

## **Tunbridge wells Commons Conservators: Salary Review Policy**

Officer salaries are reviewed and if applicable are adjusted on an annual basis.

The Committee of the Commons Conservators conducts an annual review of Officer performance and objectives. The review is a constructive two-way dialogue and considers the following key areas:

- Achievement in relation to long-term goals and annual objectives.
- Relationships with the Conservators, members of staff, contractors, local officials, other like groups and the general public.
- Areas of particular achievement.
- Areas where extra support would be helpful.
- Annual performance objectives for the next year.

The outcome of the review enables the Committee to recommend salary adjustments to the Conservators. In addition to performance, salary recommendations take into account:

- Length of service
- Pay scales and rates for equivalent roles set by Tunbridge Wells Borough Council and other relevant organisations.
- Price inflation.
- The Conservators' precept and budget.

Once approved by the Conservators, salary adjustments are effective from 1<sup>st</sup> April each year

Date of review: January 2026

Date of next review: January 2029