

**LEDBURY TOWN COUNCIL**

**MINUTES OF A MEETING OF THE RESOURCES COMMITTEE  
HELD ON 3 NOVEMBER 2022**

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**PRESENT:** Councillors Chowns, Howells (Chair), and Morris

**ALSO PRESENT:** Angela Price – Town Clerk  
Councillor Sims

**R176. APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillors Bannister and Hughes.

**R177. DECLARATIONS OF INTEREST**

**None received.**

**R178. NOLAN PRINCIPLES**

Members were advised of an item that would be included on the agenda of the full council meeting scheduled for 1 December 2022, in respect of a request for councils to sign up to a Civility & Respect pledge.

**RESOLVED:**

**That the Nolan Principles be received and noted.**

**R179. TO APPROVE AS A CORRECT RECORD THE MINUTES OF A MEETING OF THE RESOURCES COMMITTEE HELD ON 1 SEPTEMBER 2022**

**RESOLVED:**

**That the minutes of the meeting of the Resource Committee held on 1 September 2022 be approved and signed as a correct record.**

**R180. SICKNESS ABSENCE COMPARISON 2021/22-2022/23**

Members were provided with a sickness absence comparison for the period 2021/22 to 2022/23 and advised that this was something new that would be included on all future Resources Committee agendas, and it was anticipated that in future information on the national average of sickness absence will be provided to enable council to compare the council's absence with the national figure. The Clerk also advised that she hoped to be able to provide a breakdown of long-term and short-term absences going forward.

The Mayor advised that he had asked the Clerk whether it would be possible to provide information on how much of the long-term sickness was due to work related stress, so that this could also be compared against national averages and also to enable Members to understand whether there are any duty of care issues that need addressing.

**RESOLVED:**

**That the sickness absence information provided be received and noted.**

**R181. STAFF QUALIFICATIONS**

Members were advised that two members of staff had recently achieved qualifications relevant to their role.

**RESOLVED:**

**That the two staff Member be congratulated on their achievements.**

**R182. UPDATE ON LOCAL GOVERNMENT PAY AWARD 2022**

Members were provided with information on the current pay award offer for all local government employees. The Clerk advised Members that since issuing the report the unions had agreed to support the employers offer of an increase of £1,925 effective from 1 April 2022, 1 additional day's annual leave effective from 1 April 2023, a 4.04% increase on all allowances and the deletion of spinal column point 1 from the National Joint Council (NJC) pay spine.

The Clerk advised that this would be paid to all Ledbury Town Council staff in their December salary.

The Clerk advised that this would mean an increase of circa £20,000 to the 2022/23 salary budget, and that should the current budget line be insufficient to cover this she would provide a report to the Finance, Policy & General Purposes Committee in November.

**RESOLVED:**

**That Members received the information in respect of the local government pay award 2022, noting that the increase of £1,925 per employee will result in an increase to the salary budget for 2022/23 of circa £20,000.**

**R183. PREPARATION OF SPECIFICATION FOR TOWN MAINTENANCE CONTRACT**

**RESOLVED:**

**That the Clerk, Deputy Clerk, Chair and Vice-Chair of the environment & Leisure Committee meet to prepare a draft specification in respect of the Town Maintenance Contract and that this be submitted to the Environment & Leisure Committee meeting on 17 November 2022.**

**R184. DATE OF NEXT MEETING**

It was noted that the next meeting of the committee was scheduled for 2 March 2023. However, Members felt that this was too long, and it was agreed that the Clerk would identify a suitable date for a further meeting in January 2023.

**RESOLVED:**

**That the Clerk identify a date for a meeting in January 2023.**

**The meeting ended at 7.45 pm.**

**Signed ..... Date .....**  
**(Chair)**