

12th July 2015

Dear Mike,

Regarding the employment issue currently before the Council I make the following statements:

1) Final salary pension scheme.

In 2007 the Clerk was on a 'money purchase' scheme with her contributing 5% of her gross pay and the Council matching it. I now understand that this has been transferred to a 'final salary' scheme. I guess that this is the Local Government Pension Scheme which was introduced by Statutory Instrument in 2008. You may note that it is optional and not mandatory for Councils to join it. From CPALC I understand this is costing 30% of gross salary and that the Parishioners could have significant ongoing obligations. I give you advance warning of three questions that I will ask:

1. At the time Keith Davies was chairman, and on matters such as this, he by-passed the main council and took executive decisions through the FGP Committee. Did the full council authorise the joining of this scheme and did it appreciate the financial implications?
2. In order to join the scheme there needs to be a 'Statutory Resolution' which amongst other things has to be publically posted for 28 days. Was this ever done?
3. Have pension contributions been paid in respect of non-contractual overtime?

2) Breach of Financial Regulations.

Regulation 7.2 refers to payment of salaries and states that they can be made outside the regular cycle '*providing that each payment is reported to and ratified by the next available Council Meeting*'.

Chieveley Parish Council's Financial Regulations were updated in 2014 and the wording of Regulation 7.2 is identical.

The Clerk as Responsible Financial Officer has failed to comply with this requirement; I regard this as a serious long term breach. Is there any good reason why I should not raise this and the last item with the Auditors?

Possible criminal acts by the Clerk.

I have advised you in the past of two possible criminal acts by the Clerk and you have stated that I should take up the issues independently. My view is that it is unfair on the Clerk to have these issues hanging over her. If I am happy with the overall settlement I am prepared to let the matters drop. If not, I will proceed independently. You may wish to factor this into any negotiations.

Cost of Clerking.

I have shown you the Clerk's contract of employment that was effective in 2007 for 1044 hours per year. I believe that she is currently being paid more than this. I have asked you the direct question as to whether she is currently being paid in accordance with her contract of employment and have yet to receive an answer.

For 2014/5 the cost of clerking is broadly £33k, last year it was £27k and other councils of similar size are spending £10k. Am I the only person who thinks that this is totally unacceptable and that the public should be openly advised of the facts?

You may care to revisit my letters of October 2014 and March 2015. You can then reconsider whether there is any reason why I should not state this publicly on the MVP Facebook page.

Yours truly,

Chas
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