



Neston Town Council Policy on Increments

Background

The Council has employed staff at different periods of time and advertised different rates of pay according to skill sets and requirements of the Council. It was agreed to formalise and adopt an increment policy.

Policy

1. Where a role is advertised on a salary scale, rather than a fixed spinal column point, the Council has adopted clear criteria for advancing from one point to the next
2. Any increment awarded will take effect on 1 April.
3. An increment will be awarded if an employee is working to a satisfactory standard. This will be based on their annual performance review.
4. For certain roles, the Council may put a "bar" on incremental rises above a certain point unless a specific qualification is achieved or a specific criteria met.
5. An increment will not be awarded unless an employee has been in their role for 6 months or more at 1 April (i.e. appointed to their role on or before 30 September).