



# Ross-on-Wye Town Council

**Minutes of the meeting of the Full Council**  
held on Monday 26<sup>th</sup> February 2018 at 7.00pm  
at The Corn Exchange, High Street, Ross-on-Wye, Herefordshire, HR9 5HL

Present: Councillor N Gibbs – Chairman  
Councillors C Bartrum, C Bennett, V Coker, P Cutter, R Gibbs, C Gray, J Gren, J Hyde,  
H Lerego, D Lister, R Mayo, C Morgan, D Ravenscroft, J Roberts, C Utting and J Utting

In attendance: Mrs S Robson - Town Clerk

There was one member of the press present and no members of the public.

**18/02# 38 Apologies for Absence**

[Local Government Act 1972 S85 \(1\)](#)

None received

**18/02# 39 Declarations of Interest**

None Declared

**18/02# 40 Applications for Dispensations**

None

**18/02#41 Public Participation**

None

**18/02#42 To resolve to exclude members of the press and public**

[Public Bodies \(Admission to Meetings\) Act 1960](#)

To agree any items to be dealt with after the public (including the press) have been excluded as publicity would prejudice the public interest by reason of the confidential nature of the business to be transacted.

Proposed: Councillor Mayo  
Unanimous

Seconded: Councillor Lerego

**RESOLVED – that agenda items 18/02# 43 ‘Staff in Confidence’ be treated as confidential and be dealt with after the Public (including the Press) have been excluded.**

**18/02#43 In view of the confidential nature of the business to be transacted, it is likely that the press and public will be excluded during consideration of this item (Item 18/02 #42 above refers)**

7.01pm The member of the press left the meeting

7.01pm The Town Clerk left the meeting

**Staff in Confidence**

**Staffing Structure Review**

To receive and approve recommendations from the Working Group (Resolution 18/02# 37) in relation to the confidential report from LGRC regarding the outcome of the staffing structure review.

The recommendations from the Working Group meetings were considered.

**Recommendations 2 & 3 were taken together**

Proposed: Councillor C Utting  
For: 16      Abstention: 1

Seconded: Councillor Lerego

**RESOLVED – to approve a Job Evaluation for the Town Clerk’s post, to be carried out through HALC, and to budget for the recommended SCP 47 as per the LGRC Staffing Report.**

*including subscribing to HALC*

7.30pm The Town Clerk returned to the meeting

**Recommendation 1**

Some concerns were expressed about whether there was adequate cover within the office with the number of part time posts and if there was sufficient support for the clerk to enable a full complement of work to be completed. Members recognised the need to retain expertise and the desire to ensure continuity would remain under the proposed new structure. There was understanding of the need to maintain flexibility and Members believed the proposed model would enable that.

There were questions raised regarding the cost of pension provisions and a full explanation was provided as to the contractual and lawful obligations.

Proposed: Councillor Mayo  
For: 12      Against: 5

Seconded: Councillor Ravenscroft

**RESOLVED – to approve the new staffing structure as set out in the Confidential Report and accept the proposed salary scale ranges and pension arrangements as detailed in the appended document entitled ‘salary costs’.**

*version 2*

**Recommendation 4**

Proposed: Councillor Roberts  
Unanimous

Seconded: Councillor Coker

**RESOLVED - to task the Finance & Personnel Committee to investigate options and costings of enhancing the contributions for the NEST Pension Scheme with effect from 2019/2020.**

7.45pm The Member of the press returned to the meeting.

**18/02#44 Finance – Budget 2018/2019**

To approve recommendation from the Finance Committee to adopt the 2018/2019 budget (subject to any subsequent recommendations from the Staffing Structure Working Group) and set the precept.  
(reference previously circulated budget report FP17/12#83)

Members were reminded that the budget had been debated and scrutinised through each of the committees and the Finance & Personnel Committee made its recommendation to Full Council, which had been subject to any proposed changes tabled within the staffing review.



The Council recognised that the previous council in full consultation with residents, had approved the taking over of the assets and any financial costs that would ensue. The consultation had been favourably received and many of the increased costs over the years are directly attributable to the maintenance of these assets and the delivery of services. The Council is very mindful regarding the increase of the precept which impacts on local people through their council tax but recognised the mandated through the proper channels.

Proposed: Councillor N Gibbs

Seconded: Councillor Lerego

A named vote was called for;

Those in favour;

Councillors Ravenscroft, Morgan, Lerego, Gray, Cutter, N Gibbs, Coker, Gren, Hyde, R Gibbs, and Mayo

Those against;

Councillors J Utting, C Utting, Roberts, Bennett, Lister and Bartrum

For: 11      Against: 6

**RESOLVED – to approve an expenditure budget for 2018/2019 of £497,618.00 and set the precept at £448,133.00 at a Band D equivalent of £115.35.**

There being no further business the meeting closed at 8.05pm



Chairman

12/3/18  
Date