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## KETTERING TOWN COUNCIL

### REPORT FOR DECISION

Item No:- 2024/062

|                  |                                |
|------------------|--------------------------------|
| Committee:-      | Council                        |
| Date:-           | 11 <sup>th</sup> December 2024 |
| Author:-         | Martin Hammond, Town Clerk     |
| Report Title:-   | National pay award             |
| Wards Affected:- | All                            |

#### 1. Purpose of Report

To seek approval to apply the national pay award

#### 2. Recommendations

**Council is recommended** to agree the national pay award and amend staff and casual salaries accordingly.

#### 3. Information

3.1. The local government pay award has been agreed nationally by employers and unions. The offer, as it applies to KTC staff, is an increase in the full time salary of £1290 for every employee, pro-rata for part time workers. It is back dated to 1<sup>st</sup> April 2024. This is effectively a 3.5% growth in the salary budget for the Council, which compares to a 3% assumption made last year when the budget was set.

3.2. For KTC, the additional costs are as follows:-

| Item                                   | 24/5 year | 25/6 year |
|--|-----------|-----------|
| Office staff salaries                  | £2932     | £3033     |
| Office staff on costs (NI and pension) | £800      | £1000     |
| Market staff employment cost           | £136      | £140      |
| Event supervisors employment cost      | £0        | £300      |
| Total                                  | £3868     | £4473     |

This was predicted in the budget out-turn report to Council at the last meeting, and can be accommodated within the financial year. For all employees, this is effectively a £0.67p increase in hourly rates.

- 3.3. For casual employees, (event supervisors) who were employed on a spot salary, it is proposed that this increased hourly rate apply from now on.

**4. Consultation and Engagement**

None applicable

**5. Finance, Legal and Resource Implications**

As set out above.

**6. Climate change implications**

None directly

**7. Policy Implications**

None directly

Background Papers

Advice on pay award from SLCC



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