

## **Stewkley Parish Council Remuneration Committee**

This committee is composed of the Chair, Vice Chair and one other Councillor.

Their responsibility is to review the terms and conditions for SPC employees, currently only the Clerk and Responsible Financial Officer, and to recommend changes to the PC on an annual basis or whenever they feel is appropriate. They will also recommend any overtime or bonus awards to be made from time to time.

### **Background**

SPC has historically used the NALC Model Contract for the employment conditions of its Parish Clerks, as well as referring their salary to the nationally agreed pay scales. Within these conditions there is scope for increasing the clerk's hourly rates for relevant qualifications and above expected performance as well as the normal annual increments from the NALC pay scales.

The nature of our clerk's part-time job requires flexibility on both sides and means that precise calculations of hours worked is neither straightforward nor necessarily helpful to either party. Therefore, the views of three councillors will enable a wider and fairer assessment to be made of the Clerk's performance and financial remuneration.