

Find us on    
[@LincsALC](#) & [www.lalc.co.uk](http://www.lalc.co.uk)

*Do you have news to share?  
[Get in touch](#) via our website.*

*LALC will provide links but is not responsible for the content of external websites.*

## Contact us

 **Please contact the office on 01673 866596**

- For general enquiries including internal audit and advice, contact either Katrina – Line 1 (or mobile 07422 963475) or Andrew – Line 3 (or mobile 07549 019842). Flexible Monday - Friday
- For general enquiries including website management service, invoices, training booking enquiries, contact Lindsey – Line 2 on Monday, Tuesday, Friday
- For general enquiries including website/portal updates, e-news items, vacancies, contact Elaine – Line 4 on Fridays

Please note that there may be times when the LALC office is not manned, particularly if staff are out training or attending meetings. If you can't get hold of us by phone, please contact us via one of the methods below.



[www.lalc.co.uk/contactus](http://www.lalc.co.uk/contactus)



[enquiries@lalc.co.uk](mailto:enquiries@lalc.co.uk)



Raise a new Enquiry on the portal (login required)

If any Clerks want to join the Clerks' eGroup, or any councillors want to join the Councillor eGroup, contact [enquiries@lalc.co.uk](mailto:enquiries@lalc.co.uk).

This fortnightly newsletter is provided to member councils through the clerk and should be circulated to all councillors. This eNews can also be found on the [LALC website](http://www.lalc.co.uk) under News.

## Training courses are available to book via the portal (login required)

The Training Bulletin is issued monthly, and courses are available to book via the portal. If there is any specific training which you feel would be valuable, and we don't currently offer it, please let us know and we will investigate. The Training Bulletin can be found on the LALC website [www.lalc.co.uk/training-2-1](http://www.lalc.co.uk/training-2-1).

Clerks – when booking training for your councillors, **please ensure that their email address is correct**. If not, they will not receive the booking confirmation or any joining instructions.

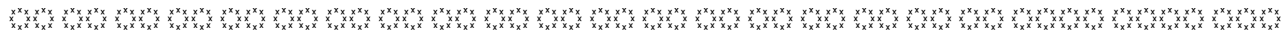
If you update your council email and are **already** booked on training, please let us know so that we can update your booking to ensure you receive the automatic reminders.

If one of your councillors resigns, and they were booked on LALC training, **please cancel their place**, so that others can book on. Failure to do so may not only deprive other councils from attending but could result in a non-attendance charge (see below).

Please note our **training cancellation policy**:

- For part day courses – please ensure we receive cancellations at least 48 hours in advance
- For full day events – please ensure we receive cancellations at least 5 working days in advance, as we need to pre-order and pay for lunches

Due to persistent non-attendance at booked events, it is unfortunate that LALC have had to amend the way we impose our cancellation fees. All members are charged 50% of the training cost when insufficient notice is received (as above) for non-attendance at training events. No shows will be charged at 100% of the course fee. All charges are regardless of whether the council is a member of the ATS or not.



Current vacancies	Position	Closing date
<a href="#">Stubton Parish Council</a>	Clerk/RFO	18 <sup>th</sup> November 2023
<a href="#">Blyton Parish Council</a>	Clerk/RFO	No closing date
<a href="#">Market Rasen Town Council</a>	Clerk/RFO	7 <sup>th</sup> June 2024
<a href="#">Barrowby Parish Council</a>	Clerk	30 <sup>th</sup> June 2024
<a href="#">North Thoresby, Grainsby &amp; Waithe Parish Council</a>	Clerk/RFO	30 <sup>th</sup> July 2024
<a href="#">Marton &amp; Gate Burton Parish Council</a>	Clerk	17 <sup>th</sup> June 2024
<a href="#">Utterby Parish Council</a>	Clerk/RFO	29 <sup>th</sup> July 2024
<a href="#">East Keal Parish Council</a>	Clerk/RFO	No closing date
<a href="#">Caistor Town Council</a>	Deputy Clerk	26 <sup>th</sup> July 2024
<a href="#">Grainthorpe Parish Council</a>	Clerk/RFO	No closing date
<a href="#">Scampton Parish Council</a>	Clerk/RFO	31 <sup>st</sup> August 2024

## Vacancy advertising

LALC can advertise your vacancy on our website and in the fortnightly eNews. This is a **free** service. If you do not have a pre-prepared advert to send us, please complete our **Vacancy Template**, which can be found in the Members Portal under Document Templates.

We also offer a **paid** advertising service, which ensures that your advert also appears on Lincolnshire County Council’s website, Facebook, and LinkedIn (in addition to the LALC website and eNews). The current fee for this is £75. Please complete the Vacancy Template (as above), ensuring that all requested information is completed, and then contact us at [enquiries@lalc.co.uk](mailto:enquiries@lalc.co.uk). You will be invoiced for this service.

Please note that Lincolnshire County Council require a closing date on their advert, as well as salary information (these are mandatory fields). LCC will remove your advert once the closing date has passed, so





# SUMMER CONFERENCE & AGM 2024

Wednesday 24th July, 9:30 – 16:00

Belton Woods Hotel & Spa & Golf Resort,  
Gonerby Grange Lane, Belton. Grantham,  
NG32 2LN

*Come and network with like-minded  
councils!*



### Workshop 1

Health & Safety  
myth busting,  
delivered by  
Worknest

### Workshop 2

Artificial Intelligence  
(AI) and local  
councils (including  
both Copilot and  
GPT), delivered by  
Cloudy IT

### Workshop 3

Flood Risk in  
Lincolnshire,  
delivered by  
Lincolnshire Project  
Groundwater team

## Also featuring:

**Presentation on  
relaunch of the  
Armed Forces  
Covenant**

**Q&A Session  
LALC Webmaster  
clinic**

**LALC AGM  
Trade stands**

**Book Now**



[www.lalc.co.uk](http://www.lalc.co.uk)



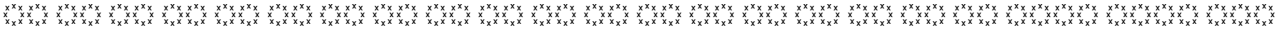
# LALC SUMMER CONFERENCE & AGM 2024

## SCHEDULE FOR THE DAY

- 8:45 Registration and coffee
- 9:30 Paul Drury - Armed Forces Covenant
- Choose from the following workshops:
- 9:45 1: Health & Safety myth busting - Worknest  
2: AI (including both Copilot and ChatGpt) - Cloudy IT  
3: Flood Risk in Lincolnshire – Lincolnshire Project Groundwater team
- 11:00 Comfort break
- 11:10 Choose from the workshops as above
- 12:30 Lunch and a chance to browse the stands
- 13:45 LALC AGM
- 14:30 Q&A Panel: LCC Vice Chair, LCC Chair  
Flood & Water Management Scrutiny Cttee,  
NALC, Worknest
- 16:00 Conference ends

## STANDS

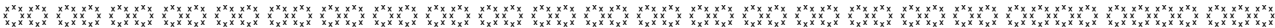
LALC Webmaster clinic  
Blachere Illuminations  
CCLA  
Clear Insurance  
Cloudy IT  
East Midlands In Bloom  
Kompan  
Lincolnshire Domestic Abuse  
Service  
Lincolnshire Project Groundwater  
Unity Trust Bank  
Vaughtons  
Worknest



## Are you interested in becoming a LALC internal auditor?

We are looking for suitably experienced people to join the LALC Internal Audit team. Preference will be given to officers or councillors with relevant experience of local council accounts and admin procedures.

In the first instance, please register your interest at [enquiries@lalc.co.uk](mailto:enquiries@lalc.co.uk).



### COUNCIL NEWS June 2024

1. The Labour Party Manifesto
2. The Conservative Manifesto
3. The Liberal Democrats Manifesto
4. Statutory Pay Rates from April 2024

#### The Labour Party Manifesto plans are:

1. Employee Status. Agency Workers and those not classed as Employees, will be provided with greater security, including sickness and holiday pay, parental leave and protection from Unfair Dismissal. The purpose is to remove the ability to treat such individuals as being self-employed.
2. Day One Rights. The purpose is to remove qualifying periods for family friendly rights and dismissal protection.  
Statutory Maternity and Paternity Pay will become a day one entitlement.  
Also claims for Unfair / Constructive Dismissal will become a day one entitlement, rather than having to wait for 2 years.
3. Statutory Sick Pay. Will be significantly increased to be closer to the Employee's normal pay. The purpose is to stop workers forcing themselves into work when they are ill. As is currently the case, this would not be recoverable by Councils.
4. Ban Zero Hours Contracts. These are to be replaced with Guaranteed Minimum Hours Contracts. Anyone working regular hours for 12 weeks or more will be issued with a regular/permanent hours contract. There will be statutory notice periods for allocating and changing shifts to workers.
5. Protection for Home Working. Working hours for home and hybrid workers would be limited to contractual hours only. This is intended to prevent 24/7 working. There would be restrictions on

communication such as emails, WhatsApp messages to home working Employees outside of their normal working hours.

6. Extended Maternity and Paternity Leave. No details given.
7. Tighter Health and Safety Legislation

### **The Conservative Manifesto plans are:**

1. Overhaul the Fit Note System to move responsibility for signing workers of work from GP's to other health care professionals. This has been welcomed in some quarters as a means of addressing "sick note" culture, and stopping people abusing their sick pay entitlement. The concern is how will it happen? Who are the other health care professionals? How will the Government be able to set up this system in the current health service?
2. The Implementation of Minimum Service Level Agreements. This will require key professions such as health workers, teachers and transport workers to ensure a minimum level of service delivery in the event of industrial action.
3. Cut National Insurance to 6% from 2027.
4. Abolish National Insurance for self employed by the end of the next Parliament.

### **The Liberal Democrats Manifesto plans are:**

1. Establish a new "Dependent Contractor" employment status. This would be between that of Employee and Self-Employed person. Dependent Contractors would be entitled to sick pay, holiday pay and the national minimum wage. Some have pointed out that the status of "worker" as defined in the Employment Rights Act 1996 already fills this definition.
2. Zero hours Workers to earn 20% above the national minimum wage rate. This is intended to compensate them for the uncertainty of their working hours. The point has been made that this may encourage more people to accept zero hours contracts at a time when their use is being questioned as unethical.
3. Change the burden of proof in Employment Tribunals. The Council / Respondent, would be presumed automatically responsible for the allegations in the claim, and would have to prove "their innocence".
4. Remove the £123 per week qualifying earnings for SSP.

### **Statutory Pay Rates from April 2024**

**Shared Parental Pay (ShPP)**

Statutory rate of £184.03 or 90% of employee's weekly earnings if lower.

**Maternity Pay (SMP)**

6 weeks at 90% of average weekly earnings. Then statutory rate of £184.03 or 90% of employee's weekly earnings if lower.

**Adoption Pay (SAP)**

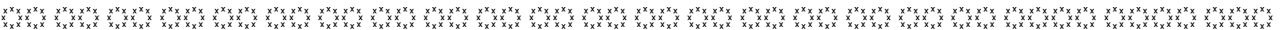
6 weeks at 90% of average weekly earnings. Then statutory rate of £184.03 or 90% of employee's weekly earnings if lower.

**Paternity Pay (SPP)**

Statutory rate of £184.03 or 90% of employee’s weekly earnings if lower.	
<b>Parental Bereavement Pay (SPBP)</b>	
Statutory rate of £184.03 or 90% of employee’s weekly earnings if lower.	
<b>Statutory Sick Pay (SSP)</b>	
£116.75 pw for 28 weeks subject to earnings (average £123 per week)	
<b>Minimum Wage from April 2023</b>	
Workers aged 21 and over (National Living Wage)	£11.44/hour
Workers aged 18–20	£8.60/hour
Workers aged 16-17	£6.40/hour
Apprentices under 19, or over 19 and in first year	£6.40/hour

### PROFILE

Chris Moses LL.M Chartered FCIPD is Managing Director of Personnel Advice & Solutions Ltd. He is a Chartered Fellow of the Chartered Institute of Personnel and Development, and has a Master’s Degree in Employment Law. If you have any questions regarding these issues please feel free to contact him on (01529) 305056 or email [p.d.solutions@zen.co.uk](mailto:p.d.solutions@zen.co.uk)  
[www.personneladviceandsolutions.co.uk](http://www.personneladviceandsolutions.co.uk)



## NALC stands resolutely in favour of higher ethical standards for local councils

NALC has reiterated its support for higher ethical standards within the local (parish and town) council sector.

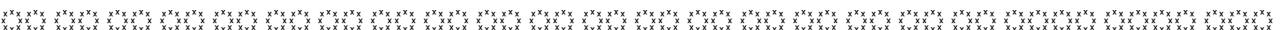
In a robust response to a recent consultation by the Committee for Standards in Public Life on public body accountability, NALC highlighted a growing concern over the sector's ability to address behaviours that fall below acceptable standards.

NALC is in complete agreement with and fully endorses the implementation of all the key recommendations from the Committee on Standards in Public Life 2019 report on Local Government Ethical Standards and firmly believes the incoming government should implement them without compromise.

The Committee for Standards in Public Life's consultation focused on identifying areas where public bodies should concentrate their efforts to proactively uncover and address potential issues. The goal is to mitigate problems before they escalate and cause significant harm. NALC’s response aligns with this objective, advocating for pre-emptive measures and comprehensive training to foster a culture of accountability and high ethical standards in local governance.

Read the full NALC consultation response: <https://tinyurl.com/pxj4fvu7>

Read the SLCC consultation response: <https://tinyurl.com/2s3fwm78>





## NALC White Ribbon Steering Group sets ambitious goals for 2024

The National Association of Local Councils (NALC) White Ribbon Steering Group convened to evaluate the outcomes of White Ribbon’s recent #ChangeTheStory webinar and plan for the year ahead. The meeting addressed key issues including the group’s membership expansion and year two priorities.

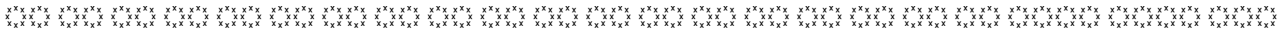
The #ChangeTheStory webinar, tailored for accredited organisations, underscored the imperative to prioritise violence against women and girls. It also advised the establishment and review of domestic abuse policies and highlighted the essential traits of effective male allies.

A significant portion of the meeting focused on expanding the group’s membership to achieve broader geographical representation and engage more councillors.

The Steering Group also reviewed progress on its action plan, particularly year two priorities which include staff training for NALC, development of a comprehensive toolkit, and the organisation of a webinar.

The next meeting of the White Ribbon Steering Group is anticipated to take place in early September.

Find out more about White Ribbon: <https://www.whiteribbon.org.uk/>



## SLCC Annual Awards 2024

Celebrate the skills, dedication and professionalism of senior officers serving councils throughout England and Wales by putting forward your colleague(s) for SLCC’s Annual Awards 2024 – now open for nominations!

Submit your nomination(s) before the **closing date on Friday 16 August 2024**. A panel appointed by SLCC’s Board of Directors will determine the best three nominees in each category and winners will be announced at National Conference 2024.

The various categories of awards are:

- Heart of the Parish Award: this new award aims to recognise the invaluable contributions made by clerks to smaller parish councils, and celebrates those who through their tireless efforts, whether as a sole employee or as part of a smaller team, serve as the beating heart of their communities, embodying dedication, compassion, and unwavering commitment.
- New Clerk of the Year Award: celebrates the achievements of a clerk who has demonstrated exceptional promise and excellence in the early stages of their career. We’re seeking nominees who have displayed unwavering commitment to their role and who has less than three years of service in the profession (entering their role after 1 October 2021). *Previous winners have been recognised*



Read the briefing: <https://www.nalc.gov.uk/library/news-stories/4095-nalc-briefing-on-political-party-manifestos-2024/file>

## **Update on Defra Community Green Spaces Fund (as per eNews 31/05/24)**

We have now been made aware that work on developing the proposals for the Green Spaces Fund was suspended due to the announcement of the general election. As this fund was proposed by the current government there is no guarantee that the fund will be launched by the next government after 4 July. ACRE will keep an eye on announcements and share any information with NALC, and LALC will inform our councils if the fund will be taken forward by the new government. For this reason, ACRE are not collecting any expressions of interest at this time.

Thank you to Angie McDonald, Clerk at Digby Parish Council for letting us know.

## **News around the country: Parish council members all quit amid grass cutting dispute**

All members of a parish council in Cumbria have resigned after a man was criticised for cutting hedges and a grass verge.

Some members of Broughton Moor Parish Council reportedly responded to a photo on social media of the work carried out by the man, describing it as 'criminal damage'.

It has also been reported that Cumbria Police were contacted twice about the grass cutting.

A statement on the council's website says: 'Broughton Moor Parish Council currently has no members.

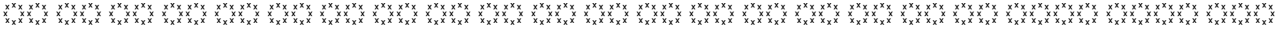
'Cumberland Council will now assume responsibility for the governance of the village.'

A spokesperson for Cumberland Council said: 'We can confirm we are aware of the resignation of councillors of Broughton Moor Parish Council.

'The parish council remains a legal entity and continues to exist, with the clerk ensuring that statutory duties continue to be fulfilled.

'In this situation, as the principal authority, Cumberland Council will co-opt some of our own councillors onto the parish council to ensure that the council is quorate and can carry out its functions until other individuals can be co-opted, and an election held.'

Read the story: <https://www.localgov.co.uk/Parish-council-members-all-quit-amid-grass-cutting-dispute/60653>



## **Parkinson Partnership briefing: Financial Services Compensation Scheme**



At least one bank has written to parish councils saying that it believes that they are no longer covered by the Financial Services Compensation Scheme (FSCS). This seems to be a mistake, as the FSCS standard conditions have not changed and still say: “FSCS does not protect deposits made by a public authority (including a parish council), unless it is a small local authority with an annual budget of up to EUR500,000” (about £430,950 using the required 3 July 2023 exchange rate).

Not all deposits are covered by the FSCS. For example, Gilts are backed by the UK government, while money market funds spread their risk by placing deposits with many different banks to minimise the impact of one bank failing. Non-UK bank deposits are generally covered under a reciprocal agreement with their own country.

The Prudential Regulation Authority (PRA) Rulebook says:

“A firm, must at least annually, take reasonable steps to confirm that a depositor that it has classified as a small local authority continues to be a small local authority, using the exchange rate prevailing on the 3 July immediately preceding the date on which any confirmation is undertaken”.

<https://www.prarulebook.co.uk/prarules/depositor-protection/06-06-2024#c09ef40da89b41f0bc24cef1149d86bb>

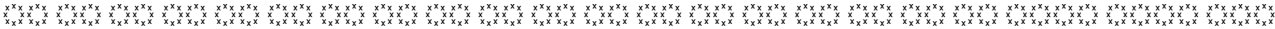
The PRA has also advised that “it is acceptable for firms to rely upon a reasonable estimate provided by the local authority of its annual budget, which could for example be based on the previous year’s budget. The PRA expects a firm to take reasonable steps to ascertain a local authority’s budget, but where a firm has been unable to determine if a local authority is eligible, it should be treated as a public authority” (i.e. no cover).

<https://www.bankofengland.co.uk/-/media/boe/files/prudential-regulation/supervisory-statement/2023/ss1815-june-2023.pdf>

The scheme doesn’t define “annual budget” but if a council is receiving and spending sizeable CIL receipts, we would expect to see that included. Councils should ensure that they publish their budget online (in accordance with their publication scheme).

### Disclaimer

This guidance is issued to assist councils in understanding the legislation and guidance. It is not a statement of law, nor does it account for individual circumstances. Councils should seek professional advice if they are uncertain. The Parkinson Partnership LLP accepts no liability for any loss arising from situations where councils have not followed the relevant law and guidance.



## London Hearts internal defibrillator scheme

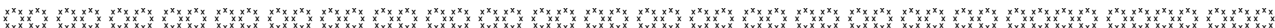
Applications are now open for new UK Exclusive Internal Defibrillator Scheme.

London Hearts has launched this scheme with the aim of increasing the number of AEDs to help save lives. As a charity we understand it is not always possible to install a public access Defibrillator and people’s needs differ particularly in the workplace.

The fund is moving far quicker than we initially anticipated given the limited funding requirement, so we are allocating on a first come first basis as to avoid any disappointment. Funding of circa £660 per unit is required.

To apply: <https://londonhearts.org/defib-scheme/>

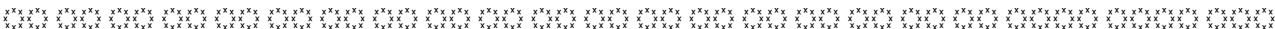
<https://londonhearts.org/article/lh-launches-new-defibrillator-scheme-to-help-save-lives-across-the-uk/>



## LCC Flood Reports update

We are continuing to investigate the causes and factors of flooding across Lincolnshire following Storm Babet and Storm Henk. Whilst the main focus of the investigations is on properties that have been internally flooded, data and evidence has also been gathered in relation to flooded roads and agricultural land. In addition, over 600 ‘near miss’ reports have been received.

We are still on track to publish all of these reports by the end of August 2024. These will be published on our website, as soon as they become available: <https://tinyurl.com/34fz5d8b>



## County’s community heroes celebrated

The hard work of local volunteers from across the county has been highlighted at Lincolnshire County Council’s annual Good Citizens Awards.

Our winners represented a wide range of good causes, demonstrating their vital role in our communities.

The winners of each category of awards were:

- Individual - John Mould from Boston
- Young Citizen - Alfie Coombes from Branston
- Community Group - Buddies Dementia Café, Nettleham
- Pair or Couple - Michael and Morag Watkins from Lincoln

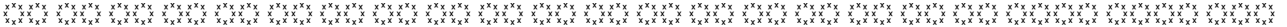


Find us on   
@LincsALC & [www.lalc.co.uk](http://www.lalc.co.uk)

*Do you have news to share?  
[Get in touch](#) via our website.*

*LALC will provide links but is not responsible for the content of external websites.*

Find out more about our award winners by visiting:  
<https://www.lincolnshire.gov.uk/news/article/1916/county-s-community-heroes-celebrated>



## General election and rural prosperity

NALC has joined with 11 other national bodies on The Rural Coalition to urge political parties and policymakers to boost rural economies after the general election. The Rural Coalition is clear there is huge potential to increase productivity within rural areas. With the appropriate support, rural economies could generate additional billions a year in tax receipts for the Treasury. Productivity in rural areas in England is currently lower than the national average, suggesting significant potential for future improvement. Such a boost could significantly fund vital national priorities, emphasising the interconnectedness of rural prosperity with national success.

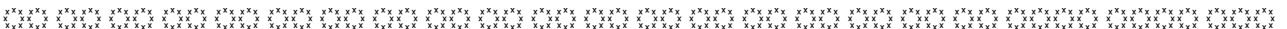
Read more: <https://tinyurl.com/23m573fn>



## The Carbon Literacy Project' Local Authorities team – connect & catch up session

Come join The Carbon Literacy Project's Local Authorities team for the final Connect & Catch Up session before a summer break. The next session is on 3 July at 2 pm on MS Teams. It will be an opportunity to chat informally about all things Carbon Literacy. As well as the chance to chat, swap ideas and network in breakout rooms. You will be joined by Chloe, the Carbon Literacy Action Day Coordinator, to hear all about this year's campaign and how you can be involved. From strategic tips to paid social media ads for open courses, there's something for all approaches!

Find out more: <https://tinyurl.com/3dydrxp>



## Free Locality Neighbourhood Planning Training Sessions and Surgeries

Locality's government sponsored neighbourhood planning team is running a series of free online training sessions and surgeries over the next few months to support community groups, including town and parish councils, thinking about preparing a new, or reviewing their existing, approved neighbourhood plans.

Find our more (no login required): <https://www.slcc.co.uk/free-locality-neighbourhood-planning-training-sessions-and-surgeries/>

