

**Town Clerk
Ms K Mann**

Tel No 01757 708449
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Selby Town Council,
The Town Hall,
York Street
Selby YO8 4AJ
Tel: 01757 708449
Email:
admin@selbytowncouncil.co.uk

9 January 2018

Dear Councillor

Notice of Meeting

You are hereby summoned to attend a Special Budget Meeting of **Selby Town Council** which has been arranged for **Monday 15 January 2018 at 7.00 pm** at the Town Hall, York Street, Selby.

The meeting is to consider the setting of the Town Council budget for the 2018/19 Municipal Year.

In accordance with the provisions of the Public Bodies (Admission to Meetings) Act 1960 the Public and press may attend the meeting.

Recording at Council Meetings Recording is allowed at Council, committee and sub-committee meetings which are open to the public, subject to:- (i) the recording being conducted with the full knowledge of the Chairman of the meeting; and (ii) compliance with the Town Council's Recording of Meetings Policy. Anyone wishing to record must contact the Town Clerk prior to the start of the meeting. Any recording must be conducted openly and not in secret.

Yours sincerely

Clerk to the Council

To: All Town Councillors

AGENDA

- 139. PUBLIC PARTICIPATION PERIOD**
- 140. APOLOGIES FOR ABSENCE**
To receive apologies for absence.
- 141. DISCLOSURE OF INTEREST**

142. 2017/18 BUDGET POSITION

To receive the allocated balances 2017/18 including predictions to Year End.
(Page 3 attached)

143. 2018/19 BUDGET AND PRECEPT

143.1 To consider the Town Council proposed budget and precept level for 2018/19.
(Page 4 attached)

143.2 To approve the signing of the Notification of 2018/19 Precept by the Chair and Clerk. (Page 5 attached)

143.3 To receive the letter from the National Employers for Local Government Services for information. (Pages 6 to 14 attached)

143.4 To consider the Anticipated Spend from Ear Marked Reserves 2018/19 (Page 15 attached)

If any Councillor wants to discuss any items prior to the meeting then please contact the Clerk.

144. PROPOSED SERVICE CHARGES 2018/19

144.1 To consider the level of charges for Cemetery Services, Town Hall Hire Charge, Market Rents, Allotment Rents and Awarded Lands and Wedding Booking Hire.
(Page 16 attached)

144.2 To receive the Cemetery Comparison Table provided by the Clerk for information. (Page 17 attached)

145. CLOSURE OF MEETING AND DATE OF NEXT MEETINGS

Monday 22 January 2018	Finance & Staffing Committee
Monday 29 January 2018	Council
Monday 12 February 2018	Land & Property Committee
Monday 26 February 2018	Council
Monday 19 March 2018	Town Hall Management Committee
Monday 26 March 2018	Council
Monday 9 April 2018	Special Council Grants Meeting
Monday 16 April 2018	Finance & Staffing Committee
Monday 30 April 2018	Council
Monday 21 May 2018	Annual Towns, Annual Council and Council

Code	Allocated Balances 2017/18									
	Fund	Actual Q2 balance 2017/18	Predicted Income Q3	Predicted Expenditure Q3	Itemised Inc & Exp 2017/18	Predicted Q3 balance 2017/18	Predicted Income Q4	Predicted Expenditure Q4	Itemised Inc & Exp 2017/18	Predicted Q4 Y/E balance 2017/18
9025	Election Costs	£ 7,942.77				£ 7,942.77				£ 7,942.77
9021	Capital Fund	£ 173,015.00				£ 173,015.00				£ 173,015.00
9022	Asset Replacement	£ 125,630.94		£ 3,751.72	studio cabling still to purchase and studio floor sand and polish	£ 121,879.22				£ 121,879.22
9023	Reserve	£ 130,946.50				£ 130,946.50				£ 130,946.50
9028	Short Term Reserve	£ 50,000.00				£ 50,000.00				£ 50,000.00
9024	Cemetery Perpetuity	£ 37,942.85	£ 1,800.00			£ 39,742.85	£ 2,000.00			£ 41,742.85
9027	Cemetery Trees	£ 5,860.70				£ 5,860.70				£ 5,860.70
9029	Efficient Saving Fund	£ 104,254.50				£ 104,254.50		£ 3,050.00	pipework for water supply from LHFH to Westbourne Rd	£ 101,204.50
9030	Cemetery Heritage Improvement Fund	£ 47,453.70		£ 273.00	video for Cem Project and D Lewis expenses	£ 47,180.70				£ 47,180.70
9031	Cultural Art Project (Inc Sailing Thro Time)	£ 48,625.00				£ 48,625.00		£ 24,100.00	Sailing Thro Time on hold but possible figure if goes ahead	£ 24,525.00
9032	Cemetery Long Term Development Fund	£ 50,000.00				£ 50,000.00				£ 50,000.00
9033	Town Leaflet	£ 15,000.00				£ 15,000.00				£ 15,000.00
	Total	£ 796,671.96	£ 1,800.00	£ 4,024.72		£ 794,447.24	£ 2,000.00	£ 27,150.00		£ 769,297.24

Budget Costs Expenditure/Income and Precept

Code		Committee	Item	2017/18 approved 23.1.17	proposed 2018/19 budget	Comments
4200	EXPENDITURE	L&P	Allotments	4,000	4,500	to include cost for dyke clearance
4205	EXPENDITURE	L&P	Cemetery	17,500	18,000	increase proposed 2018/19
4215	EXPENDITURE	L&P	Cemetery Lodge	750	750	no increase
4220	EXPENDITURE	L&P	Grounds Maintenance	7,500	8,000	increase proposed 2018/19
4225	EXPENDITURE	L&P	Longmann Hills Farm	1,000	1,200	increase proposed 2018/19
4230	EXPENDITURE	L&P	Town Hall	24,000	23,000	reduction - potential savings from gas, electricity and telephone charges
4235	EXPENDITURE	L&P	Public Clock	400	400	no increase
4245	EXPENDITURE	L&P	Street Lighting	8,000	5,000	reduction as columns and light fittings replaced which has reduced expenditure
4250	EXPENDITURE	L&P	Play Areas	3,000	3,500	equipment at least 5 years old and increase for repairs
4000	EXPENDITURE	F&S	Salaries Contracted Hours	304,000	317,240	to include 2% increase and Living Wage Foundation increase
4000	EXPENDITURE	F&S	Salaries Additional Hours (Gross)	15,000	15,500	Overtime costs for weddings to be vired in from new budget heading 4231 weddings
4231	EXPENDITURE	F&S	Weddings		1,000	New budget to cover staffing overtime costs (to Vire the overtime costs back into the Staffing Budget)
4110	EXPENDITURE	F&S	Publicity & promotions	1,700	2,500	Increased to include purchasing advertising bags 2018/19
4101	EXPENDITURE	F&S	Administration	18,000	18,000	no increase
4130	EXPENDITURE	F&S	Insurance	11,500	11,000	Reduction - Annual charge £9,766.82. Fidelity guarantee £69.03 (may have additional premium for additional events 2018)
4135	EXPENDITURE	F&S	Subscriptions	3,400	3,400	no increase
4140	EXPENDITURE	F&S	Training (staff)	2,800	3,300	additional training 2018/19
4142	EXPENDITURE	F&S	Councillors Training	500	500	no increase
4145	EXPENDITURE	F&S	Mayors Allowance	1,400	1,400	no increase
4150	EXPENDITURE	F&S	Civic Occasions (Remembrance)	1,000	1,250	to cover additional poppy wreath and crosses
4155	EXPENDITURE	F&S	Grants (including Section 137)	55,000	55,000	no increase
4160	EXPENDITURE	F&S	Groundwork	3,000	3,000	no increase
4161	EXPENDITURE	F&S	Community Woodland and Pond Maintenance	6,000	6,000	no increase
4165	EXPENDITURE	F&S	Bank Fees	1,000	1,000	no increase
4300	EXPENDITURE	Events	Selby in Bloom	4,500	4,500	no increase
4305	EXPENDITURE	Events	Selby Family Fun Day	21,000	22,000	additional security staff needed 2018 event
4310	EXPENDITURE	Events	Christmas Lights	16,500	17,000	to include for cost of snow machine and entertainment
4315	EXPENDITURE	Events	Community Bonfire	8,250	9,000	increase in security needed 2018 event
4320	EXPENDITURE	Events	Twinning	1,750	1,750	no increase
4325	EXPENDITURE	Events	Beer Festival	4,500	4,500	no increase
4425	EXPENDITURE	Events	Food Festival	5,500	6,000	increase to cover entertainment
4400	EXPENDITURE	Other	Arts & Culture	79,000	79,000	no increase
4420	EXPENDITURE	Other	Markets	23,500	18,000	reduction in expenditure to offset reduction in income
4440	EXPENDITURE	Other	Election Costs	3,750	3,750	no increase
4445	EXPENDITURE	Other	Contingencies	10,000	10,000	for unknown works/items in 2018/19
4450	EXPENDITURE	Other	Capital Fund	39,755	29,074	£10k top up 2018/19 and CTSG of £19,074
4455	EXPENDITURE	Other	Asset Replacement & Refurb	21,950	23,000	increases to allow for refurbishment costs not previously included
4460	EXPENDITURE	Other	Reserve Fund	16,500	25,000	£5k top up 2018/19 and CTSG £20k, achieves Reserve fund of 5.6 months' staff costs or 2.5 months' running costs.
4465	EXPENDITURE	Other	One off items	-	-	
9029	EXPENDITURE	Other	Efficiency Fund	NIL	-	
9028	EXPENDITURE	Other	Short Term Reserves Fund			
			Total Expenditure	746,905	757,014	
1200	INCOME	L&P	Allotments	6,800	6,800	no change
1210	INCOME	L&P	Cemetery	48,000	50,000	increased income
1220	INCOME	L&P	Cemetery maintenance/perpetuity	-		All income is transferred to Cemetery Maintenance/Perpetuity EMR
1230	INCOME	L&P	Cem Lodge Rent	3,057	3,300	Due for review 2018/19 - from £254.75 to £275 per month
1260	INCOME	L&P	Longmann's Hill Farm	8,000	8,000	no change
1240	INCOME	L&P	Town Hall	13,000	13,000	no change
1100	INCOME	F&S	Community Trust	38,000	38,000	no change
1301	INCOME	Events	Selby In Bloom	200	200	no change
1245	INCOME	Events	Wedding Bookings		3,000	New budget - wedding income for town hall weddings
1311	INCOME	Events	Family Fun Day	650	650	no change
1312	INCOME	Events	Christmas Lights	250	250	no change
1321	INCOME	Events	Community Bonfire	400	400	no change
1341	INCOME	Events	Beer Festival	5,500	6,000	increase to income for 2018 event
TBC	INCOME	Events	Food Festival	5,500	6,500	increase based on last year's income
1400/01	INCOME	Other	Arts & Culture	55,000	56,000	increased income
1410	INCOME	Other	Markets	38,500	33,000	realistic income figure based on 2017/18 income
1215	INCOME	Other	Cawood			
9029	INCOME	Other	Council Tax Support Grant	43,094	39,074	Figures advised by SDC on 29.11.17 but may be amended by SDC. If amended by SDC Council to approve delegated powers to the Chair of Council and Chair of F&S to adjust the Parish Requirement figure accordingly
			Total Income	265,951	264,174	
			Precept	480,954	492,840	2.47% increase, less than £500k therefore no referendum required
			No of Band D equivalent properties	4,608	4,695	18/19 Band D Equivalent confirmed 23.11.17
			Council Tax per Band-D property	£ 104.38	£ 104.97	.0565% increase

Notification of 2018/19 Precept

Please return by 5pm on Friday 12th January 2018

Notes for completing this form:

For the avoidance of doubt you are asked to complete the form in 3 parts:

- 1. Requirement (this is the total amount of funding you wish to receive)**
 - 2. Grant (this is the figure we have notified to you on the options sheet)**
 - 3. Precept (your Requirement less your Grant; this is the amount that will be charged to your Council Tax payers)**
-

Notice of 2018/19 Precept

From: Selby Town Council

To: Selby District Council

Our parish requirement and precept for 2018/19 are:-

- | | |
|------------------------------|----------|
| 1. Our Parish Requirement is | £531,914 |
| 2. Less Our Grant | £39,074 |
| 3. Our Precept is | £492,840 |

Signed:

Chairman

Clerk

Date

Please return this form to:

Tammy Fox
Selby District Council
Civic Centre
War Memorial Square
Doncaster Road
Selby
YO8 9FT

Alternatively **signed** forms can be scanned and emailed
to: tfox@selby.gov.uk

**To: Chief Executives in England, Wales and N Ireland
(additional copies for HR Director and Finance Director)
Members of the National Employers' Side
Regional Directors**

5 December 2017

Dear Chief Executive,

LOCAL GOVERNMENT PAY 2018

I am writing to update you on the work we have been doing on your behalf on the local government national pay negotiations for 2018.

The National Employers have today made a final pay offer covering the period 1 April 2018 to 31 March 2020. A letter sent to the trade unions setting out the detailed offer is attached at **Annex A** and a copy of the Employers' press release is attached at **Annex B**.

The Pay Offer

1 April 2018 ('Year One'):

Bottom-Loading on SCPs 6-19 incl

The Employers considered it was necessary for higher increases on the lower pay points in order to continue to close the significant gap with the National Living Wage (NLW). Therefore this part of the offer would result in a new bottom rate of £8.50 per hour on SCP6

Increase on SCPs 20 and above

A flat-rate increase of 2.0%

This first year of the pay offer would increase the national payroll by 2.707%

1 April 2019 ('Year Two'):

The Employers agreed that the bottom rate of the new pay spine should not be pegged to the NLW rate but should allow for some 'headroom'. Therefore the offer is for a bottom rate of £9.00 per hour

In order to deal with the compacting of differentials at the lower end of the spine it is proposed that the existing bottom twelve pay points are 'paired off' into six new pay points, ie. current SCPs 6 & 7 become the new SCP1; current SCPs 8 & 9 become the new SCP2 etc until you reach current SCPs 16 & 17 which become the new SCP6

To further dilute the impact of compacting the lower pay points, the offer includes 'ironing out' the current random gaps between pay points and having even increments of 2.0% between new SCPs 1 to 22 incl (equivalent to SCPs 6 to 28 on the current spine). This portion of the pay spine covers approximately 60% of NJC employees

From new SCP23 onwards, a flat-rate increase of 2.0% and retention of the current random differentials

This second year of the pay offer would increase the national paybill by 2.802%

The total increase to the national paybill over the two-year period would be 5.584%

Background

This pay offer is much more complex than any offer since the Single Status agreement in the mid-1990s, so I want to set out in detail the reasons behind it.

The introduction of the National Living Wage (NLW) was announced by George Osborne in his July 2015 Budget. He indicated that its target level was to reach 60% of median hourly earnings by 2020. At the time of the announcement, the forecast for 2020 was £9.35 per hour and in his speech Mr Osborne referred to it being "at least £9.00", although the most recent (November 2017) Office of Budgetary Responsibility forecast was £8.56.

At the time of the Chancellor's statement in 2015 the minimum hourly rate on the 'Green Book' pay spine was £7.00. That meant that it would have to increase by approximately £2.00 in five years if the initial 'target' for the NLW in 2020 of £9.00 was to be reached. By way of context, the increase in the bottom rate from £5.00 to £7.00 had taken thirteen years to achieve (2002-15).

The current two-year pay agreement covering 1 April 2016 to 31 March 2018, made some headway in bridging that gap and introduced minimum hourly rates of £7.52 (1 April 2016) and £7.78 (1 April 2017). This agreement included some further bottom-loading in each of the two years to assist in maintaining differentials and then annual pay awards of 1.0% further up the pay spine. This two-year deal added 2.40% to the national pay bill. The two-year increase for the lowest pay point was 10.28%. These rates provided some headroom in relation the NLW which was £7.20 (1 April 2016) and £7.50 (1 April 2017). The 1 April 2018 rate announced in the Budget is £7.83.

The 2016-18 pay deal included a commitment for the NJC to review its pay spine. To support the development of an employers' position, a sounding board of about a dozen officers from councils across the country was established. This included a balance in terms of: types of council; geography; those paying / not paying the voluntary living wage; and it also included councils that have local pay bargaining and representation from the regional employers' organisations.

The NJC set up a pay spine review working group to look at what could be done from a technical point of view. It was not a negotiating group and on the Employers' Side included three or four members of our sounding board.

The working group initially agreed to concentrate on potential models that covered one, two and three year options. A one-year settlement assimilating on to a new pay spine in 2018 could not realistically be implemented by councils in the time available. It would also be too costly if it were to start at a level that could ensure compliance with the likely levels of the NLW in 2019 and 2020, without further significant changes to its structure. A three-year settlement, whilst potentially attractive to councils from a financial planning aspect, would involve too much second-guessing of the broader economic position in 2020 and would be much more difficult for the unions to sell to their members.

All the work highlighted above was undertaken in the context of the Government's public sector pay policy remaining at 1.0% until 2020.

The unions' claim was lodged in mid-June. It was for one year and sought a 5.0% increase on all NJC pay points, plus the deletion of the bottom four NJC pay points. The unions made clear in private conversations that in the current climate it would not be possible for them to agree any offer that included 1.0% as the headline rate.

Regional pay consultation briefings took place between late June and August. There was widespread recognition that the work on the pay spine was a necessity as a result of the introduction of the NLW. It was also recognised that this could not be delivered within 1.0% increases to the overall pay bill and there was no suggestion that the additional costs be funded through providing for increases of less than 1.0% for better paid employees.

There was broad consensus on the need to have some 'headroom' from the statutory minimum NLW rate and for a two-year agreement. It was recognised that achieving a collective agreement with 1.0% as the headline rate would be nearly impossible. It was acknowledged that any agreement was likely to add between 4.5%-6.0% to the national pay bill over two years. It was also recognised that costs locally could vary significantly from this depending on a council's workforce profile and that it would have a significant impact on schools' budgets.

The political deliberations over the past few months have been difficult and while there was broad political consensus on issues such as the length of any deal, the need for headroom from the NLW and the need to reconfigure the lower end of the pay spine, this was not the case regarding the headline rate within a potential offer, which meant that in the end the only way to make a decision was to hold a vote in a meeting of the Employers' Side of the National Joint Council, which is the body that is ultimately responsible for these decisions. This is only the second vote on a pay offer since 1997 when the Local Government Services NJC was established.

Therefore whilst the decision to make a headline offer of 2.0% was not reached through consensus, it was achieved in line with the clear voting arrangements set out in the Employers' Side Constitution.

For colleagues in London Boroughs, you will be aware that there are separate pay spines for inner and outer London and in normal circumstances the nationally agreed percentage increases would be applied to the London pay points. However, given the proposed significant changes to the national pay spine, discussions are currently taking

place between London employers and trade unions and further updates will be issued by them in due course.

Finally, there has been a huge amount of technical work involving many colleagues from councils and Regional Employer Organisations from across England, Wales and Northern Ireland that has brought us to this point and we would like to thank them for the advice and assistance that they have provided to the national Secretariat.

Yours sincerely,

Simon Pannell

Simon Pannell
Employers' Secretary

Heather Wakefield, Rehana Azam, Jim Kennedy
Trade Union Side Secretaries
NJC for Local Government Services
c/o UNISON Centre
130 Euston Road
London NW1 2AY

5 December 2017

Dear Heather, Rehana and Jim,

LOCAL GOVERNMENT PAY 2018

I am writing on behalf of the Employers' Side of the NJC to respond formally to the Trade Union Side's pay claim.

The National Employers wish to make the following final offer:

From 1 April 2018:

- On SCP 6, £1,380 (equivalent to 9.191%)
- On SCP 7, £1,380 (equivalent to 9.130%)
- On SCP 8, £1,380 (equivalent to 9.052%)
- On SCP 9, £1,380 (equivalent to 8.976%)
- On SCP 10, £1,250 (equivalent to 8.006%)
- On SCP 11, £1,200 (equivalent to 7.592%)
- On SCP 12, £1,050 (equivalent to 6.512%)
- On SCP 13, £900 (equivalent to 5.458%)
- On SCP 14, £900 (equivalent to 5.363%)
- On SCP 15, £900 (equivalent to 5.272%)
- On SCP 16, £900 (equivalent to 5.167%)
- On SCP 17, £900 (equivalent to 5.064%)
- On SCP 18, £800 (equivalent to 4.427%)
- On SCP 19, £700 (equivalent to 3.734%)
- On SCPs 20 and above, 2.0%

The Employers acknowledge the constructive way in which the NJC Pay Spine Review Group has worked together over the past eighteen months and therefore propose that a revised pay spine be introduced with effect from **1 April 2019**. The Employers' detailed offer in regard to this is attached as **Annex 1**.

The proposed 2019 pay spine is based on the following:

- A bottom rate of £9.00 per hour (£17,364) on new SCP1 (equivalent to old SCP6)
- 'Pairing off' old SCPs 6-17 incl to create new SCPs 1-6 incl
- Equal steps of 2.0% between each new SCPs 1 to 21 incl (equivalent to old SCPs 6-28 incl)
- By creating equal steps between these pay points new SCPs 10, 13, 16, 18 and 21 are generated to which no old SCPs would assimilate. This would mean that in some organisations the current number of pay points in a grade would change. The Employers therefore suggest that we work together to consider appropriate advice as such issues arise
- On new SCPs 23 and above (equivalent to old SCPs 29 and above), 2.0%

We hope that you will now put this offer to your members for consultation and understand that you will be considering this over the next few days.

Yours sincerely,

Simon Pannell

Simon Pannell
Employers' Secretary

ANNEX 1

1 April 2018			1 April 2019			
SCP	£ per annum	£ per hour*	New SCP	£ per annum	£ per hour*	Old SCP[s]
6	£16,394	£8.50	1	£17,364	£9.00	6/7
7	£16,495	£8.55				
8	£16,626	£8.62	2	£17,711	£9.18	8/9
9	£16,755	£8.68				
10	£16,863	£8.74	3	£18,065	£9.36	10/11
11	£17,007	£8.82				
12	£17,173	£8.90	4	£18,426	£9.55	12/13
13	£17,391	£9.01				
14	£17,681	£9.16	5	£18,795	£9.74	14/15
15	£17,972	£9.32				
16	£18,319	£9.50	6	£19,171	£9.94	16/17
17	£18,672	£9.68				
18	£18,870	£9.78	7	£19,554	£10.14	18
19	£19,446	£10.08	8	£19,945	£10.34	19
20	£19,819	£10.27	9	£20,344	£10.54	20
			10	£20,751	£10.76	
21	£20,541	£10.65	11	£21,166	£10.97	21
22	£21,074	£10.92	12	£21,589	£11.19	22
			13	£22,021	£11.41	
23	£21,693	£11.24	14	£22,462	£11.64	23
24	£22,401	£11.61	15	£22,911	£11.88	24
			16	£23,369	£12.11	
25	£23,111	£11.98	17	£23,836	£12.35	25
			18	£24,313	£12.60	
26	£23,866	£12.37	19	£24,799	£12.85	26
27	£24,657	£12.78	20	£25,295	£13.11	27
			21	£25,801	£13.37	
28	£25,463	£13.20	22	£26,317	£13.64	28
29	£26,470	£13.72	23	£26,999	£13.99	29
30	£27,358	£14.18	24	£27,905	£14.46	30
31	£28,221	£14.63	25	£28,785	£14.92	31
32	£29,055	£15.06	26	£29,636	£15.36	32
33	£29,909	£15.50	27	£30,507	£15.81	33
34	£30,756	£15.94	28	£31,371	£16.26	34

35	£31,401	£16.28	29	£32,029	£16.60	35
36	£32,233	£16.71	30	£32,878	£17.04	36
37	£33,136	£17.18	31	£33,799	£17.52	37
38	£34,106	£17.68	32	£34,788	£18.03	38
39	£35,229	£18.26	33	£35,934	£18.63	39
40	£36,153	£18.74	34	£36,876	£19.11	40
41	£37,107	£19.23	35	£37,849	£19.62	41
42	£38,052	£19.72	36	£38,813	£20.12	42
43	£39,002	£20.22	37	£39,782	£20.62	43
44	£39,961	£20.71	38	£40,760	£21.13	44
45	£40,858	£21.18	39	£41,675	£21.60	45
46	£41,846	£21.69	40	£42,683	£22.12	46
47	£42,806	£22.19	41	£43,662	£22.63	47
48	£43,757	£22.68	42	£44,632	£23.13	48
49	£44,697	£23.17	43	£45,591	£23.63	49

*hourly rate calculated by dividing annual salary by 52.143 weeks (which is 365 days divided by 7) and then divided by 37 hours (the standard working week in the National Agreement 'Green Book')

PRESS RELEASE: 5 DECEMBER 2017

Council employees' pay offer announced

Council employees have been offered a two-year pay increase from 1 April 2018. The majority of employees - those on salaries starting at £19,430 per annum - would receive an uplift of 2 per cent on 1 April 2018 and a further 2 per cent on 1 April 2019, with those on lower salaries receiving higher increases.

The offer also includes the introduction of a new national pay spine on 1 April 2019.

The National Employers, who negotiate pay on behalf of 350 local authorities in England, Wales and Northern Ireland, made the offer to unions today. It will affect over 1 million employees.

Notes to editors

The total increase to the national paybill resulting from this offer is 5.6% over two years (covering the period 1 April 2018 to 31 March 2020).

This pay offer does not apply to council chief executives, senior officers, teachers or firefighters, who are covered by separate national pay arrangements.

The National Joint Council negotiates the pay, terms and conditions of staff in local authorities. It agrees an annual uplift to the national pay spine, on which each individual council decides where to place its employees. Each council takes into account a number of factors such as job size and local labour market conditions when deciding an employee's salary. There are no nationally determined jobs or pay grades in local government, unlike in other parts of the public sector.

-ENDS-

Anticipated Spend from EMR Budgets 2018/19

Raised By	Raised When	Item	Net Cost	Planned Implementation	Comments	(9021) Capital EMR	(9022) Asset Replacement and Refurb EMR	(9023) EMR Reserve Fund	(9024) Cemetery Perpetuity EMR	(9025) Election Costs EMR	(9026) Longmann Hills EMR	(9027) Cemetery Trees EMR	(9028) Short Term Reserve	(9029) Efficiency Saving EMR	(9030) Cem Heritage Improv Fund	(9031) Cultural Art Projects EMR	(9032) Cemetery Long Term Dev	(9033) Town Leaflet EMR
Andy Argyle	2014/15	Cemetery Mapping	£4,000-7,000	2018/19	Possibly from HLF										£ 7,000.00			
Karen Mann	Feb-16	Telephone System	£ 5,000.00	2018/19	current system with BT		£ 5,000.00											
Andy Argyle	Sep-17	LED Lights to Main Hall - Arts Centre and outside	£ 1,900.00	2018/19	Supplied and fitted									£ 1,900.00				
Andy Argyle	Sep-17	LED lights to Town Hall office and Stairwell	£ 700.00	2018/19	Supplied and fitted									£ 700.00				
Karen Mann	Oct-17	Gazebos	£ 1,000.00	2018/19	to purchase 2 additional gazebos for events and market use	£ 1,000.00												
Karen Mann	Dec-17	New Large Gazebo	£ 1,000.00	2018/19	to replace the existing marquee		£ 1,000.00											
Andy Argyle	Dec-16	To refurbish Town Hall windows	£ 30,000.00	2018/19 & 2019/20	Once windows refurbished they will need to be painted, inside and outside * this can be completed over 3 years		£ 30,000.00											
Andy Argyle	Oct-17	Town Hall - External Painting windows	£ 1,619.00	2018/19	To paint newly refurb windows, as above externally inc scaffolding costs		£ 1,619.00											
Andy Argyle	Sep-17	Town Hall side garden canopy refurb	£ 1,140.00	2018/19	To prepare, remove flaking paint and repaint		£ 1,140.00											
Karen Mann	Nov-17	To paint and decorate the Main Hall in the Town Hall Excluding Windows	£ 5,094.60	2018/19	To decorate the main hall, balcony area, stage area, ticket office and entrance to the main hall from the studio		£ 5,094.60											
Karen Mann	Nov-17	To sand the Main Hall floor in the Town Hall	£ 3,630.00	2018/19	To sand the floor which is used regularly by hirers of the town hall and the town hall shows		£ 3,630.00											
Andy Argyle	Nov-17	Topographical Survey	£ 1,495.00	2018/19	Survey for the Cemetery including allotment mapping													£ 1,495.00
Andy Argyle	May-17	Cemetery Ashes section	£ 15,000.00	2018/19	to relevel the new Ashes section in the Cemetery													£ 15,000.00
Andy Argyle	Nov-17	Cemetery Entranceway Improvements	£ 27,000.00	2018/19	work around the roundabout, cemetery lodge driveway and lined parking bays as discussed at L&P		£ 27,000.00											
Andy Argyle	Nov-17	Cemetery wooden fenced compound	£ 750.00	2018/19	to add porous pavers or equivalent to the area in front of the wooden fenced compound		£ 750.00											
Andy Argyle	Nov-17	Stihl long reach hedge cutter	£ 1,010.00	2018/19	To replace existing equipment		£ 1,010.00											
					TOTAL COSTS 2018/19	£ 1,000.00	£ 76,243.60	£ -	£ -	£ -		£ -	£ -	£ 2,600.00	£ 7,000.00	£ -	£ 16,495.00	£ -
					Projected Top Ups 2018/19	£ 29,074.00	£ 23,000.00	£ 25,000.00		£ 3,750.00								
					Projected Balance at Y/E 2017/18	£ 173,015.00	£ 124,095.22	£ 130,946.50	£ 41,742.85	£ 7,942.77		£ 5,860.70	£ 50,000.00	£ 101,204.50	£ 47,180.70	£ 24,525.00	£ 50,000.00	£ 15,000.00
					Projected YE Balance plus top up less works 2018/19	£ 201,089.00	£ 70,851.62	£ 155,946.50	£ 41,742.85	£ 11,692.77		£ 5,860.70	£ 50,000.00	£ 98,604.50	£ 40,180.70	£ 24,525.00	£ 33,505.00	£ 15,000.00
Andy Argyle	Oct-17	Storage at Cemetery Depending on HLF for Cemetery Project	£ 85,000.00	2018/19 or 2019/20	If HLF support a grant for £100k to refurb the Chapel a new storage unit will be needed to house the equipment currently sited in the Cemetery Chapel	£ 85,000.00												
Andy Argyle	Dec-16	The central path that runs through plot 6a and 6b	£ 19,500.00	2019/20	ongoing repair work				£ 19,500.00									
Andy Argyle	Nov-17	Cemetery Plot G	£ 9,000.00	2020/21	To tarmac the cemetery footpaths is plot G				£ 9,000.00									
Karen Mann	Sep-17	Canopy extension at TH	£ 5,800.00	2021/22	To have a pergola style extended canopy between the TH shed in the side garden to cover the paved area (one side only)	£ 5,800.00												
Andy Argyle	Sept/Oct 2012	Cemetery Gate (between Cem and Westbourne Allot)	£ 1,300.00	2021/22	Identified 2015/16 for Gate and Fence. Now quote for Gate only near the containers at the Cem. Pedestrian and Vehicle access - same gate as LHFH access gate to Allotments													£ 1,300.00
Andy Argyle	Dec-16	Town Hall Balcony carpet	£ 2,561.00	2019/20	estimate for gallery landing		£ 2,561.00											
Andy Argyle	Dec-16	To replace the Central Heating System in the Town Hall Main Room	TBC	2019/20	potential cost savings due to economical system for the Town Council		TBC							TBC	TBC			
Andy Argyle	Dec-16	Town Hall stairs left and right floor covering	£ 488.00	2019/20	floor covering to the stairs to left and right in main hall to balcony area		£ 488.00											
Andy Argyle	Nov-17	Pointing works at Town Hall, Cemetery Walls, Farmhouse and Cem Lodge	TBC	2019/20 or 2020/21	Pointing at LHFH completed 2017, some TH pointing completed, Cem Lodge and Cem Walls to be surveyed		TBC											
Andy Argyle	Sep-17	Pymble Allotment project proposal to improve site	£ 169,960.00	TBC	Project Proposal attached													
Karen Mann	Nov-17	Mayoral Chains	£ 2,800.00	TBC	To provide a single chain for the insignia only		£ 2,800.00											
					TOTAL COSTS	£ 90,800.00	£ 5,849.00	£ -	£ 28,500.00	£ -	£ -	£ -	£ -	£ -	£ -	£ -	£ 1,300.00	£ -

STC: Schedule of Charges

proposed
2016/17 2017/18 2018/19

Town Hall	Arts Centre	Local per hour	22	22	22
Town Hall	Arts Centre	Standard per hour	32	32	32
Town Hall	Arts Centre	Commercial per hour	51	51	51
Town Hall	Arts Centre	Local (half day) 4 Hours	65	65	65
Town Hall	Arts Centre	Standard (half day) 4 Hours	90	90	90
Town Hall	Arts Centre	Commercial (half day) 4 Hours	150	150	150
Town Hall	Arts Centre	Local (FULL day) 7.5 Hours	100	100	100
Town Hall	Arts Centre	Standard (FULL day) 7.5 Hours	150	150	150
Town Hall	Arts Centre	Commercial (FULL day) 7.5 Hours	250	250	250
Town Hall	Studio	Local per hour	17	17	17
Town Hall	Studio	Standard per hour	21	21	21
Town Hall	Studio	Commercial per hour	38	38	38
Town Hall	Studio	Local (half day) 4 Hours	45	45	45
Town Hall	Studio	Standard (half day) 4 Hours	65	65	65
Town Hall	Studio	Commercial (half day) 4 Hours	120	120	120
Town Hall	Studio	Local (FULL day) 7.5 Hours	85	85	85
Town Hall	Studio	Standard (FULL day) 7.5 Hours	100	100	100
Town Hall	Studio	Commercial (FULL day) 7.5 Hours	200	200	200
Town Hall	Caretaker	Friday after midnight additional charge per hour	12	12.5	13
Town Hall	Caretaker	Saturday additional charge	40	45	47
Town Hall	Caretaker	Sunday additional charge	55	60	63
Town Hall	Arts Centre	Taking down seating	84	84	84
Town Hall	Arts Centre	Provision of Staging	32	32	32
Town Hall	Arts Centre	Lights & Sound	POA	POA	POA
Allotments	From Jan	Full	57	59	61
Allotments	From Jan	Half	29	30	32
Allotments	From Jan	Micro	14	14	16
Allotments	From Jan	Awarded Land Crosshill Farm Plot A&B	176	176	194
Allotments	From Jan	Awarded Land East Common Plot C	198	198	218
Allotments	From Jan	Awarded Land Crosshill Farm Plot D&E	203.5	203.5	225
Allotments	From Jan	Stonebridge Paddocks	310	320	330
Markets	price per foot	Regular	1.25	1.25	1.3
Markets	price per foot	Casual	1.6	1.6	1.7
Markets	price per foot	Bank Holiday	2.5	2.5	2.75
Cemetery	Exclusive Right of Burial	Full Plot	410	450	500
Cemetery	Exclusive Right of Burial	Maint in Perp (Full)	250	275	325
Cemetery	Exclusive Right of Burial	Half Plot	220	240	275
Cemetery	Exclusive Right of Burial	Maint in Perp (Half)	150	165	200
Cemetery	Exclusive Right of Burial	Transfer of rights	55	60	75
Cemetery	Exclusive Right for Memorial		95	105	125
Cemetery	Interments	Burial	380	420	500
Cemetery	Interments	Interment of Ashes	115	126	150
Cemetery	Interments	Scattering Ashes	75	83	100
Cemetery	Interments	Still born / Under 18	0	0	0
Cemetery	Interments	Common Grave	450	495	575
Cemetery	Interments	Overtime rate /hr	65	72	80
Cemetery	Permits	Headstone & 1st inscription	115	125	150
Cemetery	Permits	Vase / Plaque & 1st Inscription	95	105	125
Cemetery	Permits	Additional Inscriptions/Replacement Memorial	85	95	115
Cemetery	Contract rates	2 persons + van / hr	100	110	125
Cemetery	Memorial Trees	Memorial Trees	180	200	200

Town Hall	Wedding Ceremony Charges				
Town Hall	Studio	Ceremony only 2 hours M-F		200	225
Town Hall	Studio	Ceremony only 2 hours Weekend		250	275
Town Hall	Main Hall	Ceremony 2 hrs With Tiered Seating and Stage M-F		350	400
Town Hall	Main Hall	Ceremony 2hrs With Tiered Seating and Stage Weekend		450	500
Town Hall	Main Hall and Studio	With Tiered Seating and Stage M-F Reception and Ceremony		650	925
Town Hall	Main Hall and Studio	With Tiered Seating and Stage Weekend Reception and Ceremony		750	1125

Costs for other authorities obtained December 2017; Selby updated for proposed 2018/19 Charges

Burial Authority	Exclusive Right of Burial	Interment	Subtotal (Resident Charges)	Non-Resident Multiplier	Non Resident Total	Notes	Last Updated
Thirsk	£ 180.00	£ 210.00	£ 390.00	2	£ 780.00	17/18	Dec-17
Goole	£ 508.49	£ 444.93	£ 953.42	2	£ 1,906.84	17/18	Dec-17
Selby (2018/19)	£ 500.00	£ 500.00	£ 1,000.00	2	£ 2,000.00	Proposed 18/19 charges	Dec-17
Redcar Cleveland	£ 360.00	£ 750.00	£ 1,110.00	1.5	£ 1,665.00	17/18	Dec-17
Tamworth	£ 806.00	£ 429.00	£ 1,235.00	2	£ 2,470.00	17/18	Dec-17
Basingstoke	£ 1,400.00	included	£ 1,400.00	2	£ 2,800.00	17/18	Dec-17
Richmondshire	£ 665.00	£ 760.00	£ 1,425.00	2	£ 2,850.00	17/18	Dec-17
East Riding	£ 592.00	£ 850.00	£ 1,442.00	Not Stated; Assume 1.0	£ 1,442.00	17/18	Dec-17
Scarborough Borough	£ 813.00	£ 631.00	£ 1,444.00	Not Stated; Assume 1.0	£ 1,444.00	treble interment 17/18	Dec-17
Fulford	£ 628.00	£ 842.00	£ 1,470.00	See notes	£ 2,293.20	Resident Charges: £658+ £886 = £1544 Non Resident: £980+1195 = £2175 Equivalent multiplier 1.56	Jan-18
Slough	£ 925.00	£ 615.00	£ 1,540.00	2	£ 3,080.00	17/18	Dec-17
Darlington Borough	£ 750.00	£ 800.00	£ 1,550.00	2	£ 3,100.00	50 years interment 17/18	Dec-17
Thameside Met Borough	£ 740.00	£ 855.00	£ 1,595.00	2	£ 3,190.00	17/18	Dec-17
Bury	£ 950.00	£ 750.00	£ 1,700.00	2	£ 3,400.00	17/18	Dec-17
Bedford Borough Council	£ 1,002.40	£ 726.70	£ 1,729.10	Not Stated; Assume 1.0	£ 1,729.10	17/18	Dec-17
Chelmsford	£ 1,050.00	£ 720.00	£ 1,770.00	2	£ 3,540.00	17/18	Dec-17
Liverpool	£ 990.00	£ 814.00	£ 1,804.00	2	£ 3,608.00	17/18	Dec-17
Boston Borough	£ 1,000.00	£ 810.00	£ 1,810.00	2	£ 3,620.00	17/18	Dec-17
Kirklees	£ 989.00	£ 826.00	£ 1,815.00	Not Stated; Assume 1.0	£ 1,815.00	16/17 figures only available	Dec-17
Lewes District Council	£ 1,030.00	£ 810.00	£ 1,840.00	2	£ 3,680.00	single or £1430 triple 17/18	Dec-17
Cheshire West	£ 1,854.60	included	£ 1,854.60	2	£ 3,709.20	17/18	Dec-17
Cornwall	£ 1,395.00	£ 607.00	£ 2,002.00	2	£ 4,004.00	17/18	Dec-17
Wakefield	£ 1,149.00	£ 935.00	£ 2,084.00	2	£ 4,168.00	17/18	Dec-17
Gravesham Borough	£ 1,080.00	£ 1,100.00	£ 2,180.00	2.5	£ 5,450.00	17/18	Dec-17
Gloucester	£ 1,725.00	£ 680.00	£ 2,405.00	Not Stated; Assume 1.0	£ 2,405.00	17/18	Dec-17
Sheffield City Council	£ 1,690.00	£ 1,067.00	£ 2,757.00	Not Stated; Assume 1.0	£ 2,757.00	17/18	Dec-17
Sutton	£ 1,835.00	£ 1,275.00	£ 3,110.00	2	£ 6,220.00	17/18	Dec-17
Plymouth	£ 1,885.00	£ 1,281.00	£ 3,166.00	Not Stated; Assume 1.0	£ 3,166.00	17/18	Dec-17
Medway	£ 2,600.00	£ 692.00	£ 3,292.00	2	£ 6,584.00	17/18	Dec-17
Birmingham City Council	£ 2,247.00	£ 1,081.00	£ 3,328.00	2.65	£ 8,819.20	17/18	Dec-17
Merton	£ 3,300.00	£ 1,610.00	£ 4,910.00	1.75	£ 8,592.50	17/18	Dec-17
Bexley	£ 4,207.00	£ 1,239.00	£ 5,446.00	2.98	£ 16,229.08	17/18	Dec-17

Cemetery Charges (Exclusive Right & Interment)

2017/18

