

WESTFIELD PARISH COUNCIL



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Chairman: Cllr G Fuller Parish Clerk: Ms L J Close FSLCC

Established 2011

Transparency Code Pay Multiple 2019-20

Westfield Parish Council pays its employees according to the payscales agreed by the National Joint Council for Local Government Services (NJC) as recommended by the National Association of Local Councils (NALC) and the Society of Local Council Clerks (SLCC). The payscales are shown below:

ANNEX 1

SCP	1 April 2018	1 April 2019			Old SCP[s]	Scale Ranges Based on New SCP
	£ per annum	New SCP	£ per annum	* £ per hour		
39	£35,229	33	£35,934	£18.68	39	LC3 (33-36) (below substantive range)
40	£36,153	34	£36,876	£19.17	40	
41	£37,107	35	£37,849	£19.67	41	
42	£38,052	36	£38,813	£20.17	42	
43	£39,002	37	£39,782	£20.68	43	LC3 (37-41) (substantive benchmark range)
44	£39,961	38	£40,760	£21.19	44	
45	£40,956	39	£41,675	£21.66	45	
46	£41,846	40	£42,683	£22.18	46	
47	£42,806	41	£43,662	£22.69	47	
48	£43,757	42	£44,632	£23.20	48	LC3 (42-45) (above substantive benchmark range)
49	£44,697	43	£45,591	£23.70	49	
50	£45,816	44	£46,732	£24.29	50	
51	£46,957	45	£47,896	£24.89	51	LC4 (46-49) (below substantive range)
52	£48,138	46	£49,101	£25.52	52	
53	£49,331	47	£50,318	£26.15	53	
54	£50,421	48	£51,429	£26.73	54	
55	£51,832	49	£52,869	£27.48	55	LC4 (50-54) (substantive benchmark range)
56	£53,131	50	£54,194	£28.17	56	
57	£54,455	51	£55,544	£28.87	57	
58	£56,272	52	£57,397	£29.83	58	
59	£58,082	53	£59,244	£30.79	59	
60	£59,901	54	£61,099	£31.76	60	LC4 (55-62) (above substantive benchmark range)
61	£61,732	55	£62,967	£32.73	61	
62	£63,541	56	£64,812	£33.69	62	
63	£65,372	57	£66,679	£34.66	63	
64	£67,187	58	£68,510	£35.61	64	
65	£68,869	59	£70,246	£36.51	65	
66	£70,607	60	£72,019	£37.43	66	
67	£72,387	61	£73,835	£38.38	67	
68	£74,217	62	£75,701	£39.35	68	

* Hourly Rates

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

Version 1 - 6 December 2018

The Pay Multiple for 2019-20 (defined as the ratio between the highest paid earnings for a given year and the median earnings for the whole workforce) is 3:2.