

Appointment of Parish Clerk

Paper to accompany agenda item 8 for the meeting of 6/7/15

We have received one expression of interest in the post of Clerk, as the result of an approach by Councillor Otton. The relevant CV is attached. The SALC advert elicited no results. The applicant is already on a salary scale SPC 22, above the level we agreed on at the last meeting.

The following tables illustrate the effect and feasibility of raising our offer to SPC22.

Effect of raising the salary level of the clerk to SPC22

We would aim to appoint a clerk to begin work at the end of August in time for the September meeting. The revised fees detailed below are pro rata to reflect a 31 week period from the beginning of September 2015 to the end of March 2016 rounded to the nearest whole number.

Current budgeted fees for 2015-2016	1012
estimated clerks fees to end July	390
remaining budget available	622

If the Clerk assumes the role of RFO immediately on appointment, the table below shows how this compares to the existing budget.

	Current remaining budget £	Revised fees pro rata Sept-March £	Shortfall this year clerk with RFO £
SPC 17	622	1120	498
SPC 18	622	1140	518
SPC 19	622	1184	562
SPC 20	622	1228	606
SPC 21	622	1272	660
SPC 22	622	1305	683

Options for covering the shortfall this year

There would appear to be a degree of flexibility in some elements of this year's budget.

Budget Line	Actual spend 2014-15	Budget 2015-16	Difference potentially available for reallocation
Councillor training*	98	300	300
Village maintenance**	0	200	200
Play equipment***	97	254	157
Total			657

*The budget for councillor training is completely within our control, and an option will be to forego any training this year, releasing the full £300 to go towards the clerk's fees.

**There was no item of expenditure in last years accounts which was not accounted for under a specific budget heading and could thus be allocated as "village maintenance". I have therefore taken the whole of the village maintenance budget allowance as being available for reallocation.

***Any expenditure on the play equipment over and above what was spent last year can be met out of the £900 ring fenced for the play equipment.

Future affordability

The council will continue to need to budget for increased Clerk's fees in future.

	Current annual budget £	New annual fee rate £	Increase required for 2016-17 £
SPC 17	1012	1878	866
SPC 18	1012	1913	901
SPC 19	1012	1986	974
SPC 20	1012	2059	1047
SPC 21	1012	2134	1122
SPC 22	1012	2188	1176

As part of the budgeting round this year, we will need to look at balancing how much of the increase will be paid for out of the precept and how much can be drawn from the reserves to cover the extra cost.