

## Staff Hourly Increment

### Background

The national pay increment from 01 April 2021 for local government staff on NJC terms has not been determined. Given the duration of the negotiations and the resulting increase to the cost of living, the Parish Council wishes to recognise the valuable contribution staff make across the parish.

### Recommendation

The Parish Council is asked to resolve the following:

- To increase the hourly rate of pay by £1.00 per hour for all permanent staff aged 23 years and over, backdated to 01 April 2021 or when their employment began during the current financial year
- To increase the hourly rate of pay by £0.20 per hour for all permanent staff aged under 23 years, backdated to 01 April 2021 or when their employment began during the current financial year

The increase to the hourly rate of pay will be subject to the appropriate tax, national insurance and pension contributions for the employee and the employer.

Should the national pay increment be less than the hourly interim payment, the hourly interim payment will stand. Should the national pay increment be more than the hourly interim payment the difference will be paid.

Should the Parish Council resolve to proceed, the backdated increase will be included in December's salary payment run.