

TONBRIDGE & MALLING BOROUGH COUNCIL
COUNCIL

19 February 2019

Report of the Chief Executive

Part 1- Public

Matters For Decision

1 AMENDMENT TO SCALE OF FEES FOR ELECTION STAFF

To endorse an updated scale of fees for staff working during any elections either scheduled or unscheduled during 2019.

1.1 Introduction

- 1.1.1 Every year, the Kent group of Electoral Administrators and Chief Executives agree a Scale of Fees for election staff for the forthcoming year.
- 1.1.2 The Kent scale of fees has been received and compared against the fees we have paid in previous Elections, undertaken in the Borough.
- 1.1.3 Also the minimum wage for staff is being increased from 1 April 2019, to £8.21 per hour for staff aged 25 or over, which the majority of our Election staff are.
- 1.1.4 I therefore ask members to endorse the new scale of fees as set out in Annex 1.

1.2 Legal Implications

- 1.2.1 The only legal implication is paying at least the minimum wage hourly rate as set by Central Government.

1.3 Financial and Value for Money Considerations

- 1.3.1 The cost of this review will be met from existing budgets. Failure to be able to undertake an Election due to problems being able to recruit staff, could impose considerable financial penalties on the (Acting) Returning Officer, due to problems at elections; this would trigger a series of events bringing cost and reputational risk to the Council.

1.4 Risk Assessment

- 1.4.1 The requirements of our electors are essential, and a failure to be able to recruit staff to undertake elections correctly could result in disenfranchising electors, or making it more difficult for them to vote.

- 1.4.2 Any failure in being able to conduct an Election or issues arising from an Election not being adequately staffed could result in the Electoral Commission taking legal action against the Returning Officer and Council.

1.5 Equality Assessment

- 1.5.1 The decisions recommended through this paper have a remote or low relevance to the substance of the Equality Act. The only perceived impact on end users, would be delays for electors voting and a delay in the declaration of the result of the election.

1.6 Policy Considerations

1.6.1 Community

1.6.2 Human Resources

1.7 Recommendations

- 1.8** It is **RECOMMENDED** that Members endorse the updated scale of fees as set out in this paper.

Background papers:

contact: Daune Ashdown

Nil

Julie Beilby
Chief Executive