The Clerk was employed on 01/01/2022 at SCP24, which at the time was £29,174. The clerk has been incorrectly paid at the previous year’s spinal point of £27,364 from January 2022 to present. The SCP24 was then increased in April 2022 to £31,099, and again in April 2023 to £33,024. The spreadsheet annexed provides an analysis of all payments made and the total underpayment to both the Clerk and HMRC due to incorrect tax calculations based off incorrect pay.

The Clerk’s contract does not stipulate annual pay increases. NALC recommend that a Clerk be appointed at SCP24, and to move up a spinal point each year until SCP28. At which point, the Clerk will have to do more training to go up to SCP29. The Clerk would like a clause in her contract to reflect any annual pay increases, whether in line with NALC recommendations or not, and pay increases to be expected if she completes the next level of CILCA training.