

# HR Policy Committee

Minutes of a meeting of the HR Policy Committee held on Monday 13 November 2017 at 14:00 in the Luttrell Room, County Hall, Taunton.

## **Committee members present**

Cllr Groskop (Chair)

Cllr Chilcott

Cllr Taylor (Substitute)

Cllr Leyshon

Cllr Oliver

Cllr Redman

**Apologies:** Cllr Ham

## **7 Declarations of Interest** – agenda item 2

There were no Declarations of Interest.

## **8 Minutes of the previous meeting** – agenda item 3

- 8.0 The Committee agreed the minutes of the previous meeting were accurate and the Chair signed them.  
In addition it was noted that the information requested at the last meeting had been circulated to Members of the Committee, and it was requested if staffing figures/information provided in future could also include the number of male and female employees.

## **9 Public Question Time** – agenda item 4

- 9.0 There were no members of the public present, and hence no questions asked, statements/comments made or petitions presented.

## **10 Discretions Policy: The Local Government Pension Scheme Regulations 2013 and the Local Government Pension Scheme (Transitional Provisions & Savings) Regulations 2014** – agenda item 5

- 10.0 The Committee considered this report, introduced by the Human Resources and Organisational Development (HR & OD) Director that asked for approval to revise the Discretions Policy to enable the Council to introduce a salary sacrifice Shared Cost Additional Voluntary Contribution (SCAVC) arrangement in respect of the Pension Scheme.
- 10.1 The proposed amendment to the Discretions Policy, attached to the report as Appendix A, and it was explained that the SCAVC scheme would enable both the employee and employer to benefit from national insurance savings that could be made, in addition to the existing income tax benefits enjoyed by employees who make Additional Voluntary Contributions (AVC's). The brand name for this new offer would be AVC Wise and it would take the form of a salary sacrifice arrangement.
- 10.2 In answer to a question it was noted that there was an even spread across staff grades of AVC contributor and if all changed to the AVC Wise scheme

monthly savings for the employer would be £1400 approx. There was a brief discussion about the eligibility of staff members and it was stated that a salary sacrifice scheme such as AVC Wise was available only to those who met minimum wage requirements after the salary had been reduced by the agreed amount. This meant that some employees may not be eligible to join the salary sacrifice scheme however they may still be able to make normal AVC's.

- 10.3 The Committee agreed to approve the revised Discretions Policy and that Regulation R17 (1) and TP15 (1) (d), Shared Cost Additional Voluntary Contribution Arrangement be updated to enable the Council to introduce a salary sacrifice Shared Cost Additional Voluntary Contribution arrangement.

**11 Any other urgent items of business – agenda item 6**

- 11.0 The Chair thanked those present for attending the meeting.

The meeting closed at 14:17.

Cllr Anna Groskop  
Chair, HR Policy Committee