

EMPLOYMENT PANEL

MONDAY 10 FEBRUARY 2020 AT 10.02AM

PRESENT: Councillor J Mallinson (Vice Chair), Mrs Bowman (as substitute for Councillor Mitchelson), Glover, Higgs (as substitute for Councillor Ellis), Robinson (as substitute for Councillor Dr Tickner) and Tinnion.

OFFICERS: HR Manager
Principal Lawyer

EMP.01/20 APOLOGIES FOR ABSENCE

Apologies for absence were submitted on behalf of Councillor Ellis, Councillor Mitchelson and Councillor Dr Tickner.

EMP.02/20 DECLARATIONS OF INTEREST

There were no declarations of interest affecting the business to be transacted at the meeting.

EMP.03/20 PUBLIC AND PRESS

It was agreed that the items of business in Part A be dealt with in public and the items of business in Part B be dealt with when the public and press were excluded.

EMP.04/20 MINUTES OF PREVIOUS MEETINGS

RESOLVED – To note that Council, on 7 January 2020, received and adopted the minutes of the meeting held on 28 October 2019. The minutes were signed by the Vice Chair.

EMP.05/20 PAY POLICY STATEMENT 2020/21

The HR Manager presented report RD.54/20 which contained the Pay Policy Statement 2020/21 for Chief Officers.

The HR Manager reported that the Localism Act 2011 required all English and Welsh Authorities to produce and review a pay policy statement for the Chief Executive and Chief Officers on an annual basis.

The Statement attached to the report detailed the pay and associated benefits for Chief Officers and had been amended where necessary for 2020/21 and was subject to the approval of full Council. The salary for all Chief Officers reflected the Chief Officers Pay Agreement 2018/19 – 2019/20 and remained current in the light of no 2020/21 pay deal.

A Member sought clarification with regard to section 4.1 of the Pay Policy and the HR Manager explained that Market Factor Supplements were applied to positions which were nationally difficult to recruit to such as Environmental Health, IT and Planning. It had recently become apparent that there were disparities in salaries between the County Council and the City Council, particularly within Legal Services, as a result HR and Legal Services were working together to address the matter.

The HR Manager explained that the Pay Policy would be amended when a pay deal was agreed and would come to the Panel before being approved by Council.

RESOLVED – That the Employment Panel approved the 2020/21 Policy Statement on Chief Officers' Pay, for recommendation to Council on 3rd March 2020 (RD.54/20).

EMP.06/20 PENSION DISCRETIONS

The HR Manager submitted the annual review of Pensions Discretions as required under the Local Government Pension Scheme (Amendment) Regulations 2018.

The HR Manager reported that there was no change to the existing discretions. She presented a proposed change to Additional Voluntary Contributions (AVCs) and stated that there was currently approximately 7.3% take up for staff making AVCs into pensions and the overall value of AVCs was approximately £48,000 per annum. The contribution to AVCs were made either through payroll deduction to Prudential or Standard Life.

All employees had the option to purchase AVCs with Prudential and this was operated as a straight deduction from salary. There were no National Insurance savings for either the employer or the employee and any employee who had a Prudential AVC would make savings on their taxable pay, but no savings were made on their NI contributions.

It was proposed that the Council implemented a shared cost salary sacrifice scheme for AVCs which would be facilitated by AVC Wise under a 3-year contract. Many Local Authorities had already moved to AVC Wise, including Cumbria County Council who administered the scheme and the Local Government Pension Scheme (LGPS) were supportive of AVC Wise.

The proposed scheme allowed both employees and the Council to make savings on NIC contributions and potentially on the Apprenticeship Levy and the tax savings would continue for employees. The fee charged by AVC Wise was 4.5% giving the Council a net saving of 9.8%, which, based on current contributions, would be a saving of approximately £4,600.

The HR Manager explained that there was only one provider for the scheme and therefore the authority would undertake a Single Action Tender.

RESOLVED – 1) That the implementation of a shared salary sacrifice scheme with AVC Wise be noted.

2) That the current Pensions Discretions be noted (RD.55/19).

(The meeting finished at 10.11am)