

Toft Newton Parish Council

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Pay Policy Notes

The following information is to support the Pay Policy attached, and to determine the correct rates of pay for Toft Newton Parish Council employees, at the September Personnel Committee meeting.

In September 2025 the CPI Rate (including Housing) was 4.1%, (excluding Housing) it was 3.8%. I inadvertently used the 4.1% rate to predict the 2026-27 wages bill rather than the 3.8% rate.

The Trade Unions submitted their Local Government National Joint Council (NJC) pay claim at the beginning of December 2025, this was based on a consultation between the GMB, Unison and Unite Trade Unions.

In November 2025, the GMB and Unison published their own proposals, before agreeing on a joint proposal.

The Trade Unions asked for:

- An increase of at least £3,000 or 10 per cent (whichever is greater) on full time posts, pro-rata for part-time posts.
- A minimum pay rate of £15 an hour.
- A two-hour reduction in the working week.
- An increase of one day annual leave per year for full time posts, pro-rata for part-time posts.
- The ability of all school support staff to take a day of paid leave during term time.
- The abolition of Level 1 Teaching Assistant role and instead all Level 1 role holders be moved onto Level 2.

Source: The Local Government Association

<https://www.local.gov.uk/sites/default/files/documents/NJC%20pay%20update%20-%20Naomi%20Cooke.pdf>.

The National Employers have offered 3.30%

Which is below the rate of the September 2025 CPI Inflation Rate and below the:

- 4.1% that is being applied to the National Living Wage,
- 3.8% that State Benefits / Local Government Pensions will increase by, and
- 4.8% uplift that is being applied to the State Pension from the 1st of April 2026.

Source: The Local Government Association

<https://www.local.gov.uk/sites/default/files/documents/Emps%20to%20NJC%20TUs%20pay%20offer%2024Mar26.pdf>

3.30% on the pay scales that apply to the Clerk and Playground Warden would increase the rates as detailed below:

Playground Warden

SCP	2025-26	+ 3.30%
2	£12.65	Deleted
3	£12.85	£13.28
4	£13.05	£13.49
5	£13.26	£13.70

Additionally, from the 1st of April 2026 SCP 2 is to be deleted, all Councils are therefore required to move all staff on the bottom pay point up to the next pay point.

As the Playground Warden's pay scale starts at SCP 2, I would recommend that the Playground Warden role be regraded so that from April 2026, the post pays the rate of SCP 3 through to 6.

There would no cost implications in 2026-27 or 2027-28 for oft Newton Parish Council if the Playground Warden role was regarded to SCP 3 to 6.

SCP	2025-26	+ 3.30%
6	£13.47	£13.92

Parish Council Clerk (Unqualified rate)

SCP	2025-26	+ 3.30%
9	£14.13	£14.60
10	14.35	£14.83
11	£14.59	£15.08

Parish Council Clerk (Qualified rate)

SCP	2025-26	+ 3.30%
14	£15.31	£15.82
15	£15.56	£16.08
16	£15.82	£16.35
17	£16.08	£16.62

All projected figures have been rounded up.

If the 3.30% pay rise is applied. the staffing budget for 2026-27 should be £3,615.50 instead of the projected £3,700.00, saving £84.50 - assuming that no additional hours are paid and that no vacancies occur.

An additional saving of approximately £87.04 would be expected in 2027-28.

When coupled with the Pensions report to be discussed this evening which would if approved would see pension contributions being made, this miscalculation, would reduce the total increase in the Wages, PAYE and Pension expenditure from £105 in this year to just £20.50, and £21.11 in 2027-28.