

MOLD TOWN COUNCIL

Minutes of the meeting of the Personnel Committee held via Video Conferencing on Tuesday 16th November 2021.

PRESENT:

Councillors: Sarah Taylor (Mayor), Haydn Jones (Deputy Mayor), Anthony Parry (Chair),
Officer: Ian Jones Town Clerk.

8. APOLOGIES

Geoff Collett and Bryan Grew.

9. MINUTES

RESOLVED: That the Minutes of the meeting held on 21st June 2021 be received and approved as a correct record.

10. EXCLUSION OF PUBLIC AND PRESS

RESOLVED: That members of the public and press be excluded from the meeting.

11. BUDGET 2022/23

The Committee received a report on the estimated Staffing costs for the financial year 2022/23. This had included Employer costs for National Insurance, pension contributions and allowed an adjustment for a 3% increase in national pay scales over the two years and the costs of the Bailey Hill Project Officer which would be reimbursed from the HLF scheme in due course.

It was noted that the current pay offer from the National employers included a 1.75% increase in national pay scales, higher than anticipated during 2020/21. All increments had been included within the figures as well as likely pensions costs and gains.

The estimated increase in salaries year on year was approximately £12,000 and with the additional increase in Employer National Insurance payments with effect from 1st April 2022 the overall increase to the Town Council would be in the region of £1,000.

It was noted that all payroll costs including superannuation for the post of Bailey Hill Project Officer would be reimbursed via the National Heritage Lottery Fund and therefore at no liability for the Town Council. This would be in the region of £40,000 including on-costs.

RESOLVED: That the Budget Sub-Group include the figures as agreed into budget considerations for 2022/23

12. LOCAL GOVERNMENT SERVICES' PAY AGREEMENT 2020/21

It was noted that the current pay offer from the National employers included a 1.75% increase in national pay scales but that this had been rejected by the Trade Unions. The Trade Unions were currently about to ballot memberships for a series of industrial action.

13. STAFFING MATTERS AND FUTURE PLANNING

Following a report and debate at the Committee held on 21st June 2021, Members had requested a financial appraisal of the situation and fuller details of current and possible future state of play with regard to the posts identified.

A report was presented by the Town Clerk advising that the ageing profile of staff within the Town Council could cause many changes in the not too distant future and there were certain circumstances that would require the full attention of the Town Council as employers, particularly with regard to business continuity and succession planning.

The Town Clerk advised that urgent action was not required having investigated the matter but this would require a review soon but bearing in mind that the new Town Council would be elected in May 2022.

Members asked questions and made several comments including the probability of a joint meeting between the Personnel Committee and the Cemetery Committee to debate the current and future staffing structure, either in-house, contracted out or any other options. There was also the property decision to be made about the Lodge.

RESOLVED: That this matter be referred to a special joint meeting between the Personnel Committee and the Cemetery Committee following the election of the new Town Council in May 2022.

13. BAILEY HILL PROJECT OFFICER

The Town Clerk reported that the Museums, Culture and Heritage Manager at Aura had requested an extension on the Bailey Hill Project from National Heritage Lottery Fund until June 2023. There was enough money in the budget to extend the Project Officer's position until 31st March 2023 with an element of contingency cover also. Therefore, the request to the Committee was to officially extend the Project Officer's contract by another 15 months at no payroll cost to the Town Council.

RESOLVED: That the Project Officer's contract be extended by another 15 months until 31st March 2023.

**SUMMARY OF DECLARATIONS MADE BY MEMBERS
IN ACCORDANCE WITH MOLD TOWN COUNCIL'S
CODE OF CONDUCT**

PERSONNEL COMMITTEE	DATE: 16th November 2021
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MEMBER	ITEM	MINUTE NO. REFERS
None		

Chairman's signature: Date:

MINUTES/PERSONNEL