TANGMERE PARISH COUNCIL

MINUTES OF THE MEETING OF THE COUNCIL
HELD (USING ZOOM SOFTWARE) ON 16 JUNE 2020

Present:
Councillors Andrew Irwin (Chairman), Roger Birkett (Vice-Chairman), Kate Beach, David Blythe, Simon Oakley, Paul Spencer-Ellis, James Stanbridge and Trevor Ware,

In attendance:
Louise Steele - Clerk
Tina White - Parish Administrator
One member of the public

No.		ACTION
328	**AGENDA ITEM 1 – APOLOGIES FOR ABSENCE** Apologies were received from Councillor Kirsten Lanchester.	
329	**AGENDA ITEM 2 – TO RECEIVE DECLARATIONS OF DISCLOSABLE PECUNIARY AND NON-PECUNIARY INTERESTS** Cllr Oakley declared non pecuniary interests, in general terms, as a member of Chichester District Council (CDC) and as a member of West Sussex County Council. Cllr Spencer-Ellis declared a non pecuniary interest in agenda Item 8 Application No. 20/01251/TCA as a member of St Andrew's Parochial Church Council (i.e. the applicant).	
330	**AGENDA ITEM 3 – PUBLIC PARTICIPATION** A member of the public attended and made representation about planning application 19/01525/FUL (Extension to glasshouse nursery Land West of Marsh Lane Easthampnett) and reiterated his question set out at Agenda Item 11 B) about whether the Parish Council wishes to amend its objection to the application Councillors took the opportunity to ask the member of the public further questions. The Chairman determined that the detail would be discussed by the Council at the appropriate point on the agenda. The member of the public left the meeting at this point.	
331	**AGENDA ITEM 4 – AGENCY REPORTS** The following reports were received. A) County and District Councillor's Report Councillor Oakley reported orally on how Chichester District Council and West Sussex County Council are working on Covid-19 recovery plans; stressing the financial impact and loss of income that both authorities are experiencing. Without central government support budget setting will be very challenging for both.	

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	Cllr Oakley gave a brief summary of the Covid-19 support that the County Council is giving to vulnerable residents. School capacity, given social distancing and demand for places remains challenging. The strategic development Compulsory Purchase Order (CPO) process for Tangmere remains suspended. Housing delivery numbers will increase from 425 to 628 a year as CDC goes beyond its current five year local plan adoption. CDC is consulting on how to manage this situation – the Local Plan review will not progress until 2021 and we will be in a "non plan led planning environment" Cllr Oakley took Members' questions. He was asked whether CDC and Countryside Properties had considered the risk to the strategic development of Tangmere of the from the absence of a Local Plan and the halting of the CPO. Cllr Oakley replied that not all Local Plan policies fell in the absence of a Local Plan.	
332	**AGENDA ITEM 5 – MINUTES** The minutes of the ordinary meeting held on 14 May 2020 were approved as an accurate record and signed as such by the Chairman.	
333	**AGENDA ITEM 6 - REPORT OF THE COVID-19 WORKING PARTY** Members received the oral report of the Cllr Stanbridge as Chairman of the Covid-19 Working Party. Phase 1 – the identification of vulnerable residents continued with the widening of the definition to include those in financial distress (though the working group does not wish to involve itself in any means testing); Phase 2 – assessment and co-ordination of support – an additional food supplier COOK has come on board and residents appreciate th quality of this provision; Sue Saunders has stood back from her role and Alex Halswell has come forward to take he same role on and the Clerk has increased her involvement; and Phase 3 – Operation preparedness – a further leaflet has been produced and circulated and messages shared on Facebook as we enter the uncertain stage of the relaxation of lockdown. Continue to be in state of preparedness. The Chairman thanked Cllr Stanbridge for his report.	
334	**AGENDA ITEM 7 – CORRESPONDENCE** The Clerk reported that an email had been received at 18.01 on 16 June 2020 urging the Parish Council to make representations concerning planning application 19/01525/FUL – similar to the matter discussed in public participation at Minute 330-19 above. Cllr Oakley reminded the Council that NHB 2020 should be a future agenda item together with an update for 2019 projects.	

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AGENDA ITEM 8 – ACTIONS CARRIED OUT BY THE CLERK UNDER DELEGATED AUTHORITY

Members noted the following actions carried out by the Clerk on grounds of urgency, using her delegated authority and, following consultation with the Chairman of the Council, Chairmen of Committees and other Councillors as appropriate:

29/05/20 - Purchase of packing materials for food deliveries - £56.14 (gross)
05/06/20 – Purchase of hand sanitiser, wall brackets & signage - £303.09 (gross)

Comments on the following planning applications:

Single storey rear extension. 24 Edwards Avenue Tangmere PO20 2HP 20/01054/DOM	This comment is submitted by the Clerk to Tangmere Parish Council using her delegated authority and following informal consultation with Members of the Parish Council. The view was not put to a formal vote; Tangmere Parish Council has no objection to this application.
Removal of existing building (and builder's yard). Change of use from B8 to B1(C) (Light Industrial) to include 3 proposed commercial units within a single building. Rosedale Cottage Arundel Road Tangmere PO18 0DU 20/00955/FUL	This comment is submitted by the Clerk to Tangmere Parish Council using her delegated authority and following informal consultation with Members of the Parish Council. The view was not put to a formal vote; Tangmere Parish Council has no objection in principle to the change of use of this land seeing it as a sensible use of land in such close proximity to the A27. However, the proximity of the location to a slip road on to the A27 gave rise to concerns about the size and frequency of vehicles accessing the site which it is hoped that Highways England will address.

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AGENDA ITEM 9 – FINANCE

- Members authorised payments of £15,208.32 made between 1 March 2020 & 31 March 2020 from the Parish Council bank account and £1,973.47 for the same persion from the Village Centre bank account. Parish Council payments for the period 1 April to 31 May 2020 of £1,684.87 from the Royal Bank of Scotland bank account and £8,356.11 from the new Unity Trust bank account were also authorised and transfers between the two Parish Council accounts of £127,006.16 were noted. For the Village Centre for the same period payments of £1,186.04 from the RBS account and £2,016.93 from the Unity Trust account were authorised and transfers between the accounts of £19,579.25 were noted.
  There was some discussion of continuing payments to the Village Centre cleaners and it was agreed to reduce the payment to 50% for July and to be reviewed for August and monthly thereafter.
- Bank reconciliations as at 31 May 2020 for all accounts were received and noted; and
- The Income & Expenditure figures for the first two months of the financial year (1 April 2020 to 31 May 2020) were received and noted.

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337	**AGENDA ITEM 10 – DEFINITIVE MAP MODIFICATION ORDER (DMMO) – LAND WEST OF MARSH LANE** The Chairman thanked the Clerk for her report on this matter. The Clerk clarified that it had been suggested that she exercise her delegated authority to initiate the DMMO process for footpaths west of Marsh Lane but that having researched the matter further she was declining to exercise her delegated authority and was asking the Council for instruction on the matter. Upon the proposal of Cllr Irwin, seconded by Cllr Birkett, it was agreed that the Parish Council would not pursue the issue of a DMMO for footpaths west of Marsh Lane. (Cllr Oakley abstained from the vote on this matter because of his role as a West Sussex County Councillor). Members indicated that the Parish Council would support residents if they chose to initiate the DMMO process.	
338	**AGENDA ITEM 11 – PLANNING** Members considered the Council's observations on the following planning applications and commented on them as indicated: **20/01099/DOM** Two storey side extension with the addition of dormer to rear roof face, internal alterations to create a family annexe. New car port to rear garden accessed from existing dropped kerb and cross over. 1 Caedwalla Drive Tangmere PO20 2HJ **Tangmere Parish Council objects to this application on the grounds that the proposal represents overdevelopment, is detrimental to the visibility for traffic emerging from Caedwalla Drive on to Malcolm Road and creates an unwelcome extra access on to Malcolm Road.** **20/00830/TPA** Reduce height by 4m, reduce widths by 1.5m, crown raise by up to 3m (above ground level), reduce large low northern limb by 3m and deadwood on 1 no. Oak tree (quoted as T1 TPO'd nos.T30). Reduce height by 4m, reduce widths by 1.5m generally but reduce by up to 3m on the north-east sector and deadwood on 1 no. Oak tree (quoted as T2 TPO'd nos.T31). Both trees are subject to TG/79/01016/TPO. Sheldrake Gibson Road Tangmere Chichester West Sussex PO20 2JA **Tangmere Parish Council has no objection to this application.** **20/01226/TPA** Crown reduce (back to the old wound points), crown thin by 15-20% and crown lift by up to 4-5m (above ground level) on 1 no. Lime tree (quoted as 3, TPO'd nos. T4) subject to TG/91/01022/TPO. Planning Application 2 Wyvern Close Tangmere PO20 2GQ **Tangmere Parish Council has no objection to this application. However, the Parish Council would like to make the following observation - the Parish Council owns the two other lime trees, in Lysander Way, which are subject to the same TPO as this tree. The other lime trees are referenced in the application as being a health and safety hazard. In fact the trees in Lysander Way (and all the Parish Council's trees) were subject to a full arboricultural survey**	

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	in January 2020 and at that time no work to the lime trees was recommended. The survey will be reviewed annually or sooner if anything gives rise to concern that the condition of the trees has changed. **20/01116/DOM** Single storey garage extension. Oldbury Marsh Lane Easthampnett Tangmere Chichester West Sussex PO18 0JW **Tangmere Parish Council has no objection to this application.** **20/01251/TCA** Notification of intention to fell 1 no. Hornbeam hedge, reduce height to 1m and widths by 1m on 1 no. Laurel hedge (Southern sector). Remove 2 no. Yew trees (Western sector). Fell 1 no Pine tree (Northern sector). St Andrews Church Church Lane Tangmere Chichester West Sussex PO20 2EZ **Tangmere Parish Council has no objection to this application.** **20/01156/TPA** Crown reduce (on remaining 2 no. stems) by 6 m and reduce the widths by 2 m on 1 no. Lime tree (T43) subject TG/79/01016/TPO. Kelburn Gibson Road Tangmere PO20 2JA **Tangmere Parish Council has no objection to this application.** B) Members considered a document received from Mr M Surfleet, together with representations made during public participation, relating to Planning Application **19/01525/FUL** (Extension to glasshouse nursery Land West of Marsh Lane Easthampnett) and decide whether the Parish Council wishes to amend its objection to the application. Members decided that the Council's extant objection is suffienct expression of the Council's view and that it will take the opportunity to speak to the application when it is considered by Chichester District Council.	
339	**AGENDA ITEM 12 – NALC AND BHIB NEW RISK ASSESSMENT GUIDE** Members noted the guidance from NALC and BHIB and the Council's duty to undertake Covid-19 risk assessments and the Clerk undertook to prepare the necessary risk assessments as required.	
340	**AGENDA ITEM 13 – VILLAGE CENTRE MATTERS** Members received an oral update from the Chairman of the Village Centre Committee. The front paving is being edged and broken slabs replaced by the handyman – then the slabs will be cleaned. It was agreed that the Dentist be given consent to install external secure storage for used PPE adjacent to their entrance door.	
341	**AGENDA ITEM 14 – UPDATES ON CURRENT PROJECTS** Members received oral updates on the following projects:	

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	• Construction of Bund around the Recreation Field – it was noted that expenditure to date on the construction of the bund was £16,809.48 and explained that the excessively warm and dry weather was increasing costs. The expenditure will be funded from Community Infrastructure Levy. • Youth Play Equipment – complete and handover to be accepted,following a safety inspection on 18 June 2020. Heras fencing to be retained around the equipment until Covid-19 regulations permit its opening. • Website – ongoing • New Banking Arrangements – new bank accounts up and running. Old bank accounts closed `	
342	**AGENDA ITEM 15 – ANY OTHER MATTERS FOR INFORMATION** Members noted that a further food retailer wished to use the Village car park. Members further noted that the Land Drainage consent application for the last remaining NHB19 project will be made shortly.	

Date of next meeting: 10 September 2020 (the Chairman will call an intervening extraordinary meeting if necessary)

Chairman: **Date:**

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Community Interest Company

Creating calm & confident communities

Business Plan

Positive Routes to Wellbeing C.I.C.

Directors

Michelle Stone

- PGCE Science Education – 16years in teaching and 9 of those years working with special needs children and Emotional and social disorders.
- Level 4 Diploma in Integrative Counselling (Awaiting results August 2020)
- Student member of the BACP
- Relax Kids relaxation coach
- Designated Safeguarding Lead trained
- Prevent trained

Carol Steere

- BA Hons (First Class) Humanistic Counselling
- Registered Member BACP
- Diploma in Couples counselling
- Designated safeguarding Lead trained

Rachel Rapson (Hassocks part of the company)

- BA Hons Applied Social Studies
- Diploma in Social Work
- Diploma in Learning Difficulties nursing
- Post qualification Award in Social Work
- Relax Kids Relaxation Coach
- Designated Safeguarding Lead trained

Future training

Rachel is undertaking a level 2 counselling skills course and children's yoga training

Michelle will be looking to develop her skills in somatic therapy and take CPD courses in working with trauma

Carol is working towards gaining BACP accreditation and undertaking CPD training courses in childhood abuse and sex addiction

Non-Executive Directors

Gabriella Marth, Sarah Lawton

Both available to offer advice to the Directors, scrutinise salaries and accounts.

Location:	Chichester & Hassocks
Telephone number:	07872052158

This company started in January 2019 as Rewire, Inspire 3C C.I.C. and has changed name for legal reasons.

www.positiveroutes.co.uk

info@positiveroutes.co.uk

Head office address

5, Oakwood Close, Tangmere, West Sussex, PO20 2WD

Positive Routes to Wellbeing C.I.C Mission statement

Our mission is to empower all ages to develop confidence, emotional resilience and grit. To support them to become more self-aware and more aware of their space in the world around them. We help to equip people with skills and strategies to manage everyday stresses and life's overwhelming challenges. We offer a variety of activities such as Relax Kids/Just Relax/Little Stars/Baby Mindful relaxation sessions and accessible counselling to enable this. Alternatively, we can collaborate with local organisations, or individuals to provide a supportive service.

Our directors live in Chichester and Hassocks so our communities are diverse. Our aim for our communities is to rewire unhelpful thinking that may lead to isolation, anxiety and depression and inspire the community as a whole to offer help and support to their family and their neighbours. We aim to celebrate and encourage diversity and cohesion through good mental health and well-being. Our services are available to all, however we recognise that there are groups who may fundamentally benefit from our service such as early intervention with children in primary school or 18+ year olds, particularly men, who no longer benefit from childhood services and yet may not be able to afford well-being services, such as counselling, on their own.

Our work:

- Enable people to become more self-aware using a variety of strategies
- Provide wellbeing classes for babies, children, teenagers, adults, senior adults of all abilities
- Provide accessible counselling, particularly for the 18+ cohort

What does Positive Routes to Wellbeing C.I.C. provide within the community?

Positive Routes is a group set up to promote activities within our local communities that support good mental health and well-being. We can provide some of these activities ourselves for example Relax Kids session – a program that can be used as an early intervention tool to inspire children to develop emotional resilience or as a support to rewire unhelpful thinking during times of stress and anxiety by providing tools to encourage relaxation and self-care. It can support pregnant mums, children of all ages, adults struggling with chaotic times and seniors struggling with the early stages of dementia.

We can provide emotional wellbeing and mental health support within businesses and increase awareness of how important self-care is, particularly within the work setting. We can offer emotional support as a drop-in on site or lead/design mental health workshops to highlight particular issues or to raise awareness in general. These workshops are not just for businesses, they are also available for community groups such as youth clubs, home school groups, mother and toddler groups or as part of a general community meeting.

Positive Routes aims to provide events that promote and signpost local agencies that can support good mental health such as mental health conferences or retreats. From September 2020 we will be able to provide counselling sessions within business settings and to our local community.

We also aim to refer people to other wellbeing providers who take an interest in supporting the well-being of our communities. Examples of this may be counsellors, Reiki practitioners, Equine Facilitated Learning, Bachs remedies or story massage.

Services that Positive Routes to Wellbeing C.I.C. can provide

Relax Kids sessions in schools/youth clubs/teams etc	Wrap around care in schools
Just Relax sessions for adults	Relax Seniors sessions
Accessible therapy for 18+ year olds	General counselling sessions & emotional drop-in
Conferences to signpost local agencies and promote strategies to improve mental health	Family retreats
Family workshops	Employee well-being

How are we going to get our customers

Making direct contact with local educational establishments, care homes and support agencies and requesting time to present RK to them.

Our Relax Kids sessions are backed by Relax Kids main website which offers a search for your local coach service. We also have access to pilot session evidence and other coaches' evidence to back up the theory behind the effectiveness of Relax Kids.

Positive Routes to Wellbeing has a website, Instagram and Facebook page under development which will be used to promote events, activities, available sessions and relevant public information.

Hosting events such as a local Mental Health conference will raise the profile of Positive Routes. It could also provide us with contacts within the NHS, CAMHS and the local council. These contacts may eventually refer people to us. Taking part in and running social events such as local fayres and partnership events in local cafes.

Our presence in local networking events would also raise our profile. We will also write blogs for our social media pages, interviews with local radio stations and articles for local magazines and papers.

Potential income opportunities

- T-shirt sales through Teemill shop
- Relaxation pack products such as packs put together for children to put in a calm corner
- Contracts with a local business to provide an in-house mental health support service

Partnership contracts with other local companies

(current projects underway)

- Chichester Forest Schools
- Sussex Clubs for young People
- The Awareness Key
- Bentswood Mental Wellbeing group
- A potential chance to run an after-school club with Tangmere Primary School

Funding opportunities

- We have received emergency Covid-19 funding from Clarion Housing and would be reapplying for further funding to continue the service in the next round of funding
- Radian and Hyde will also be contacted to seek funding
- Sussex Community Foundation seeking £5,000– application in
- Lottery Fund Covid-19 response seeking £10,000 – application in
- Funding will also be sought through Tescos, Sainsburys, Asda and Co-operative shops
- Tangmere Parish Council seeking £4,000 – application underway

Donations will be sought by running events such as conference, sponsorship for running events and being a presence at pop-up shops, local fayres and events.

Local competition in and around our communities

The NHS offers a mental health service which can provide options for an individual and is free to access. There are, however, lengthy waiting lists and the mental health of the individual can deteriorate much further in the time that they are waiting for this vital support.

There are also many places outside of the NHS that offer a variety of wellbeing and therapy options, from T'ai Chi and yoga to somatic and talking therapy. There are several counsellors providing different forms of therapy, as well as reflexologists, mindfulness courses or masseurs. Most of them are private and therefore costs can range.

Positive Routes can provide lower prices through funding or subsidising for some clients. This allows well-being to be more accessible by the community as every member of our community should be entitled to access.

We hope to work alongside other agencies and therapists to ensure that everyone has access to the right form of therapy for them.

National Joint Council for local government services

Employers' Secretary
Naomi Cooke

Address for correspondence
Local Government Association
18 Smith Square
London SW1P 3HZ
Tel: 020 7664 3000
info@local.gov.uk

Trade Union Secretaries
Rehana Azam, GMB
Jim Kennedy, Unite
Jon Richards, UNISON

Address for correspondence
UNISON Centre
130 Euston Road
London NW1 2AY
Tel: 0845 3550845
localgovernment@unison.co.uk

To: Chief Executives in England, Wales and N Ireland
(copies for HR and Finance Directors)
Members of the National Joint Council

24 August 2020

Dear Chief Executive,

LOCAL GOVERNMENT SERVICES' PAY AGREEMENT 2020-21

Pay

Agreement has been reached between the National Employers and the NJC Trade Union Side on rates of pay applicable from **1 April 2020**.

UNISON and GMB both voted to accept whilst Unite voted to reject. However, in line with the Constitution of the NJC, Unite accepts the collective majority decision of the other unions that the pay award will now be implemented.

The new pay rates are attached at **Annex 1**. The new rates for allowances, up-rated by 2.75 per cent, are set out at **Annex 2**.

The NJC has also agreed to enter into discussions on examining all options for ensuring the sector – and the NJC pay spine - can meet the challenge of the Government's target for the National Living Wage in the coming years.

Annual Leave

The NJC has also agreed that from **1 April 2020**, minimum annual leave will increase from 21 to 22 days for employees with less than five years' service.

The National Agreement Part 2 Para 7.2 will therefore, with effect from **1 April 2020**, be amended to read as follows:

> ***7.2 Annual Leave***
> *The minimum paid annual leave entitlement is twenty-two days with a further three days after five years of continuous service. The entitlement as expressed applies to five day working patterns. For alternative working patterns an equivalent leave entitlement should be calculated.*

Stress and Mental Health

The NJC has further agreed that the Joint Secretaries will begin discussions on "*a comprehensive joint national review of the workplace causes of stress and mental health"*

Yours sincerely,

Naomi Cooke			
Naomi Cooke	**Rehana Azam**	**Jim Kennedy**	**Jon Richards**

ANNEX 1

SCP	01-Apr-19		01-Apr-20	
	per annum	per hour	per annum	per hour
1	£17,364	£9.00	£17,842	£9.25
2	£17,711	£9.18	£18,198	£9.43
3	£18,065	£9.36	£18,562	£9.62
4	£18,426	£9.55	£18,933	£9.81
5	£18,795	£9.74	£19,312	£10.01
6	£19,171	£9.94	£19,698	£10.21
7	£19,554	£10.14	£20,092	£10.41
8	£19,945	£10.34	£20,493	£10.62
9	£20,344	£10.54	£20,903	£10.83
10	£20,751	£10.76	£21,322	£11.05
11	£21,166	£10.97	£21,748	£11.27
12	£21,589	£11.19	£22,183	£11.50
13	£22,021	£11.41	£22,627	£11.73
14	£22,462	£11.64	£23,080	£11.96
15	£22,911	£11.88	£23,541	£12.20
16	£23,369	£12.11	£24,012	£12.45
17	£23,836	£12.35	£24,491	£12.69
18	£24,313	£12.60	£24,982	£12.95
19	£24,799	£12.85	£25,481	£13.21
20	£25,295	£13.11	£25,991	£13.47
21	£25,801	£13.37	£26,511	£13.74
22	£26,317	£13.64	£27,041	£14.02
23	£26,999	£13.99	£27,741	£14.38
24	£27,905	£14.46	£28,672	£14.86
25	£28,785	£14.92	£29,577	£15.33
26	£29,636	£15.36	£30,451	£15.78
27	£30,507	£15.81	£31,346	£16.25
28	£31,371	£16.26	£32,234	£16.71
29	£32,029	£16.60	£32,910	£17.06
30	£32,878	£17.04	£33,782	£17.51
31	£33,799	£17.52	£34,728	£18.00
32	£34,788	£18.03	£35,745	£18.53
33	£35,934	£18.63	£36,922	£19.14
34	£36,876	£19.11	£37,890	£19.64
35	£37,849	£19.62	£38,890	£20.16
36	£38,813	£20.12	£39,880	£20.67
37	£39,782	£20.62	£40,876	£21.19
38	£40,760	£21.13	£41,881	£21.71
39	£41,675	£21.60	£42,821	£22.20
40	£42,683	£22.12	£43,857	£22.73
41	£43,662	£22.63	£44,863	£23.25
42	£44,632	£23.13	£45,859	£23.77
43	£45,591	£23.63	£46,845	£24.28

*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)

ANNEX 2

Part 3 Paragraph 2.6(e) Sleeping-in Duty Payment:

1 April 2020
£37.07

RATES OF PROTECTED ALLOWANCES AT 1 APRIL 2020
(FORMER APT&C AGREEMENT (PURPLE BOOK))

Paragraph 28(3) Nursery Staffs in Educational Establishments - Special Educational Needs Allowance

1 April 2020
£1,324

Paragraph 28(14) Laboratory / Workshop Technicians

City and Guilds Science Laboratory Technician's Certificate Allowance:

1 April 2020
£215

City and Guilds Laboratory Technician's Advanced Certificate Allowance:

1 April 2020
£156

Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum

Inner Fringe Area:

1 April 2020
£898

Outer Fringe Area:

1 April 2020
£626

Paragraph 35 Standby Duty Allowance - Social Workers (1)(a)(i) Allowance - Per Session

1 April 2020
£29.83

FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)

Section 1 Paragraph 3 London and Fringe Area Allowances £ Per Annum

Inner Fringe Area:

1 April 2020
£898

Outer Fringe Area:

1 April 2020
£626

nalc
National Association of Local Councils

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26 AUGUST 2020

E01-20 | 2020-21 NATIONAL SALARY AWARD

The National Joint Council for Local Government Services (NJC) has agreed the new pay scales for 2020-21 to be implemented from 1 April 2020.

The annex below lists the new pay scales for clerks and other employees employed under the terms of the model contract including SCPs 50 and above. These calculations have been checked by the ALCC and are based on the changes agreed by the NJC. These should be applied from 1 April 2020.

Due to the introduction of the national living wage, the NJC agreement included the introduction of a new pay spine on 1 April 2019. Reference to the former pay scales has been removed. However, if you wish to see how the old spinal column points and scale ranges translated to the new scales, these are set out in E02-18.

	1 April 2019		1 April 2020		Scale ranges
SCP	£ per annum	£ per annum	£ per annum	* £ per hour	Based on SCP
1	£17,364	£9.02	£17,842	£9.27	Below LC Scale (for staff other than clerks)
2	£17,711	£9.21	£18,198	£9.46	
3	£18,065	£9.39	£18,562	£9.65	
4	£18,426	£9.58	£18,933	£9.84	
5	£18,795	£9.77	£19,312	£10.04	
5	£18,795	£9.77	£19,312	£10.04	LC1 (5-6) (below substantive range)
6	£19,171	£9.96	£19,698	£10.24	
7	£19,554	£10.16	£20,092	£10.44	LC1 (7-12) (substantive benchmark range)
8	£19,945	£10.37	£20,493	£10.65	
9	£20,344	£10.57	£20,903	£10.86	
10	£20,751	£10.79	£21,322	£11.08	
11	£21,166	£11.00	£21,748	£11.30	
12	£21,589	£11.22	£22,183	£11.53	
13	£22,021	£11.45	£22,627	£11.76	LC1 (13-17) (above substantive range)
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15	£22,911	£11.91	£23,541	£12.24	
16	£23,369	£12.15	£24,012	£12.48	

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17	£23,836	£12.39	£24,491	£12.73	
18	£24,313	£12.64	£24,982	£12.98	LC2 (18-23) (below substantive range)
19	£24,799	£12.89	£25,481	£13.24	
20	£25,295	£13.15	£25,991	£13.51	
21	£25,801	£13.41	£26,511	£13.78	
22	£26,317	£13.68	£27,041	£14.05	
23	£26,999	£14.03	£27,741	£14.42	
24	£27,905	£14.50	£28,672	£14.90	LC2 (24-28) (substantive benchmark range)
25	£28,785	£14.96	£29,577	£15.37	
26	£29,636	£15.40	£30,451	£15.83	
27	£30,507	£15.86	£31,346	£16.29	
28	£31,371	£16.31	£32,234	£16.75	
29	£32,029	£16.65	£32,910	£17.10	LC2 (29-32) (above substantive benchmark range)
30	£32,878	£17.09	£33,782	£17.56	
31	£33,799	£17.57	£34,728	£18.05	
32	£34,788	£18.08	£35,745	£18.58	
33	£35,934	£18.68	£36,922	£19.19	LC3 (33-36) (below substantive range)
34	£36,876	£19.17	£37,890	£19.69	
35	£37,849	£19.67	£38,890	£20.21	
36	£38,813	£20.17	£39,880	£20.73	
37	£39,782	£20.68	£40,876	£21.25	LC3 (37-41) (substantive benchmark range)
38	£40,760	£21.19	£41,881	£21.77	
39	£41,675	£21.66	£42,821	£22.26	
40	£42,683	£22.18	£43,857	£22.79	
41	£43,662	£22.69	£44,863	£23.32	
42	£44,632	£23.20	£45,859	£23.84	LC3 (42-45) (above substantive benchmark range)
43	£45,591	£23.70	£46,845	£24.35	
44	£46,732	£24.29	£48,017	£24.96	
45	£47,896	£24.89	£49,213	£25.58	
46	£49,101	£25.52	£50,451	£26.22	LC4 (46-49) (below substantive range)
47	£50,318	£26.15	£51,702	£26.87	
48	£51,429	£26.73	£52,843	£27.47	
49	£52,869	£27.48	£54,323	£28.23	
50	£54,194	£28.17	£55,684	£28.94	LC4 (50-54) (substantive
51	£55,544	£28.87	£57,071	£29.66	
52	£57,397	£29.83	£58,975	£30.65	

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53	£59,244	£30.79	£60,873	£31.64	benchmark range)
54	£61,099	£31.76	£62,779	£32.63	
55	£62,967	£32.73	£64,699	£33.63	LC4 (55-62) (above substantive benchmark range)
56	£64,812	£33.69	£66,594	£34.61	
57	£66,679	£34.66	£68,513	£35.61	
58	£68,510	£35.61	£70,394	£36.59	
59	£70,246	£36.51	£72,178	£37.51	
60	£72,019	£37.43	£74,000	£38.46	
61	£73,835	£38.38	£75,865	£39.43	
62	£75,701	£39.35	£77,783	£40.43	

* Hourly rates

As per the national agreement, hourly rates are calculated by dividing annual salary by 52 weeks and then by 37 hours.

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TANGMERE PARISH COUNCIL

MEETING SCHEDULE

2020/2021

Environment Committee	Village Centre Committee	Finance Committee	Parish Council
Tuesday 7.30pm	**Tuesday 7.30pm**	**Tuesday 7.30pm**	**Thursday 7.30pm**
Civic Year 2019/20			
			07/11/19
19/11/19	26/11/19	10/12/19	09/01/20
21/01/20	30/01/19 (Thurs)	11/02/20	05/03/20
17/03/20	~~31/03/20~~	~~14/04/20~~	14/04/20
			~~23/04/20*~~
Civic Year 2020/21			
			14/05/20
~~19/05/20~~	~~02/06/20~~	~~16/06/20~~	16/06/20
			~~09/07/20~~
~~21/07/20~~	28/07/20	~~11/08/20~~	10/09/20
		29/09/20	
~~22/09/20~~	~~06/10/20~~	~~20/10/20~~	12/11/20
24/11/20	01/12/20	08/12/20	21/01/21
~~26/01/21~~	09/02/21	23/02/21	11/03/21
23/03/21	13/04/21	20/04/21	29/04/21*
Civic Year 2021/22			
			13/05/21#

~~Red strike through~~ = meeting cancelled
Blue = extraordinary/additional meeting held
Green = additional/alternative meeting proposed
~~Green strike through~~ – cancellation proposed
*****Annual Meeting of Electors (Parish Meeting)
#Annual Meeting of Council

All meetings will be held using Zoom software except for Environment Committee on 24 November 2020 & 23 March 2020, the Annual Meeting of Electors on 29 April 2021 and the Annual Meeting of Council on 13 May 2021 which will, if regulations allow, be held at Tangmere Village Centre, Malcolm Road, Tangmere, West Sussex, PO20 2HS. All members of the public are welcome and have a right to attend meetings.

DRAFT