

Thu 07/12/2023 09:48

Dear Colleagues,

Chancellor's Autumn Statement

After the Board of Trustees meeting next Thursday, there will be an email to let you know what has been decided regarding a staff cost of living increase and when any changes would be implemented. However, in order not to overwhelm you with too much financial information in one go, this week we can clarify what will happen as a result of the Chancellor's autumn statement.

If you earn over £242 per week, the rate of National Insurance that you pay will decrease from 12% to 10%, with effect from January 2024. This will result in an immediate increase in your take home pay.

The Chancellor also announced changes to the National Living Wage. With effect from 6th April 2024, it will increase to £11.44. Therefore, Field Studies Council's scale point 4 (we currently don't employ anyone below that scale) will increase from £10.45 per hour to £11.44 per hour. This is an increase of 9.47% on scale point 4. Our normal pay policy of maintaining a minimum 2% differential between pay scales will also be applied in line with this change. These changes will come into effect from April 2024.

Board of Trustees

The papers for the board will be circulated shortly. Your staff rep for the meeting is Sian Lane so please do contact Sian if you would like to raise any issues.

A Thank You Voucher

Later today, any permanent or fixed term contract employee who is on the November 2023 payroll and is still expected to be a Field Studies Council employee on 1st January 2024 will receive a £50 Amazon voucher code. It's a small thank you for your hard work during another challenging year which has really stretched staff across the charity. Your efforts are very much appreciated. We've chosen Amazon because it offers access to lots of small and large retailers that we thought would suit as many people as possible.

The 14 or 15 character long code will be emailed to your work email address. I'm asking managers to make sure that all the staff who don't usually access their email are helped to do so. The code is unique but not linked to a particular email account or individual. Therefore, you can forward it to a personal email. If you don't have an Amazon account you also have the option to forward the code to a trusted friend or family member who does, to purchase something on your behalf.

The email will be entitled 'Your £50 Thank You Voucher' and will come from amazonvouchers@field-studies-council.org Please don't mistake it for a scam and delete it by mistake.

Special Mention

Nicola Keightly has been nominated this week by the team at Juniper Hall. The nomination stated that 'Nicola has been unbelievably efficient and inspiring in her organisation and mobilisation of the decorating of Juniper Hall for Christmas (it looks amazing!) and the preparation for the latest year of Elf school. This is while juggling many other commitments within the role. She continues to be a staunch show of support and advice for any who need an ear. What would be done without her?' Thank you Nicola.

Congratulations to

We have no new starters this week but there are two promotions:

Simon Ward was promoted to Senior Tutor at Flatford Mill

Jo Harris was promoted to Education Manager at Head Office.

Previous Catch Ups and more staff news can always be found here on the [Staff News Website](#)

Mark