

**MINUTES OF PAY & PERSONNEL SUB-COMMITTEE OF
BARTON-LE-CLAY PARISH COUNCIL HELD AT THE VILLAGE HALL
ON WEDNESDAY 8th JUNE 2022 COMMENCING AT 7.30PM**

Present: Councillors Mr J Roberts (Chair), Mr N Day (Vice-chair), Mrs B Thomas and Mr J Selley

Minutes: Councillor Mr J Roberts

22/031 APOLOGIES FOR ABSENCE – Councillor G Widdowfield

22/032 SPECIFIC DECLARATIONS OF INTEREST – None Received.

22/033 MATTERS ARISING

There were none.

The Committee however noted the extremely positive feedback from residents regarding the Jubilee events and wished to record their sincere thanks to the office staff and FT grounds-person for all their efforts in preparing and delivering such enjoyable and memorable celebrations.

22/034 EXEMPT BUSINESS –

Resolution to exclude members of press and public from debate on agenda item 22/035 (Standing Order 67). "That in view of the confidential nature of business being transacted, it is advisable in the public interest that the press and public be temporarily excluded and they are instructed to withdraw".

Councillor Roberts **PROPOSED** the above resolution be passed, **SECONDED** by Councillor Thomas and **UNANIMOUSLY CARRIED**. There were no members of the press or public present.

22/035 TO CONSIDER AND RECOMMEND COMPENSATION TO STAFF WORKING AT THE JUBILEE EVENTS

The Committee noted that the Jubilee period had created exceptional demands upon staff and required both normal and additional work time outside normal work patterns including on public holidays. The committee reviewed the employee contractual NJC terms relating to additional hours and public holiday working and were satisfied that these provided proper and good recompense both in terms of monetary reward and compensatory replacement time off. The committee in particular wished to be assured that there was no disadvantage caused to a part time versus full time employee. Having considered the detailed application of the terms the committee was satisfied that the NJC terms produced an equitable outcome.

The committee noted that any entitlement to a replacement half or full day off with pay (per NJC terms in respect of normal worktime hours worked on a public holiday) is a specific contractual entitlement. As such, this time off is not subject to the Council's TOIL policy nor to the accrued TOIL limit therein.

In addition to the full and proper application of NJC terms which address and compensate actual working time the Committee also recognised that staff, as a team, had gone "significantly above and beyond" in so many other ways to deliver such excellent Jubilee events. Whilst true for all, the necessary extent did of course vary by individual.

Reflecting this, and as an expression of Council's sincere appreciation, the Committee recommends that Council approve the following one-off lump sum payments (Additional to contractual entitlements, all values gross, payable via payroll and subject to applicable deductions). Assistant Clerk [REDACTED] Clerk [REDACTED] FT Grounds-person [REDACTED]

Councillor Roberts **PROPOSED** the above recommendation be passed, this was **SECONDED** by Councillor Selley and **UNANIMOUSLY CARRIED**

22/036 ANY OTHER BUSINESS OF AN URGENT NATURE OR FOR INCLUSION ON THE NEXT AGENDA

There was none.

The meeting closed at 8.30pm.