HOLME VALLEY PARISH COUNCIL

A

To Members of the Staffing Committee

You are hereby summoned to attend a meeting of the **STAFFING COMMITTEE** to be held on **MONDAY 2 NOVEMBER 2026 at 19:00 HRS, in the EXHIBITION ROOM, THE CIVIC, HUDDERSFIELD ROAD, HOLMFIRTH, HD9 3AS,** for the transaction of the following business.

- AGENDA – (A)

Public question time. **7.00pm**

Prior to the commencement of the business session of the Committee, there will be an open session lasting 15 minutes, for members of the public to speak to Members.

2627 45 **Public Bodies (Admissions to Meetings) Act 1960 amended by Openness of Local Government Bodies Regulations 2014** **7.15pm**

The meeting will be recorded and subsequently published on the **Holme Valley Parish Council**'s *YouTube* channel.

TO CONSIDER: whether any other recordings are to be made.

2627 46 **Apologies for absence.** **7.16pm**

Apologies and reasons received are emailed out to members for consideration prior to the meeting commencing. Officer to report.

TO CONSIDER: apologies for absence, reasons having been distributed beforehand.

2627 47 **Items on the agenda to be discussed in private session** **7.17pm**

Members of the public will be excluded from the meeting during such items. Officer to report.

TO CONSIDER: whether any items on the agenda should be discussed in private session.

2627 48 **Members' personal and disclosable pecuniary interests in items on the agenda.** **7.18pm**

Consideration will be given to members' personal and disclosable pecuniary interests in items on the agenda and noted.

Any written requests for dispensations received will be considered.

TO RECEIVE: Members' personal and disclosable pecuniary interests in items on the agenda.

TO CONSIDER: any written requests for dispensations received from members.

2627 49 Officers' interests in items on the agenda. **7.19pm**

Consideration will be given to the interests in items on the agenda of any officer present.

TO RECEIVE: any officer's interests in items on the agenda.

2627 50 Receipt of Revised Declarations of Pecuniary Interest **7.20pm**

Any revised Declaration of Pecuniary Interest received from members or staff is to be emailed out to the Staffing Committee members under separate cover for noting. They will be noted by Full Council in due course. Redacted versions of member declarations will be placed on the HVPC website.

Clerk to report.

TO CONSIDER: any revised declarations of pecuniary interests for Committee members.

TO CONSIDER: any revised declarations of pecuniary interests for members of the clerking team.

2627 51 Minutes for the Staffing Committee **7.21pm**

TO APPROVE*:* the Minutes of the Staffing Committee meeting held on 5 October 2026, numbered 2627 30 to 2627 44 **(B).**

TO CONSIDER: any further action(s) arising from the minutes of previous meetings of the Staffing Committee not covered elsewhere.

2627 52 Policy on Vexatious Behaviour **7.22pm**

Cllr Blacka to report.

TO CONSIDER: Any further actions in respect of the Policy on Vexatious Behaviour.

2627 53 Complaint by a Councillor against the Staffing Committee **7.30pm**

In respect of the ongoing complaint, at Council 19th October 2026, the Parish Council approved contracting with Local Council Consultancy (LCC) to undertake the investigation of the complaint. This was with the proviso that an associate with more local government experience and expertise was identified by that organisation. The Acting Clerk had requested this, but the contact person was on leave at the time the agenda was posted.

Acting Clerk to report.

TO CONSIDER: Any further actions in respect of this investigation.

2627 54 Staffing matter – grievance update **7.40pm**

The Decision Notice in respect of complaints against a Councillor of Holme Valley Parish Council has now been published. Recorded councillor complaints | Kirklees Council

Full Council will consider sanctions against the Councillor at its meeting December 14, 2026.

In respect of the former Clerk's ongoing grievance, this Committee at its last meeting considered appointing external HR support in respect of this grievance. The former Clerk's last email about her grievance seemed to suggest that she thought the grievance would continue even after the Decision on the Code of Conduct and the consideration of sanctions. However, in the meantime, Cllr Blacka has reviewed the Parish Council's grievance policy and found that under paragraph 6:

x. "Employees can only use all stages of the grievance procedure if the complaint is not a code of conduct complaint about a councillor. Employees can use the informal stage of the council's grievance procedure ….. to deal with all grievance issues, including a complaint about a councillor. Employees cannot use the formal stages of the council's grievance procedure for a code of conduct complaint about a councillor. If the complaint about the councillor is not resolved at the informal stage, the employee can contact the monitoring officer of Holme Valley Parish Council who will inform the employee whether or not the complaint can be dealt with under the code of conduct. If it does not concern the code of conduct, the employee can make a formal complaint under the council's grievance procedure…."

Since the complaint against the Councillor is substantially a code of conduct complaint, then the policy may suggest that the grievance process would be terminated at the point where the Decision Notice is published and sanctions are considered by the Parish Council, - that is the meeting of 14th December 2026.

However, on revisiting the grievance, the Acting Clerk suggests that the grievance does not simply allege breaches of the Code.

The document refers to:

- harm to the employee's wellbeing;
- loss of trust and confidence;
- impact on working conditions;
- feelings of being unsafe in the role;
- the Council's duty of care as employer;
- the need for staff protections and safeguards.

Most significantly, the grievance explicitly states:

"I believe it is necessary for:

- the Monitoring Officer to consider the conduct under the Code of Conduct, and
- the Parish Council, as my employer, to consider the employment impact through the grievance process."

This wording demonstrates that the grievance was intentionally drafted to distinguish between the Councillor's conduct and the effect of that conduct upon the employee and the Council's responsibilities as employer.

The most important passage for present purposes appears in the final paragraph of the grievance:

"Finally, I would like assurance that my grievance will be revisited formally once the Monitoring Officer process concludes." This statement is inconsistent with an interpretation that the grievance automatically ends when the Monitoring Officer issues a Decision Notice.

Rather, it indicates that the former Clerk understood:

1. the grievance could only proceed informally while the standards investigation was ongoing; but
2. the formal grievance process might be revisited after conclusion of the Monitoring Officer's investigation.

The Acting Clerk has contacted a number of HR organisations with a local government specialism for a quotation in respect of 1. supporting the current grievance processes and 2. ongoing, contracted HR support. Acting Clerk to report.

TO CONSIDER: The Parish Council should consider whether the Grievance Policy suggests that this grievance ceases with the Code of Conduct outcomes or whether the grievance continues beyond that.

TO CONSIDER: Any further actions in respect of the grievance.

2627 55 **Staffing and Staff Training Budget 2026/27** **7.53pm**

The RFO/Acting Clerk has prepared a *Staffing Expenditure Year to Date 2026/27* report **(Ci)** and a projected expenditure report based on the new pay scales**. (Cii)**

Acting Clerk to report further.

TO CONSIDER: any actions arising from the expenditure reports.

2627 56 **Future staffing needs - potential restructure:** **7.55pm**

A Future Staffing Needs Working Group was established at Full Council 5th October 2026. This was established to review the staffing needs of the Parish Council in terms of its ongoing work and project commitments, and the pending community governance review. Cllr Blacka, Cllr Bellamy and Cllr Davis were elected to the Working Group. Cllr Blacka has been making arrangements for a first meeting of the Working Group. Cllr Blacka to report.

Since the formation of the Working Group, the Acting Deputy Clerk has submitted her notice. Her last day is Monday 30th November 2026.

TO CONSIDER: any further actions on meeting the future staffing needs of the Parish Council.

2627 57 Staffing Budgets 2027/28 **8.00pm**

i. Salaries Budget

One purpose of this specific meeting is to recommend to the Finance and Management Committee (and thence Full Council) a staffing budget for the next Council year.

This recommendation is complicated by the need to replace the full officer team and, potentially simultaneously, to restructure its roles, hours and duties ahead of the 2027/28 Council year.

The Staffing Committee may recommend a draft Staffing budget 2027/28 with an expectation that the findings of the Future Staffing Needs Working Group may bring new insights for budgetary debates at Finance and Management and Full Council.

In 2026/27, the Staffing budget was £104,316 based on three staff each working 25hrs per week. This was with the Clerk at Spinal Column Point (SCP) 32, the RFO/Deputy Clerk at SCP31 and the Assistant Clerk at SCP 23 of the Local Government Services Pay Agreement. **(D)**

With the departure of the former Clerk, the RFO and Acting Clerk (formerly the Deputy Clerk) is now at SCP35. The Acting Deputy Clerk (formerly the Assistant Clerk) is now at SCP26.

The Committee needs to factor in a likely annual pay uplift as the Local Government Services Pay Agreement is reviewed every year (usually in the autumn) with pay backdated to 1 April). The uplift 2026/27 was 3.3%. The uplift 2025/26 was 3.2%. The uplift 2024/25 was £1,290/a per person pro rata.

TO CONSIDER: A draft budget to recommend to Finance and Management.

ii. The Staff Training budget 2026/27 is set at £2,300. This was established as higher than normal with a view to the now Acting Deputy Clerk undertaking the CiLCA should she wish to do so. She also undertook the FiLCA.

Given the need to train a full officer team, the Parish Council should factor significant training into the budget 2027/28:

- Induction for Clerks (all Officers) – YLCA £50 each
- Induction for RFO – YLCA £40
- Introduction to Local Council Administration (all Officers) – SLCC £140 each
- CiLCA (Clerk) – SLCC £500 plus support from YLCA £500
- FiLCA (RFO) – SLCC £140
- Training re the Parish Council website via Zonkey (chargeable) £150 each
- Finance Training (RFO) – Parkinson and Partners via YLCA (VAT, Internal

Controls, budgeting for clerks and finance staff, procurement, new clerk's finance, the role of Internal Audit, Year-end & Audit – Income & Expenditure accounting for larger councils) £35 per session
- Breakthrough Communications training (re social media, Canva, GDPR etc) £35 each
- NALC training (Introduction to Planning, Understanding Precepts) £35 per session.

Perhaps £3,000 would be a sensible one-off Staff Training budget for 2027/28.

TO CONSIDER: A draft Staff Training budget to recommend to Finance and Management.

2627 58 Items for Publicity

A standing item to put forward potential items for publicity arising from the meeting.

Close of meeting **8.30pm**

Please note that timings on the agenda are given for guidance of the Chairman and the Council only and should not be taken as the time at which discussion of a particular item will commence. The Committee may agree to defer (in whole or part) any items on the Agenda, if necessary.



Mr Richard McGill
Responsible Finance Officer and Acting Clerk to the Council

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MEETING OF THE STAFFING COMMITTEE
MONDAY 5 OCTOBER 2026 at 19:00 HRS
THE CIVIC, HOLMFIRTH, HD9 3AS

IN THE CHAIR: Cllr Glenn Kirkby
ATTENDING: Cllr M Blacka, Cllr J Holmes, Cllr A Morgan, Cllr S Ransby
APOLOGIES/REASON APPROVED: all present
OFFICER: Rich McGill

DRAFT MINUTES

Public question time.

No members of the public were present.

2627 30 Public Bodies (Admissions to Meetings) Act 1960 amended by Openness of Local Government Bodies Regulations 2014

The meeting was being recorded by the Clerk and was to be subsequently published on the **HOLME VALLEY PARISH COUNCIL**'s *YouTube* channel, with matters heard in private session to be redacted.

There were no other requests for recordings to be made.

2627 31 Apologies for absence.

All Members were present.

2627 32 Items on the agenda to be discussed in private session

RESOLVED: to consider the following items on the agenda in private session: item 2627 39 and item 2627 43.

2627 33 Members' personal and disclosable pecuniary interests in items on the agenda.

No Members' personal and disclosable pecuniary interests in items on the agenda were reported.

2627 34 Officers' interests in items on the agenda.

RECEIVED: the Officer's interests in items on the agenda as follows:

- **2627 42 Future staffing needs - potential restructure**

Signed: _____

2627 35 Receipt of Revised Declarations of Pecuniary Interest

No revised declarations of pecuniary interests had been received from Committee members.

No revised declarations of pecuniary interests had been received from members of the Clerking team.

2627 36 Minutes for the Staffing Committee

NOTED*:* the Minutes of the STAFFING COMMITTEE MEETING held on 20 July 2026, numbered 2627 18 to 2627 29, ***approved*** at COUNCIL MEETING held on 7 September 2026 were noted**.**

The Committee considered any further action(s) arising from the minutes of previous meetings of the STAFFING COMMITTEE not covered elsewhere.
RESOLVED: No further action.

2627 37 Policy on vexatious behaviour

The Committee considered the need for a policy addressing vexatious, abusive, or unreasonable behaviour towards staff and other stakeholders, for subsequent recommendation to Full Council.
RESOLVED: A small working group consisting of Cllr Blacka and Cllr Morgan would undertake a draft of such a policy for consideration by full Council.

2627 38 Complaint by a Councillor against the Staffing Committee

At FULL COUNCIL 7 September 2026, the Chair reported that a formal complaint had been submitted to the Chair of Holme Valley Parish Council in July 2026. The complaint concerned the procedure followed by the Extraordinary Staffing Committee on 5 January 2026 when considering a separate complaint received in September 2025 relating to a member of staff, and the outcome of that earlier process.

FULL COUNCIL determined that:

- the complaint fell under the Holme Valley Parish Council Complaints Procedure
- that the complaint should be handled under Section 7 (Standing Committee Procedure) and the relevant Standing Committee was the Staffing Committee, and,
- that the Staffing Committee was allowed to appoint and Investigation Lead or, if warranted, a suitable qualified independent investigator.

The Committee considered whether it intends to contract with an external investigator in respect of this complaint.
RESOLVED: The Committee would contract with an external contractor in respect of this complaint.

Signed: _____

The Acting Clerk had drafted an Invitation to Quote notice for consideration by this Committee regarding the above. This had asked for quotations ahead of full Council 19 October 2026. The Committee considered the draft Invitation to Quote.
RESOLVED: The wording of the draft Invitation to Quote was approved, though Members wondered if the timeframe was realistic.

The Committee considered any further actions in respect of the complaint ahead of Council 19 October 2026.
RESOLVED: No further action.

2627 39 Staffing matter – grievance update

The Committee acknowledged that the Kirklees Monitoring Officer had now issued a Decision Notice in respect of a standards complaint against a Councillor by an employee. The Decision Notice had been formally issued to the Parish Council but, as the Monitoring Officer has not yet published the Notice, it was not included in the public agenda papers.

Members were advised that the Council's grievance processes should proceed solely in relation to the employment aspects of the grievance, namely:

- the officer's experience of the events;
- the impact of the events on their wellbeing and working conditions;
- whether the Council met its duty of care;
- any organisational failings; and
- any improvements required to prevent recurrence.

The grievance process could not impose sanctions on councillors nor revisit or reinterpret the Monitoring Officer's findings.

In light of the above, the Committee considered the grievance.

RESOLVED: That the Parish Council would seek HR support for the grievance and in support of the person making the grievance. The Acting Clerk would contact relevant external HR organisations both in terms of resolving the ongoing grievance and, potentially, in securing ongoing, contractual HR support for the Parish Council.

2627 40 Staffing and Staff Training Budget 2026-7

The RFO/Acting Clerk had prepared a *Staffing Income and Expenditure Budget Year to Date 2026-27* report and a projected Expenditure Report based on the new pay scales**.**

The Acting Clerk reported that employment-related costs in August had been higher than normal due to the backdated pay award, and the payment of the former Clerk's T.O.I.L.

The Acting Clerk reported that, due to the departure of one member of the Clerking team, the projected Staffing costs for 2026-27 would be around £9,000 under budget.

The Committee considered any further actions.

RESOLVED: No further action.

Signed: _____

2627 41 Appraisal/supervision

Acting Clerk reported that job descriptions would be reviewed following interim changes to the Parish Council's committee structure. Members suggested that, given the pending changes to the staff team, - restructure of roles and retirement, - that this should not be prioritised.

Members considered any further actions arising from the update.
RESOLVED: It was resolved that the amendment of job descriptions should not be high priority.

2627 42 Future staffing needs - potential restructure:

With the resignation of the former Clerk and the pending retirement of the RFO/Acting Clerk, the Parish Council has an opportunity to restructure its staffing to better meet the ongoing needs of the Parish Council.

Members were made aware that the longstanding (since 2019) proper officer arrangements of 1. Clerk 2. RFO only arose due to circumstance. It was not planned in 2019 to have a separate Clerk and RFO, but that is how it turned out given the person specifications of suitable candidates.

The Committee was advised that the Council might wish to consider a restructure whereby a Clerk/RFO in one person is recruited for 2027/28 and supported by a Deputy or Assistant Clerk.

It was also noted that in the recruitment of the Clerk in both 2019 and in 2021, qualified nor even experienced Clerks did not apply for the role at Holme Valley Parish Council Clerk. Given the more complex issues that officers are dealing with in 2026, the Officer suggested that recruiting an experienced, qualified Clerk might need to be prioritised.

Officers had attempted to report to this Committee on comparative Clerk and Clerk/RFO salaries. The Acting Deputy Clerk had drafted the Staffing Sector Comparator Research report. The Acting Clerk had populated the table of Clerk/RFO recruited posts from NALC in 2025-26. Both reports had attempted to find ways of comparing Clerk/RFO salaries over different Councils, - comparing precept levels, employees, and service delivery. But the Officer suggested that it was very difficult to draw definitive, comparative conclusions from the information since all Councils are very different from each other and none are the same.

The Committee considered any actions arising from other staffing matters, as reported. Some Councillors suggested that the roles of the Clerk and the RFO should be recruited for immediately. Other Councillors suggested that, due to the ongoing governance review that might lead to Honley-Brockholes splitting off from Holme Valley Parish Council, recruitment should be delayed.
RESOLVED: It was resolved that a cross-party working group should be set up at full Council with a view to planning proposed staffing restructures 1. with Holme Valley Parish Council continuing as now and 2. with Holme Valley Parish Council splitting into a. Honley-

Signed: _____

Brockholes Parish Council and b. the remaining Holme Valley Parish Council. It was suggested that the members of the working group should put themselves forward based on their experience with recruitment and human resources.

2627 43 Exit Interview of the former Clerk

The Committee reviewed the exit interview of the former Clerk and considered any further actions in respect of the exit interview. There was some discussion about the former Clerk's suggestion regarding having a Strategy Committee with members of that Committee being role-holders for strategic strands of the Council's priorities. The same Committee, as per the former Clerk's suggestion, would also act as the Staffing Committee.

The Committee considered any further actions in respect of the former Clerk's exit interview. Members expressed concern that they had felt unable to support the former Clerk effectively with some of her concerns and were dismayed by the slowness and ineffectiveness of the monitoring officer in terms of managing code of conduct complaints.

RESOLVED: It would be suggested to Council to build into Standing Orders that Councillors would have to undergo induction training to be allowed to join Committees. Other than matters in respect of the ongoing grievances, the suggestions regarding a Strategy Committee would be deferred to the newly elected Council 2026/27.

2627 44 Training received by Officers

The Acting Clerk reported that he was to attend training on the new Digital AGAR in November.

The meeting closed at 2030hrs.

Signed: _____

Holme Valley Parish Council

Detailed Income & Expenditure by Budget Heading 30/09/2026

Month No: 6

Cost Centre Report

		Actual Current	Actual Year To Date	Current Annual	Variance Annual	Committed Expenditure	Funds Available	% Spent	Transfer to/from EMR
110	Staff Expenditure								
4000	Salaries	8,688	50,813	104,316	53,503		53,503	48.7%	
4060	Staff Training	0	506	2,300	1,794		1,794	22.0%	
	Staff Expenditure :- Indirect Expenditure	**8,688**	**51,319**	**106,616**	**55,297**	**0**	**55,297**	**48.1%**	**0**
	Net Expenditure	**(8,688)**	**(51,319)**	**(106,616)**	**(55,297)**				
	Grand Totals:- Income	**0**	**0**	**0**	**0**			**0.0%**	
	Expenditure	**8,688**	**51,319**	**106,616**	**55,297**	**0**	**55,297**	**48.1%**	
	Net Income over Expenditure	**(8,688)**	**(51,319)**	**(106,616)**	**(55,297)**				
	Movement to/(from) Gen Reserve	**(8,688)**	**(51,319)**	**(106,616)**	**(55,297)**				

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Income and Expenditure against Budget 2026-27 Projected

Holme Valley Parish Council

CODE	DESCRIPTION		Starting Budget	Virements	Reconcile 2025-26	April	May	June	July	August	September	October	November	December	January	February	March	Total	Remaining	
110	Staff Expenditure																			
4000	Salaries	90.59%	£104,316	£0	£0.00	£8,465.67	£8,391.09	£8,338.46	£8,338.46	£8,591.48	£8,688.00	£7,281.29	£7,281.29	£7,281.29	£7,281.29	£7,281.29	£7,281.29	£7,281.29	£94,500.90	£17,096.39	4000
4060	Staff Training	22.00%	£2,300	£0	£0.00	£506.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£506.00	£1,794.00	4060
	Total Staff Expenditure	89.11%	**£106,616**	**£0**	**£0.00**	**£8,971.67**	**£8,391.09**	**£8,338.46**	**£8,338.46**	**£8,591.48**	**£8,688.00**	**£7,281.29**	**£7,281.29**	**£7,281.29**	**£7,281.29**	**£7,281.29**	**£7,281.29**	**£7,281.29**	**£95,006.90**	**£18,890.39**	
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All HVPC salaries are pro rata against a f/t 37 hours:
From 01/09 - 30 part time hours 30/37
Before 01/09 - 25 part time hours 25/37

25 AUGUST 2026

LOCAL GOVERNMENT SERVICES PAY AGREEMENT 2026/27

The National Joint Council for Local Government Services (NJC) has reached an agreement on rates of pay applicable from 1 April 2026 to 31 March 2027. We encourage employers to implement this pay award as soon as possible.

Backpay for employees who have left employment since 1 April 2026. If an ex-employee requests it, we recommend that employers pay any monies due to that employee from 1 April 2026 to the employee's last day of employment. The table 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 should be retrospectively applied from 1 April 2026.

Hourly rates have been calculated using the NJC-agreed formula: annual salary divided by 52.143 weeks (which is 365 days divided by 7) divided by 37 hours (the standard working week).

These hourly rates do not now differ from those published by NJC for principal authorities as the calculation bases are in agreement. The NJC resolved to delete SCP 1 with effect from 1 April 2023, and the NJC has resolved to delete SCP 2 with effect from 1 April 2026.

* Hourly rate

	1 April 2025		1 April 2026		Scale ranges
SCP	**£ per annum**	*** £ per hour**	**£ per annum**	*** £ per hour**	**Based on SCP**
1	Deleted with effect from 1 April 2023				Below LC Scale (for staff other than clerks)
2	£24,413	£12.65	Deleted with effect from 1 April 2026		Below LC Scale (for staff other than clerks)
3	£24,796	£12.85	£25,614	£13.28	Below LC Scale (for staff other than clerks)

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4	£25,185	£13.05	£26,016	£13.48	Below LC Scale (for staff other than clerks)
5	£25,583	£13.26	£26,427	£13.70	Below LC Scale (for staff other than clerks)
5	£25,583	£13.26	£26,427	£13.70	LC1 (below substantive range)
6	£25,989	£13.47	£26,847	£13.92	LC1 (below substantive range)
7	£26,403	£13.69	£27,274	£14.14	LC1 (substantive benchmark range)
8	£26,824	£13.90	£27,709	£14.36	LC1 (substantive benchmark range)
9	£27,254	£14.13	£28,153	£14.59	LC1 (substantive benchmark range)
10	£27,694	£14.35	£28,608	£14.83	LC1 (substantive benchmark range)
11	£28,142	£14.59	£29,071	£15.07	LC1 (substantive benchmark range)
12	£28,598	£14.82	£29,542	£15.31	LC1 (substantive benchmark range)
13	£29,064	£15.06	£30,023	£15.56	LC1 (above substantive range)
14	£29,540	£15.31	£30,515	£15.82	LC1 (above substantive range)
15	£30,024	£15.56	£31,015	£16.08	LC1 (above substantive range)

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16	£30,518	£15.82	£31,525	£16.34	LC1 (above substantive range)	
17	£31,022	£16.08	£32,046	£16.61	LC1 (above substantive range)	
18	£31,537	£16.35	£32,578	£16.89	LC2 (below substantive range)	
19	£32,061	£16.62	£33,119	£17.17	LC2 (below substantive range)	
20	£32,597	£16.90	£33,673	£17.45	LC2 (below substantive range)	
21	£33,143	£17.18	£34,237	£17.75	LC2 (below substantive range)	
22	£33,699	£17.47	£34,811	£18.04	LC2 (below substantive range)	
23	£34,434	£17.85	£35,570	£18.44	LC2 (below substantive range)	Assistant Clerk from 01/04 to 01/09
24	£35,412	£18.35	£36,581	£18.96	LC2 (substantive benchmark range)	
25	£36,363	£18.85	£37,563	£19.47	LC2 (substantive benchmark range)	
26	£37,280	£19.32	£38,510	£19.96	LC2 (substantive benchmark range)	Acting Deputy Clerk after 01/09
27	£38,220	£19.81	£39,481	£20.46	LC2 (substantive benchmark range)	
28	£39,152	£20.29	£40,444	£20.96	LC2 (substantive benchmark range)	

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29	£39,862	£20.66	£41,177	£21.34	LC2 (above substantive benchmark range)	
30	£40,777	£21.14	£42,123	£21.83	LC2 (above substantive benchmark range)	
31	£41,771	£21.65	£43,149	£22.37	LC2 (above substantive benchmark range)	RFO/Deputy Clerk from 01/04 to 01/09
32	£42,839	£22.20	£44,253	£22.94	LC2 (above substantive benchmark range)	Former Clerk from 01/04 to 01/09
33	£44,075	£22.85	£45,529	£23.60	LC3 (below substantive range)	
34	£45,091	£23.37	£46,579	£24.14	LC3 (below substantive range)	
35	£46,142	£23.92	£47,665	£24.71	LC3 (below substantive range)	Acting Clerk and RFO from 01/09
36	£47,181	£24.46	£48,738	£25.26	LC3 (below substantive range)	
37	£48,226	£25.00	£49,817	£25.82	LC3 (substantive benchmark range)	
38	£49,282	£25.54	£50,908	£26.39	LC3 (substantive benchmark range)	
39	£50,269	£26.06	£51,928	£26.92	LC3 (substantive benchmark range)	
40	£51,356	£26.62	£53,051	£27.50	LC3 (substantive benchmark range)	

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41	£52,413	£27.17	£54,143	£28.06	LC3 (substantive benchmark range)
42	£53,460	£27.71	£55,224	£28.62	LC3 (above substantive benchmark range)
43	£54,495	£28.25	£56,293	£29.18	LC3 (above substantive benchmark range)
44	£55,801	£28.92	£57,642	£29.88	LC3 (above substantive benchmark range)
45	£57,139	£29.62	£59,025	£30.59	LC3 (above substantive benchmark range)
46	£58,523	£30.33	£60,454	£31.33	LC4 (below substantive range)
47	£59,922	£31.06	£61,899	£32.08	LC4 (below substantive range)
48	£61,198	£31.72	£63,218	£32.77	LC4 (below substantive range)
49	£62,852	£32.58	£64,926	£33.65	LC4 (below substantive range)
50	£64,373	£33.37	£66,497	£34.47	LC4 (substantive benchmark range)
51	£65,925	£34.17	£68,101	£35.30	LC4 (substantive benchmark range)
52	£68,053	£35.27	£70,299	£36.44	LC4 (substantive benchmark range)

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53	£70,176	£36.37	£72,492	£37.57	LC4 (substantive benchmark range)
54	£72,307	£37.48	£74,693	£38.72	LC4 (substantive benchmark range)
55	£74,454	£38.59	£76,911	£39.86	LC4 (above substantive benchmark range)
56	£76,572	£39.69	£79,099	£41.00	LC4 (above substantive benchmark range)
57	£78,718	£40.80	£81,316	£42.15	LC4 (above substantive benchmark range)
58	£80,821	£41.89	£83,488	£43.27	LC4 (above substantive benchmark range)
59	£82,815	£42.93	£85,548	£44.34	LC4 (above substantive benchmark range)
60	£84,852	£43.98	£87,652	£45.43	LC4 (above substantive benchmark range)
61	£86,939	£45.06	£89,808	£46.55	LC4 (above substantive benchmark range)
62	£89,081	£46.17	£92,021	£47.70	LC4 (above substantive benchmark range)

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