

Employment Panel

Date: Monday, 07 February 2022

Time: 14:00

Venue: Eden Room

Present: Councillor Gareth Ellis, Councillor Colin Glover, Councillor John Mallinson,
Councillor Michael Mitchelson
Councillor Mrs Marilyn Bowman (for Councillor Paul Nedved)

Officers: Deputy Chief Executive
HR Manager
Head of Legal and Democratic Services

EMP.01/22 APOLOGIES FOR ABSENCE

An apology for absence was submitted on behalf of Councillor Paul Nedved.

EMP.02/22 DECLARATIONS OF INTEREST

No declarations were submitted.

EMP.03/22 PUBLIC AND PRESS

RESOLVED - That the agenda be agreed as circulated.

EMP.04/22 MINUTES OF PREVIOUS MEETING

It was noted that Council, at its meeting on 9 November 2021, received and adopted the minutes of the meeting held on 14 September 2021. The Chair signed the minutes.

EMP.05/22 PAY POLICY STATEMENT 2022/23

The Deputy Chief Executive left the meeting for the consideration of this item.

The HR Manager submitted the Pay Policy Statement 2022/23 (RD.68/21). The Localism Act 2011 required local authorities to produce and publish a Pay Policy Statement for Chief Officers and that it be reviewed on an annual basis.

The HR Manager reported that the Council had implemented the recent increase in the Foundation Living Wage rate on 1 January 2022 which uplifted the lowest pay point in the Council's pay structure. She highlighted that the NJC national pay negotiations for 2021/22 were currently ongoing with Trade Unions and the 2022/23 negotiations were yet to commence. When any national award was applied it was anticipated that it would have minimal effect of the ratio figures. On this basis it was not intended that the Policy would go

back to Council when the award was applied, except in circumstances where the effect of that award increased the gap between Chief Officers and the lowest paid employees.

RESOLVED - That the Employment Panel approved the 2022/23 Pay Policy Statement on Chief Officers Pay for recommendation to Council on 1 March 2022, including approval for the 2022/23 Pay Policy to be automatically updated to reflect any future nationally negotiated pay awards which may be approved during 2022/23, except where any award had the effect of increasing the pay gap between Chief Officers and our lowest paid employees, in which event the policy would be resubmitted for Full Council approval.

EMP.06/22 PENSION DISCRETIONS POLICY STATEMENT

The HR Manager submitted report RD.69/21 Pension Discretions Policy Statement. The Local Government Pension Scheme (Amendment) Regulations 2018 required that a regular review of the Employer Pensions Discretions be carried out. One material amendment was suggested in relation to Part B of the Scheme (non-mandatory discretions), Shared Cost Additional Voluntary Contributions (SCAVCs) (Regulation 17 of the LGPS Regulation 2013). The report also provided an update in the procurement and implementation of a SCAVC scheme.

A Member asked if consideration had been given to how to support individuals who were on the lower pay scales and could not potentially undertake salary sacrifice.

The HR manager clarified that the current scheme did not allow for this, however, she agreed to take the matter back to the HR workstream for the new authorities so it could be considered as part of the preparation work for Cumberland Council.

RESOLVED - 1) That the Employment Panel noted the outcome of the procurement review of the original proposal and supported the implementation of the SCAVC scheme, facilitated by AVC Wise at the earliest opportunity.

2) That the Employment Panel approved the amendment to the Council's Pension Discretionary Policy to support the proposal set out in Section 2.1 regarding Shared Cost Additional Voluntary Contributions (SCAVCs) (Regulation 17 of the LGPS Regulations 2013).

3) That the Employment Panel approved the review of the Council's Pension Discretions under the Local Government Scheme (Amendment) Regulations 2018.

The Meeting ended at: 14:10