

ELM PARISH COUNCIL

MINUTES OF MEETING

19 MARCH 2013 – 7.00 pm.

Present: Councillor Brand, Chairman; Councillors Cotterell, Mrs Cotterell, Mrs Johnson, Mrs Lankfer, Milham, Pinnock, Softley, Stokes, Miss Webb and Webb.

In attendance: District Councillor Sutton.

Apologies: County Councillor Mrs Tuck.

The minutes of the meeting of 19 February 2013 were confirmed and signed.

133/12 Members' Code of Conduct

Further to minute 31/12, the Clerk reminded members of the need for them to submit to the Monitoring Officer at Fenland District Council any changes to the content of their Register of Member Interests forms.

Members decided the reminder from the Clerk be noted and acted upon.

134/12 Progress on actions from minutes of last meeting

(1) Wisbech Stroke Club (minute 117/12 (1))

Members received a presentation from Mrs S Lowe, a member (and former Chairman) of the Wisbech Stroke Club committee, and Mr P Fewster, the Treasurer of the club.

Mrs Lowe informed members that the club, which currently has 25 to 30 members, was established approximately two years ago with financial support from Cambridgeshire County Council (CCC); it became independent in December 2011 following withdrawal of CCC funding. She commented that the club provides support and activities for stroke survivors and their carers, family and friends; a particular focus of the club's activities is the social aspect of people's lives. Mrs Lowe gave examples of some of the activities enjoyed by club members. Since its establishment, 6 or 7 parishioners have been supported by the club.

Mr Fewster explained the manner in which the club operates financially, which includes currently annual contributions from the Cambridgeshire Community Foundation (of £2,900) and Wisbech Town Council (£200). He added that the club currently has no financial concerns; the difficulty is securing a sufficient number of committee members and volunteers.

Mr Fewster also commented that although the club currently meets at Wisbech Library, it is considering re-locating; possibly to the Elm Centre.

Some members commented that using the name Wisbech Stroke Club does not make it clear that membership is open to persons who live in the villages around Wisbech, such as Elm and Fridaybridge. Both Mrs Lowe and Mr Fewster agreed that using the name Wisbech and District Stroke Club would be more appropriate and that this would be put into effect immediately.

Members decided that

- (1) the Parish Council would provide a donation of £300 to the Wisbech and District Stroke Club, for the purpose of promoting the club (to include use of the local media);
- (2) the club's promotional poster, once updated to display the name of Wisbech and District Stroke Club, be displayed on the Parish Council's website and upon its notice boards.

(2) Obstructive parking around Elm Primary school (minute 120/12 (1))

The Clerk informed drew members' attention to the fact that copies of some of the posters are currently being displayed on the fencing at the entrance to the Elm Centre.

The Clerk reported that a meeting of the Fenland area Local Highway Improvement (LHI) scheme assessment panel had met on 18 March 2013 and that Councillor Stokes had attended to speak in support of the Parish Council's bid.

Councillor Stokes informed members of the comments that he had made and of the questions asked of him by the panel in relation to the Parish Council's bid. He commented that he had circulated, at the panel meeting, photographs showing the parking and traffic congestion situation around the Elm C of E Primary School at school opening and closing times. It is anticipated that the outcome of the LHI bids within the Fenland area would be known within the next two months.

Members decided that the information reported by the Clerk and Councillor Stokes be noted.

(3) Facilities for young people in the parish (minute 120/12 (2))

The Clerk reported that the Parks and Open Spaces Manager at Fenland District Council (FDC) had met on-site recently with the land owner to discuss some of the outstanding works at this estate; following the receipt of certain information from the land owner, this officer will be able to submit final costings for the company on the basis of the District Council adopting the site and undertaking the outstanding works on behalf of the land owner.

Members decided that the information reported by the Clerk be noted and that he would continue to seek updates from Fenland District Council for reporting to each meeting of the Parish Council.

(4) Elm Cemetery – operational issues (minute 120/12 (3))

The Clerk reported that Councillor Pinnock and he had visited Elm Cemetery on 6 March 2013 to establish whether action had been taken by the family which holds the Exclusive Rights of Burial for the plot had complied with the previous instructions from the Parish Council to restrict the area used for the placing of floral tributes etc to the burial plot (a maximum area of 9 feet in length and 4 feet in width). Councillor Pinnock and the Clerk had measured the area being used for the placing of floral tributes etc and found that approximately 13.5 feet (instead of 9) by 6.5 feet (instead of 4) is being used.

As result of the situation witnessed, the Clerk had written to the family (later that day), giving a reminder that the Parish Council had agreed previously to give a deadline of 31 January 2013 for the family of the deceased to take the necessary action to remove the "surplus" items. The letter also reminded the family that the Parish Council's agreement to allow, as a one-off exception to the requirements of the Elm Cemetery Regulations, the installation on that grave of a memorial with a maximum headstone height of 5 feet (instead of 3 feet, 6 inches) was on the basis that the family complies with the earlier instructions to restrict the area used for the placing of floral tributes etc to the burial plot.

Further inspection, by the Clerk, of this burial plot earlier today showed that the family had still not taken the necessary action to restrict the area used for the placing of floral tributes etc to the burial plot (a maximum area of 9 feet in length and 4 feet in width).

Members expressed their disappointment that still no action had been taken by this family to restrict the area used for the placing of floral tributes and other articles to the size of the burial plot and, consequently, are not happy to give favourable consideration to an application for a memorial on this grave until there has been compliance with its previous instructions regarding the placing of floral tributes and other articles on and around this grave.

Members decided that the information reported by the Clerk be noted and that he would send a further letter to this family, instructing removal of the "surplus" items and informing them that an application for the installation of a memorial on this burial plot would not receive favourable consideration by the Parish Council until there had been compliance with its previous instructions.

(5) Elm and Fridaybridge Youth Club (minute 120/12 (4))

Members considered further the request for continued financial support by the Parish Council towards the cost of running the Elm and Fridaybridge Youth Club, having regard for the information presented at the last meeting (in summary: increased numbers of attendees at the club; possible reductions in accommodation costs; efforts to attract other sources of funding; fundraising activities; future use of more voluntary staffing).

Some members are still not convinced that enough had been done by the Youth Service over the last two years to increase income and reduce expenditure, which are requirements contained within the Partnership Agreement between the Parish Council and the County Council's Youth Service in relation to the financial support being provided currently by the Parish Council.

Members commented that they support the principle of youth service provision in the parish and wish to assist the youth club where possible but need to be able to justify to parishioners any funding which they allocate to supporting operation of the youth club, as opposed to, potentially, other sections of the parish community; members need to feel confident that the public in the parish are receiving "a return on investment" in activities for young people.

The Clerk reported to members on information received from the County Council's Youth Development Co-ordinator regarding the numbers of attendees at the Elm and Fridaybridge Youth Club since the last meeting of Elm Parish Council, as follows:

- 21 February 2013: 21 young persons
- 28 February 2013: 29 young persons
- 7 March 2013: 23 young persons
- 14 March 2013: 33 young persons.

Members are encouraged that the number of attendees at the club had increased considerably from the levels witnessed by certain members during the latter part of 2012 and are keen that youth service makes every effort to maintain the higher attendance levels.

On the basis of the current levels of attendance being achieved and the efforts of the youth service now being demonstrated to increase income and reduce costs of operating the youth club, members are prepared to continue to provide financial support to the Elm and Fridaybridge Youth Club; the level of financial support would not be at the same level as in 2011/12 and 2012/13 (which was 100% of the club's net operating costs).

Members decided, unanimously, being mindful of the information presented to the last meeting of the Parish Council, that financial support of £2,000 be provided to the Elm and Fridaybridge Youth Club for the period 1 April to 30 September 2013, the level of further financial support in 2013/14 being considered at the August 2013 meeting of the Parish Council.

(6) Local Scout and Guides groups (minute 120/12 (5))

The Clerk read to members an e-mail from Mr P Collins, a representative of the First Fenland Scouts, regarding the costs with which the group would benefit from financial support by Elm Parish Council; in the main, this related to the purchase of equipment from the former Second Wisbech scout group (in the sum of £2,000) and the annual storage costs incurred by the group (£500 approximately). Mr Collins, who was present at the meeting, expanded upon the content of his e-mail to the Clerk.

The Clerk read to members an e-mail from Mrs C Bedford, of the Elm Brownies unit, regarding the costs with which the unit would benefit from financial support by Elm Parish Council; this related to the purchase next year of a new flag (at an estimated cost of £140.00) and any assistance that the Parish Council could give towards the unit's annual operating costs.

Members decided that

- (1) the information reported be noted;
- (2) a donation of £2,000 be made to the First Fenland Scouts to meet the cost of purchasing equipment from the former Second Wisbech Scouts;
- (3) a donation of £300 be made to the Elm Brownies unit to both meet the cost of the flag purchase and to contribute towards the unit's annual operating costs.

(7) First Aid training (minute 129/12)

Councillor Pinnock informed members that he had visited both of the primary schools in the parish. He commented that the schools expressed their appreciation to the Parish Council for thinking of this issue but such training is already provided at both schools. Some teachers had undergone formal training and they have subsequently delivered training to pupils. He added that the local Scout Leader had indicated an interest in undergoing this training; the Scout Leader proposes to contact the Heart Foundation in that regard; the Parish Council could assist in terms of meeting the cost of the training.

Members decided that the situation be noted.

135/12 Police matters

The Clerk reported that PCSO Dave Russ, of the Wisbech and District Neighbourhood Policing Team, was unable to attend the meeting, This officer had, however, provided a report detailing recent incidents of crime and disorder within the geographical area covered by Elm Parish Council, which the Clerk presented to members, including:

- Coldham – no incidents
- Fridaybridge – one report of theft of a wallet from a person; two incidents of persons acting suspiciously
- Elm – one theft of heating oil; four reports of persons acting suspiciously; two incidents of rowdy behaviour; one report of anti-social use of a motor vehicle; one incident of malicious nuisance
- Rings End – one report of theft of parts of a trailer
- Chainbridge, March – theft of a vehicle.

In addition, the PCSO's report provided details of a recent incident in Wisbech whereby elderly persons had been persuaded to purchase alarm systems at hugely inflated prices; the Constabulary is asking the community to be vigilant to such practices.

The PCSO's report included the results of Speed Watch activity undertaken in Coldham, Elm and Fridaybridge on 28 February 2013. Of the total of 132 vehicles observed during the exercises, only 12 were being driven in excess of the speed limit.

Members were reminded, through the PCSO's report, that the New Horizon Outreach Vehicle (formerly the CrimeBUster) would be used for the South Rural Neighbourhood Forum on 28 March; the vehicle would be located in Maltmas Drove, Fridaybridge between 11.30 am and 6.00 pm, with the meeting taking place between 6.00 pm and 7.00 pm.

Members decided that the information reported by the Clerk, on behalf of PCSO Russ, be noted and that the Clerk would request the local policing team to take action regarding the following issues:

- mud on the highway along Redmoor Lane
- parking of vehicles on the footpath along March Road, Fridaybridge.

136/12 Reports from District and County Councillors for the parish

Given the absence from the meeting of the County Councillor (Mrs Tuck) who represents the parish of Elm, no report was received by the Parish Council in relation to current County Council issues.

Councillor Sutton, one of the two District Councillors who represent the parish of Elm, informed the Parish Council that the Chairman of the Parish Council and he had recently inspected jointly the condition of the footpaths along Overstone Road, Coldham; as a result, Councillor Sutton had achieved the agreement of the County Council to undertake some minor remedial works in the short-term and to examine the possibility of undertaking more extensive repair works during the 2013/14 financial year.

Members decided that the information reported be noted.

137/12 Planning applications

Members considered the following planning applications and decided to submit to the Local Planning Authority the comments set out (in italics) below:

- (1) Erection of 1 x 5-bed three-storey dwelling with detached garage, 1 x 4-bed three-storey dwelling with attached garage and 1 x 5-bed two storey dwelling with attached garage on land west of Soffits, Halfpenny Lane, Elm – F/TR13/0152/F (applicant: Mr D Housden).

That the application be supported.

- (2) Screening opinion for the construction of a 2.6MWp solar farm at land north-west of Wales Bank junction with Begdale Road, Elm – FYR13/0119/SCOP.

That the Parish Council has no comments to make in respect of the screening opinion relating to this proposed development.

- (3) Erection of a two-storey 3-bed dwelling with attached double garage on land south-west of Enfield House, Needham bank, Fridaybridge – FYR12/0762/F= revised proposal to include garage and amended turning areas (applicant: Mr D Stannard).

That the application be supported.

138/12 Financial matters

The Clerk reported on the Parish Council's income and expenditure since the last meeting, as follows:

Income

Maxey Grounds	Cottage rent (less fees)	£523.60
A R Clingo	Interment fees	£625.00
Total Income		£1,148.60

Expenditure

Glazewing	Wheelie bin emptying – Elm Cemetery	£36.00
D A Pest Control	Control of moles at Elm and Coldham	£50.00
T Jordan	Salary (less income tax of £119.63), Broadband and other expenses	£584.10
H M Revenue and Customs	Clerk's Income tax (December 2012 and January and February 2013)	£344.35
Wisbech Youth Clubs	Financial support to Elm and Fridaybridge Youth Club (January to March 2013)	£2,135.50
Anglian water	Water usage at cemetery	£52.55
R J Warren Ltd	Grounds maintenance contract	£1,681.42
Total Expenditure		£4,883.92

In addition, the Clerk reported on the levels of funding held within the Parish Council's bank and savings accounts as at 28 February 2013 (in the total sum of £129,632.96), together with the month-end figures for each of the preceding six months and as at 29 February 2012.

Members considered the appointment of an Internal Auditor for the audit of the Parish Council's 2012/13 accounts. The Clerk informed members that the person who undertook this role for the purpose of the Parish Council's 2011/12 accounts, Mr Stephen Cowell, is willing to do likewise for the 2012/13 accounts.

Members considered cemetery fees for 2013/14. To assist members' deliberations in relation to reviewing cemetery fees, the Clerk had provided members in advance of the meeting with a schedule setting out the current fees levied currently by Elm Parish Council and those of a number of other Parish Councils across Cambridgeshire (including two from within Fenland) and those levied by Fenland District Council, together with information in relation to Elm Parish Council's actual cemetery income and expenditure in 2011/12 and 2012/13 to date and that estimated for 2013/14.

Members decided that

- (1) the income of £1,148.60 be noted and that the expenditure of £4,883.92 be authorised;

- (2) the levels of funding held within the Parish Council's bank and savings accounts as at 28 February 2013, together with the month-end figures for each of the preceding six months and as at 29 February 2012, be noted;
- (3) Mr Stephen Cowell be appointed as the Parish Council's Internal Auditor for the 2012/13 audit of accounts;
- (4) the Parish Council's cemetery fees be increased by 10% for 2013/14, with those for non-parishioners being increased (from 200%) to 250% of those charged for Elm parishioners.

139/12 HM Revenue and Customs: Real Time Information (RTI)

The Clerk reported to members, at the request of Councillor Pinnock, on the new requirements placed upon employers, with effect from 6 April 2013, in relation to reporting Pay as You Earn (PAYE) information to H M Revenue and Customs.

The new process, known as Real Time Information (RTI), requires employers to provide information regarding PAYE payments each time a salary payment is made to an employee - in the case of Elm Parish Council, this would be twelve times per annum, rather than at the end of each financial year (as is the case currently). All information must be submitted to H M Revenue and Customs (HMRC) electronically and the necessary software would be available from HMRC for downloading by employers from 28 March 2013.

The Clerk assured members that the necessary arrangements were in hand for Elm Parish Council, as an employer, to comply with the requirement of this new process.

Members decided that the information provided by the Clerk be noted.

140/12 Provision of play equipment at Coldham

The Chairman sought members' views on the possibility of the Parish Council funding the provision of some items of play equipment at Coldham. He informed members that there are currently 25 children living in the village and a number of others visit regularly (to visit grandparents etc).

The Chairman reported that some investigation work had been carried out in respect of the cost of play equipment and, although detailed quotations are awaited from suppliers, it had been concluded that the likely cost of such provision would be in the region of £12,000 to £14,000.

District Councillor Sutton suggested that an application could be made to Fenland District Council's Rural Capital Grants Fund for monies towards such a scheme.

Members decided to agree in principle to funding the provision of play equipment at Coldham.

141/12 Tower Hall, Fridaybridge

Further to minute 114/12, the Clerk reported on the public meeting held at the Tower Hall on 27 February 2013; in summary:

- the level of public attendance was high
- the Parish Council was represented at the meeting by Councillors Brand, Cotterell, Mrs Cotterell and Pinnock (Councillors Softley and Stokes have given apologies for absence) and the Clerk; District Councillor Sutton attended also

- the meeting took the form of a series of statements and comments from members of the Tower Hall Management Committee, followed by an opportunity for public attendees to ask questions of the committee and to volunteer their services to support the continued operation of the Tower Hall
- it seems as though the future viability of the hall is less about its financial situation (its annual income exceeds its expenditure and it possesses financial reserves of around £30,000) but more about needing to attract volunteers to undertake certain roles, such as Bookings Secretary, Treasurer, Company Secretary, Caretaker.
- At conclusion of the public meeting, members of the management committee and those persons who had indicated a willingness to volunteer their services to support operation of the Tower Hall remained to discuss relevant matters; as a result, a new management committee (with a Chairman and Vice-Chairman) is in place and the roles of Company Secretary and Company Secretary have been filled by volunteers
- In the absence of a volunteer to take on the role of Treasurer, the Clerk agreed to enquire of the Parish Council whether it wished to support the Tower Hall through paying him to assume that role (subject to the Clerk being provided with details of the duties of that role and the time commitment it would require). He also agreed to offer advice and guidance in relation to the committee's constitutional and procedural processes
- The management committee agreed with the Clerk's suggestion that it should hold a formal meeting – which was agreed for 26 March 2013 at 7.30 pm – to both agree a way forward and to receive feedback from Elm Parish Council in relation to the support that it wishes to provide.

Councillors Cotterell and Pinnock made comments which endorsed the Clerk's summary of the position.

Some members expressed concern regarding what appeared, from the information provided by the Clerk, the management committee's "flexible" approach to caretaking of the hall - the Parish Council considers that this role should not be undertaken on a voluntary basis but a person should be employed for that role - and the committee's proposal that the Bookings Secretary role be shared by two volunteers, rather than there being a single point-of-contact for all bookings. The Clerk undertook to report members' concerns to the meeting of the management committee scheduled for 26 March 2013.

Members decided that

- (1) the information reported by the Clerk be noted;
- (2) subject to the Clerk being satisfied that he possesses the necessary time capacity to provide assistance to the Tower Hall Management Committee, the Parish Council would support the organisation through paying the Clerk for any additional hours worked (and the reimbursement of any expenses incurred) in providing the support needed;
- (3) the Clerk would attend the meeting of the Tower Hall Management Committee scheduled for 26 March 2013, make an assessment of the time commitment that would be required of him in supporting the activities of the Tower Hall management Committee (primarily as Treasurer), and report back to the next meeting of the Parish Council.

142/12 Correspondence

- (1) Annual Coldham Village Fun Day.

The Clerk reported a request from the Coldham Residents Action Group Ltd (CRAG) for financial support towards the cost of hiring disabled toilet facilities at the sixth Annual Coldham Village Fun Day, which takes place on 15 June 2013.

The cost of providing one disabled toilet at the event is £120.00 (plus VAT).

The Clerk reminded members that the Parish Council had provided such financial support for this event in 2011 and 2012.

Members decided that the Parish Council would meet the cost of providing a disabled toilet for the Annual Coldham Village Fun Day 2013.

(2) Alleged personal injury accident at Elm Cemetery.

The Clerk reported to members on a claim for compensation in relation to an alleged personal injury accident at Elm Cemetery on 19 January 2013.

The Clerk had supplied to each member, in advance of the meeting, copies of all of the correspondence relating to this matter.

Members decided

(1) having considered all relevant factors, that the Parish Council was not in breach of any duty of care to the claimant (or any other visitor to Elm Cemetery) and, consequently, no further action would be taken by the Parish Council in relation to this claim;

(2) the claimant be informed by the Clerk of the Parish Council's decision.

(3) Fenland Local Plan - Core Strategy Development Plan Document - proposed submission.

Further to minute 47/12 (2), the Clerk reported that, having taken into account the comments made through the previous two consultation exercises, Fenland District Council (FDC) had now produced a final version of the Core Strategy. The latest version includes new policies to cover Health and Wellbeing, Community Safety, the Historic Environment, and the Natural Environment. Other changes include amending the wording of some policies so that they are clearer and, consequently, more effective.

For the period 28 February to 10 April 2013, FDC is consulting on this agreed strategy, known as the 'Core Strategy Development Plan Document - Proposed Submission' and the Policies Map. The purpose of this latest consultation exercise is to seek views on the final plan and to establish whether it is 'legally compliant' and 'sound'.

The District Council will make no changes to the current version of the plan; instead, any further representations made to the council would be forwarded to the Government in mid-May 2013. The Secretary of State will then appoint a Planning Inspector to examine the document and consider the merits of all remaining objections.

The Clerk informed members of the ways in which representations could be submitted to Fenland District Council.

Members decided that the information reported by the Clerk be noted and they had no comments to make in relation to this latest consultation exercise.

(4) Coldham Trust Fund Committee.

Further to minute 137/11, the Clerk read to members an e-mail from Fenland District Council regarding the manner in which the Section 106 Planning Obligation monies relating to the Coldham wind farm extension would be administered by the Coldham Trust Fund Committee.

The e-mail states that the fund generates a contribution of £7,000 per annum; the first payment has been made to the District Council, the next one is due in August 2013 and further payments would be made annually thereafter.

The Planning Obligation places no restrictions upon how the money could be spent; that is a matter for agreement by the committee.

It is proposed by Fenland District Council (FDC) that two meetings (or conference calls) of the committee should take place each year; it is suggested by FDC that this occurs in September and April. The purpose of the September meeting would be to judge submitted bids and the April meeting would be to determine how advertising of bids etc would take place and to set the work and communication plan. The first April meeting should be a discussion as to what projects could be funded.

Members decided that the information reported by the Clerk be noted.

143/12 Parish Council Clerk – remuneration

Further to minute 131/12, members reviewed, in the light of the recommendation of a job evaluation exercise undertaken by the Responsible Financial Officer of another local council within Fenland (who had undertaken this exercise for a number of local councils in the district), the salary grading of the post of Clerk to Elm Parish Council.

The officer who undertook the job evaluation exercise identified that - given the size, activities and functions of the council – the salary of the post of Clerk to the Council was not being paid using the correct scale and his conclusion was that such a situation had existed for a number of years.

Members were provided, by way of a detailed report from the Clerk, with details of the current salary scale of the Clerk to Elm Parish Council, the actual salary level paid to this employee, the process used in evaluating the level of salary scale which should be paid (depending upon the functions and responsibilities of the post holder) and the results of the job evaluation exercise (using the process produced by the National Association of Local Councils). After the Clerk had presented his report on the matter, he retired from the meeting for the duration of the council's discussion and voting thereon.

Councillor Pinnock stated that he wished to abstain from participation in this item and would withdraw from the meeting prior to members' deliberations. He advised that the Communities, Parish and Local Councils (CPALC) organisation holds the view that a Parish Clerk should operate under a job description, as this would enable a local council to set a correct remuneration rate for its Clerk.

Councillor Pinnock reminded members that the Parish Council had, on a majority vote, voted, at its September 2012 meeting (minute 65/12 refers), against the production of a job description for the post of Clerk to Elm Parish Council. He, therefore, felt that he did not possess the competence to determine the Clerk's remuneration package. Councillor Pinnock informed members that he had discussed this matter with the Clerk and had confirmed to that officer that this decision has no reflection upon the Clerk's performance. Councillor Pinnock left the meeting at 8.55 pm.

Having examined the results of the job evaluation exercise undertaken, members concluded that the salary scale for the post of Clerk to Elm Parish Council should cover the points 28 to 32 inclusive of the NJC for Local Government Salary Scales. Members noted the estimated additional annual cost to the Parish Council of re-grading the post of Clerk to Elm Parish Council and are aware that the council possesses funding at a level which would cause it no difficulty in meeting the cost of increasing the Clerk's salary for 2013/14 and in backdating implementation of the new salary scale to the beginning of the current financial year.

Members consider it is appropriate for the Parish Council, as a public authority, to ensure that all employees are remunerated at a rate which reflects accurately the level of responsibility for the respective post; they believe that ensuring the Parish Council is remunerating staff at the correct rate will stand it in good stead in terms of both the retention and recruitment of staff.

Members decided that

- (1) the salary scale for the post of Clerk to Elm Parish Council should cover the points 28 to 32 inclusive of the NJC for Local Government Salary Scales;
- (2) the Clerk should continue to be paid at the top of any salary scale applying to the post;
- (3) because of the fact that the post of Clerk had not been paid the “going rate” for the whole of the period of his employment by the Parish Council, implementation of the new salary scale be backdated to the beginning of the current financial year.

(The Clerk withdrew from the meeting for the duration of the discussion and voting on this item of business)

(Members resolved to exclude the public for this item of business on the grounds that it involved the likely disclosure of exempt information as defined in Paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972 (as amended))

144/12 Date of next meeting

Members were reminded that the next meeting of the Parish Council had been scheduled for 16 April 2013, commencing at 7.00 pm, at the Parish Council office, Begdale Road, Elm.

Meeting finished at 9.10 pm

Signature:.....(Council Chairman).

Date:.....