

From: Ben Watts, County Returning Officer
To: Electoral & Boundary Review Committee, 29 March 2022
Subject: 2022/23 County Scale of Election Fees and Expenses
Status: Unrestricted

1. Introduction

- a) At its meeting on 8 March 2010, this Committee agreed that it would annually authorise and approve the County Scale of Fees and Expenses for Kent County Council elections (KCC Scale of Fees). This is consistent with the powers delegated to the Committee by County Council and recorded in the Appendix of the Constitution.
- b) Each year subsequently the KCC Scale of Fees has been uplifted annually using the average NJC pay award for local government. The 2021/22 KCC Scale of Fees was an exception.
- c) In the absence of an NJC 2021/22 Pay Award, this Committee agreed on 22 January 2021 and noted on 18 March 2021 an uplift to the 2021/22 KCC Scale of Fees of 2%. This represented the percentage pay increase awarded to all Kent Scheme staff as part of the agreed 2021/22 Budget of Kent County Council. This was to enable election staff to be recruited and given details of their remuneration for the KCC elections.
- d) The proposed 2022/23 KCC Scale of Fees is attached in Appendix 1.
- e) In the absence of the NJC 2022/23 Pay Award, the KCC Scale of Fees has been uplifted by 3% which represents the percentage pay increase awarded to Kent Scheme staff who achieved a Total Contribution Pay (TCP) rating of 'successful' as part of the agreed 2022/23 Budget of Kent County Council.
- f) Agreement to the NJC 2021/22 Pay Award has only been reached and was published on 28 February 2022; there is no indication when the NJC 2022/23 Pay Award will be available.
- g) The Kent Association of Electoral Registration Officers and Staff Scale of Fees for District/Borough and Parish Council elections and Neighbourhood Referendum (Kent AEROS Scale of Fees) is usually uplifted by the NJC pay award for local government too. In the absence of the NJC 2022/23 Pay Award, the Joint Kent Chief Executives Group on 8 March agreed to uplift the Kent AEROS 2022/23 Scale of Fees by 2%.
- h) The Deputy CRO received a request from the Kent AEROS in January 2022 for the two Scale of Fees to be merged. Whilst the KCC Scale of Fees and the Kent AEROS Scale of Fees are broadly similar; KCC uses a calculation based on per 1000 electors and Kent AEROS uses a calculation based on per 500 electors to reflect the electorate of small parishes. The Deputy CRO responded to say this would be something KCC would be happy to explore ahead of the 2025 KCC election but was currently prioritising the review and settlement of

the KCC 2021 election claims. Any review of the existing KCC Scale of Fees or proposed merger with the Kent AEROS Scale of Fees would be brought to this Committee in the first instance.

- i) Further to the proposed 3% uplift to the 2022/23 KCC Scale of Fees, at KCC's Budget County Council meeting on 10 February 2022, Members agreed to an *"increase in our lowest grade to £10.00 per hour from April 2022 which will maintain our position above the national minimum and marginally above the Living Wage Foundation's Living Wage announcement in November 2021."*
- j) The KCC Scale of Fees has been reviewed by officers and it is proposed that Item 17 on the 2022/23 Scale of Fees is additionally uplifted to ensure KCC meets its commitment to pay a minimum of £10.00 per hour.

2. Recommendation

The Electoral & Boundary Review Committee is asked to approve the County Scale of Election Fees and Expenses for 2022/23 including an additional uplift to Item 17 (For each Poll Clerk at the Polling Station) to ensure KCC meets its commitment to pay a minimum of £10.00 per hour.

Background Documents

County Council, 10 February 2022

<https://democracy.kent.gov.uk/ieListDocuments.aspx?CId=113&MId=8754&Ver=4>

Electoral & Boundary Review Committee, 8 March 2010

<https://democracy.kent.gov.uk/ieListDocuments.aspx?CId=142&MId=3230&Ver=4>

Electoral & Boundary Review Committee, 22 January 2021

<https://democracy.kent.gov.uk/ieListDocuments.aspx?CId=142&MId=8730&Ver=4>

Electoral & Boundary Review Committee, 18 March 2021

<https://democracy.kent.gov.uk/ieListDocuments.aspx?CId=142&MId=8807&Ver=4>

National Joint Council for Local Government Services (2022) *'Local Government Services Pay Agreement 2021-22 (28/02/2022)'*, <https://www.seemp.co.uk/wp-content/uploads/2022/02/LGS-Pay-01Apr21.pdf>

3. Report Author and Relevant Director

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