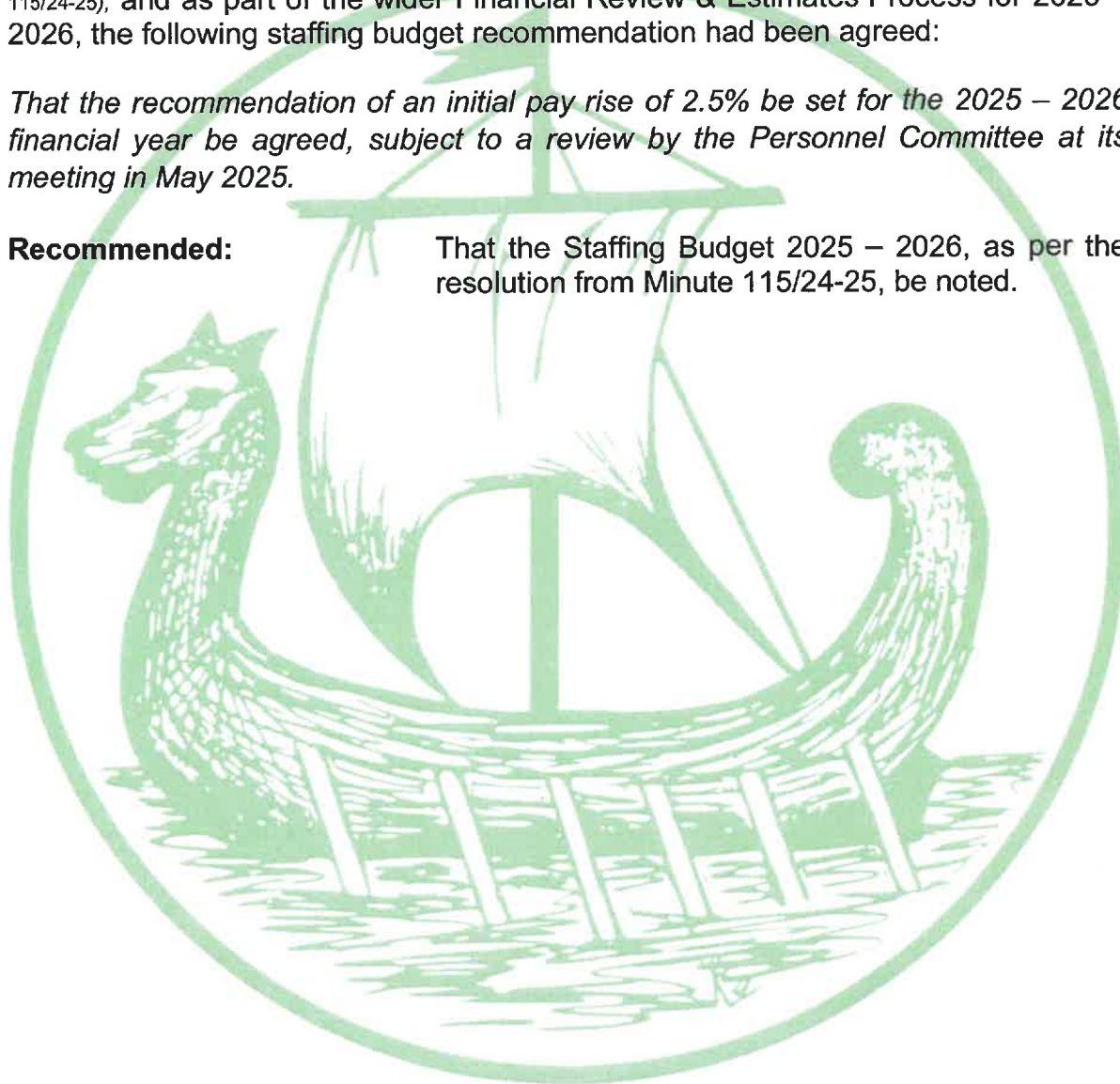
273/24-25. **STAFFING BUDGET 2025 – 2026.**

Members were reminded that at the Town Council meeting on 24 October 2024 (Minute 115/24-25), and as part of the wider Financial Review & Estimates Process for 2025 – 2026, the following staffing budget recommendation had been agreed:

That the recommendation of an initial pay rise of 2.5% be set for the 2025 – 2026 financial year be agreed, subject to a review by the Personnel Committee at its meeting in May 2025.

Recommended:

That the Staffing Budget 2025 – 2026, as per the resolution from Minute 115/24-25, be noted.



228/24-25. FINANCE REVIEW – ESTIMATES 2025 – 2026.

As per minute 123/24-25 Members considered the report regarding the current financial position of the Town Council.

The RFO detailed the report and the financial position of the Council. Members acknowledged that the Town Council had worked very hard to attempt to keep its demands on residents to a minimum but the current pressures the council were under meant that this was no longer sustainable and, as disappointing as it was, the recommendations in the report were reasonable and proportional.

After discussion it was proposed, duly seconded and agreed unanimously:

RESOLVED:

1. That the current financial position of the Town Council be noted.
2. That the proposed timeline for the setting of the budget, including the review of the FRAs, be noted and endorsed.
3. That the precept be increased by a figure of 7% to enable the Town Council to cover the potential shortfall, begin increasing reserves and add resilience to its budget.
4. That the provision of youth services be re-assigned for the 2025 – 2026 financial year directly from the budget. But that funding is sought to try and still commission this service, and that the money allocated for youth provision be redirected to the maintenance of both the Church Road and Grove Halls to resolve the leaking roofs, with Church Road Hall being the priority.
5. That the increase to fees and charges for the 2025 – 2026 be set to 3% across all areas to support the financial stability of the Town Council and to mitigate the increased costs of providing these facilities.
6. That the recommendation of an initial pay rise of 2.5% be set for the 2025 – 2026 financial year, subject to a review by the Personnel Committee at its meeting in May 2025.

There being no further business to transact the Meeting closed at 8.45 pm.

The budget motion was carried.

EXTRACT OF DOX MINUTES 24/2/25

RESOLVED:

1. That the probable outturn and overall financial position for 2024/25, as set out in Section 6 of the report, be noted;
2. That, in the light of the probable outturn of the General Fund for 2024/25, the estimated General Fund balance of £3m at 31 March 2025 be noted, as set out in paragraph 7.6.1 of the report;
3. That the main changes to the General Fund Budget, as set out in Appendix A (ii) of the report, be noted;
4. That the Council Tax requirement of £7,866,730 for 2025/26 as set out in Appendix B (i) to the report, be approved;
5. That the Pay Policy Statement, at Appendix L to the report, be approved;
6. That an increase of 4% be applied to all salary levels and associated allowances excluding protected pay;
7. That a 4% increase be applied to Member allowances and other relevant allowances for 2025/26;
8. That a 4% increase be applied to Mayoral allowances and other relevant allowances for 2025/26;
9. That it be noted that the Chief Officer and Director of Corporate Services has delegated authority to agree fees payable for elections, as outlined in the Pay Policy Statement at Appendix L to the report;
10. That the fees and charges as set out in Appendix B (ii) to the report, be noted with effect from 1 April 2025;
11. That it be noted that the Head of Finance has delegated authority to determine individual sums to be met from the Identified Initiative Reserve in accordance with the agreed general purpose for which it was established;
12. That it be noted that the Head of Finance has delegated authority, to determine individual expenditure from the relevant Reserve in accordance with the general purpose for which the Reserve was established, subject to an expenditure limit of £500k. He may also in consultation with the Leader, determine any expenditure funded from the relevant Reserve, where the expenditure exceeds £500k;
13. That the Community Grants budget, as set out in Appendix B (iii) to the report, be noted;

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