

HYTHE AND DIBDEN PARISH COUNCIL

Minutes of the meeting of the
Personnel Committee
held at The Grove, St John's Street, Hythe
on Wednesday 18th November 2015 at 6.00 pm

Councillors:

p E Davey
p C Harrison
a T Johnson
p M McLean
p M Short
p M Wade

Officers in attendance

Mrs S Bennett (Clerk to the Council)
Mr S Spencer (Deputy Clerk to the Council)

176/15 **Election of Chairman**

Cllr. M Wade was elected Chairman.

177/15 **Minutes.**

The Minutes of the Meeting of the Personnel Committee held on 2 October 2014 were taken as read and signed by the Chairman.

178/15 **To note any declaration of interest made by Members in connection with an agenda item.**

There were no declarations of interest.

179/15 **Exclusion of Press and Public**

RESOLVED

That the press and public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Part 1 of Schedule 12 of the Local Government Act 1972.

180/15 **Manpower Budget 2015/16**

Consideration was given to the Manpower Budget 2016/17.

Since the Council agreed to pay its lowest paid members of staff the Living Wage Foundation's 'Living Wage' in 2013, the Parish Council has seen a significant reduction in a grant that was payable to the Council by New Forest District Council to offset the changes brought about by the Council Tax Benefit Scheme. The loss of the grant has applied growing pressure on this Council's budget. As a result, the Manpower Budget, which is this Council's largest expenditure, has come under increasing scrutiny.

RESOLVED THAT

1. With great reluctance, due to the financial constraints that we find ourselves under, the Parish Council removes itself from its commitment to the Living Wage Foundation with immediate effect. The Council will apply increases as per the Joint Negotiating Council agreement and adjust the lower pay scales to the National Living Wage levels as required by the implementation timetable.

It is the Council's intention to return to the Living Wage standard for its lowest paid employees when finances allow.

2. The Clerk to review the job description and salary point of the Minute Clerk as an urgent action.
3. The recommended Manpower Budget for 2016/17 be agreed.

The meeting closed at 7.25 pm.

Chairman

Date

mnpers42