

## APPENDIX F

### QUESTIONS RAISED AT FINANCE AND GENERAL PURPOSES COMMITTEE 21/12/2022

1. Has any/sufficient consideration been given to the need for full/part time appointments at this early stage of the Council's development? Who has participated in any such discussions?

*The Finance and General Purposes Committee has discussed and debated the staffing structure over several meetings and has referred each role to the Full Council for approval. These have been built around the work generated by the council. Councillors have participated in these discussions at each meeting, both at Finance and General Purposes meetings and at Full Council.*

*The Full Council has approved each of the roles and working hours recommended by the committee, so it would be reasonable to assume that the Full Council was content with the consideration given.*

2. It would be helpful to understand how the Facilities Officer role is now costed at about £42,000 instead of the initial estimate of about £24,000. Clearly, 'on costs' are a part of the explanation but the difference cannot be accounted for solely in this way.

*The role was initially costed at £38,000. The National Joint Council's pay agreement for 2022/23 was reached on 2<sup>nd</sup> November 2022 and is backdated to 1<sup>st</sup> April 2022. At the time the role was advertised, the rate was £24,982.*

*Following the pay agreement, the SCP scale is £27,344. Employers NI rate is 13.8%. Local Government Pension Scheme employer's contribution is 21.1%. This totals approximately £37,000. The council then budgets a contingency for the following; an annual increase in NI and LGPS; the next NJC rise (which would be backdated to April 2023 and is likely to be agreed in November 2023); a possible successful probationary period payrise. This brings the budget to approximately £42,000. It is impossible to know the exact figures that the council may be liable for, hence why a budget is set to cover the best estimate.*

3. I have not seen any detail about the proposed Finance Officer role. In particular, a job description, salary, full/part time, and, as this role will presumably free the clerk up to undertake other duties what these duties will be? In other words, a cost/benefit analysis.

*This has not yet been discussed, the Finance and General Purposes Committee agreed to budget for the role as it is foreseen that finance assistance is required, due to the current backlog. It was agreed to consider the detail of the role and hours later on in 2023 once the new team had adjusted to the workload. It may be that some of this work could be absorbed into the current workforce, depending on work generated by the council.*

4. Again, at this early stage of the Council's development would it not be possible/desirable to consider combining roles to offer a more flexible structure, and thereby reduce the overall costs?

*The council can consider changes to the current roles if it feels necessary. The current structure has been built to service the existing workload generated by the council and its assets.*

*If the council wished to combine roles within the existing staffing structure it would need to work out what it is combining, why, and if the staff have the capacity to take on more work. The council would then be required to consult with the staff in question. Changes to employment contracts must be by negotiation through a formal consultation process.*