

## **Personnel Committee 10<sup>th</sup> September 2021**

### **Agenda Item 4 – To consider making a one-off non-consolidated payment to all STC employees**

Each December from 2014 to 2017, and again in 2019, the Town Council granted a non-consolidated payment to all permanent employees in recognition of the continued outstanding service over the preceding year in the context of ongoing staff vacancies and associated pressures. When it was last made in 2019 each staff member received a gross sum of £240. This payment was warmly received by the Council's employees and was a considerable boost to staff morale.

At the request of the Deputy Mayor, and with the consent of the Chairman, it has been agreed that consideration should be given to making a similar payment in the current financial year to recognise the work carried out by Town Council employees during this extraordinarily busy summer season.

Previously the payment has only been made to permanent staff, but the current proposal is based on making the same payment to all employees regardless of employment status (i.e. including those on seasonal and fixed-term contracts).

There are currently 38 employees, and a similar payment of £240 would cost c. £12k with on-costs i.e., pension and NIC contributions.

In the last budget review at the end of June, an underspend of £27k was realised in the first quarter. However, this did not include any provision for the annual cost-of-living increase, which is still being negotiated with the employers and unions. Given the current offer, this would reduce the underspend by c. £4k on the first quarter. It should also be noted that no cost-of-living increase was included in the budgets.

Other demands on the salary budget are any appointments made to the additional posts recommended by the LGRC staff review, the majority of which are unbudgeted, and the procurement of professional services pending the recruitment of a Grounds and Estates Manager, with an agreed budget of £12k (which will be taken as a virement from the employee budget).

#### **Decision Required:**

To recommend to full council whether or not to grant a non-consolidated payment of £240 (or other sum to be agreed) to each of the Council's employees in recognition of their outstanding service during the summer months.

Martin Ayres and Alison Spencer  
Town Clerk and Finance Manager

September 2021