

## Agenda Item 5d

### Wage increases for 2023-24

The LGA have offered a wage increase for 2023-24 of £1925.00 pro rata on all pay scales up to column point 43. This is same as last year's settlement and gives a percentage increase biased towards the lower column points.

In reality this means that the increase on SCP point 2 will be 9.42% tapering off to 3.88% for SCP 43. This targeting of the lowest pay scales will greatly benefit the majority of the Councils employees who are currently struggling with inflation and increased interest rates.

The Clerk urges that whilst the annual inflation rate is currently 8.7% that this offer be paid to staff with any adjustments being made when a final agreement is made. Last year when inflation was running at over 10% this option was taken, the 2022-23 wage settlement was reached beginning of February this year approx., 8 weeks from the end of year it applied to, this could happen again this year.

The pay year is entering the second quarter in July and the implementation of the LGA pay offer and accrued backpay from April 1<sup>st</sup> would help offset the loss of Government energy support which affects all staff after it finished in April.

The Parish Council with foresight budgeted for a similar increase to last year in the 2023-24 budget and has adequate funds within the current budget to meet these wage increases and a contingency left for any adjustment after the final settlement.

Some of the Staff are entitled to their incremental increase on the SPC scale these should also be implemented.

#### The Offered LGA pay increases are:

SCP	2022-23	Increase	2023-24	Hourly Rate	Percentage
2	£ 20,441.00	£1,925.00	£ 22,366.00	£ 11.47	9.42%
3	£ 20,812.00	£1,925.00	£ 22,737.00	£ 11.66	9.25%
4	£ 21,189.00	£1,925.00	£ 23,114.00	£ 11.85	9.08%
5	£ 21,575.00	£1,925.00	£ 23,500.00	£ 12.05	8.92%
6	£ 21,968.00	£1,925.00	£ 23,893.00	£ 12.25	8.76%
7	£ 22,369.00	£1,925.00	£ 24,294.00	£ 12.46	8.61%
8	£ 22,777.00	£1,925.00	£ 24,702.00	£ 12.67	8.45%
9	£ 23,194.00	£1,925.00	£ 25,119.00	£ 12.88	8.30%
10	£ 23,620.00	£1,925.00	£ 25,545.00	£ 13.10	8.15%
11	£ 24,054.00	£1,925.00	£ 25,979.00	£ 13.32	8.00%
12	£ 24,496.00	£1,925.00	£ 26,421.00	£ 13.55	7.86%
13	£ 24,948.00	£1,925.00	£ 26,873.00	£ 13.78	7.72%
14	£ 25,409.00	£1,925.00	£ 27,334.00	£ 14.02	7.58%
15	£ 25,878.00	£1,925.00	£ 27,803.00	£ 14.26	7.44%
16	£ 26,357.00	£1,925.00	£ 28,282.00	£ 14.50	7.30%
17	£ 26,845.00	£1,925.00	£ 28,770.00	£ 14.75	7.17%
18	£ 27,344.00	£1,925.00	£ 29,269.00	£ 15.01	7.04%
19	£ 27,852.00	£1,925.00	£ 29,777.00	£ 15.27	6.91%
20	£ 28,371.00	£1,925.00	£ 30,296.00	£ 15.54	6.79%

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21	£ 28,900.00	£1,925.00	£ 30,825.00	£ 15.81	6.66%
22	£ 29,439.00	£1,925.00	£ 31,364.00	£ 16.08	6.54%
23	£ 30,151.00	£1,925.00	£ 32,076.00	£ 16.45	6.38%
24	£ 31,099.00	£1,925.00	£ 33,024.00	£ 16.94	6.19%
25	£ 32,020.00	£1,925.00	£ 33,945.00	£ 17.41	6.01%
26	£ 32,909.00	£1,925.00	£ 34,834.00	£ 17.86	5.85%
27	£ 33,820.00	£1,925.00	£ 35,745.00	£ 18.33	5.69%
28	£ 34,723.00	£1,925.00	£ 36,648.00	£ 18.79	5.54%
29	£ 35,411.00	£1,925.00	£ 37,336.00	£ 19.15	5.44%
30	£ 36,298.00	£1,925.00	£ 38,223.00	£ 19.60	5.30%
31	£ 37,261.00	£1,925.00	£ 39,186.00	£ 20.10	5.17%
32	£ 38,296.00	£1,925.00	£ 40,221.00	£ 20.63	5.03%
33	£ 39,493.00	£1,925.00	£ 41,418.00	£ 21.24	4.87%
34	£ 40,478.00	£1,925.00	£ 42,403.00	£ 21.75	4.76%
35	£ 41,496.00	£1,925.00	£ 43,421.00	£ 22.27	4.64%
36	£ 42,503.00	£1,925.00	£ 44,428.00	£ 22.78	4.53%
37	£ 43,516.00	£1,925.00	£ 45,441.00	£ 23.30	4.42%
38	£ 44,539.00	£1,925.00	£ 46,464.00	£ 23.83	4.32%
39	£ 45,495.00	£1,925.00	£ 47,420.00	£ 24.32	4.23%
40	£ 46,549.00	£1,925.00	£ 48,474.00	£ 24.86	4.14%
41	£ 47,573.00	£1,925.00	£ 49,498.00	£ 25.38	4.05%
42	£ 48,587.00	£1,925.00	£ 50,512.00	£ 25.90	3.96%
43	£ 49,590.00	£1,925.00	£ 51,515.00	£ 26.42	3.88%