**Shapwick Parish Council Pay and Performance Group**

Purpose: -

1) Ensure that the Parish Council maintains the highest standard of employment and is compliant with all employment law and any other relevant regulations   
2) Maintains a training program in place for the Clerk to the Council  
3) Sets and monitors performance objectives and targets for the Clerk to the Council  
4) Recommends annual pay award to the Parish Council  
5) Deals with any performance disciplinary issues

The Clerk to the Council can, in confidence, discuss any complaint or grievance with any member of the Pay and Performance Group

The Pay and Performance Group is made of Chairperson, Vice Chairperson, one other Parish Council

Regular Meetings: - will be held 1) Once the annual pay recommendation has been made by NALC 2) After the annual Budget/Precept setting meeting in order to set Performance Targets, for the Clerk to the Council, for the following year.