ABERGAVENNY TOWN COUNCIL

POLICY AND RESOURCES COMMITTEE

WEDNESDAY 13TH NOVEMBER 2024

PR113/24: APPRAISALS REPORT

1. PURPOSE
   1. To consider the annual appraisals of the Town Council staff.
2. BACKGROUND
   1. The annual appraisal system has been revised in recent years, and now all staff are on track to receive their appraisals in September and October annually.
   2. These are carried out by the Mayor and Chair of Policy and Resources (in the case of the Principal Officer) and the Principal Officer and Mayor and/or Chair of Policy and Resources for all other staff.
3. PROPOSALS
   1. The Mayor and Chair of Policy and Resources Committee were able to assist with all appraisals and these were carried out in October 2024.
   2. All staff highlighted training needs for the accounting system Rialtas, and this will take place for all staff on 12th November.
   3. Each appraisal has been circulated in confidence to all councillors for information.
   4. The recent pay awards via the National Joint Council saw an uplift to all pay scales entitling staff to back pay from 1st April to 31st October 2024. New pay scales would therefore come into effect from 1st November 2024 subject to Council approval.
   5. The Town Council continues to work to Green Book terms and conditions and this reflects the acceptance of the uplifts as directed nationally and advised by One Voice Wales.
4. RECOMMENDATIONS
   1. To approve back pay for all staff from 1st April 2024 to 31st October 2024.

Scale point 13: £26,873 per annum, £13.93 per hour up to 31st March 2024. Increase to £28,163 per annum, £14.60 per hour, from 1st April 2024.

Scale point 29: £37,336 per annum, £19.35 per hour up to 31st March 2024. Increase to £38,626 per annum, £20.02 per hour from 1st April 2024.

Scale point 33: £41,418 per annum, £21.47 per hour up to 31st March 2024. Increase to £42,708 per annum, £22.14 per hour from 1st April 2024.

* 1. To approve the uplift by one pay scale for each member of staff from 1st November 2024:

Community Support and Engagement Officer – uplift to pay scale point 14: £28,624 per annum, £14.84 per hour.

Deputy Principal Officer – uplift to pay scale point 30: £39,513 per annum, £20.48 per hour.

Principal Officer – uplift to pay scale 34: £43,693 per annum, £22.65 per hour.