

## **Report of the HR Policy Committee – for decision**

Chairman: Cllr Mandy Chilcott – Cabinet Member for Resources

Division and Local Member: All

Lead Officer: Chris Squire - HR Director

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### **1. Summary**

**1.1** This report covers the meeting of the Committee on 21 January 2019 which considered two items of business:

- Pay Policy Statement 2019/10
- Pension Discretions Policy

**1.2** Officers prepared a draft 2019/20 Pay Policy Statement (PPS), attached as Appendix A, which the HR Policy Committee considered and recommended to Full Council for its approval. The only minor change to the Pay Policy Statement for 2019/20, since Council last approved the previous PPS on 21 February 2018, were to amendments to the national pay spine.

**1.3** The HR Policy Committee forms a key part of the Council's constitutional arrangements which underpin the aims and delivery of the Somerset County Plan. The Committee exercises delegated authority from the Council in respect of the approval of the Council's HR policies. However legislation requires the Pay Policy Statement (PPS) itself to be approved by Full Council. The PPS needs be approved in time for implementation from the beginning of the financial year.

**1.4** This report also covers in Section 3 (for information only) the other item considered by the HR Policy Committee at its meeting on 21 January 2019.

## **2. Recommendations**

**The HR Policy Committee agreed to recommend the Council:**

**To approve the Pay Policy Statement (PPS) for the Council for 2019-20 (attached as Appendix A to this report).**

The Committee considered this report which set out that it was a statutory requirement for the Council's Pay Policy Statement to be reviewed annually.

The Committee discussed the key points in the report:

- The proposed amendments to the Pay Policy Statement for 2019/10
- The pay increase for lower pay grades, the living wage, and the need to maintain a differential at the lower end of the pay scale
- The consultation with trade unions regarding changes to the pay spine that are necessitated by the national pay award

## **3. Items Discussed (for information)**

### **3.1 Pension Discretions Policy**

The Committee considered this report which requested approval for how the Council will use the discretions employers have been given under the Local Government Pension Scheme (LGPS).

The Committee discussed the key points in the report:

- The requirement all employers who participate in the LGPS to formulate, keep under review and publish a discretions policy.
- That the Councils discretions policy was agreed in September 2014 and last updated in November 2017.
- The proposed changes and implications, noting that only minor amendments were proposed.

Following consideration of the officer report the Committee agreed the recommendations:

- Minor amendments to the wording of SCC Pensions Discretion Policy are made to accurately reflect the wording of the LGPS Regulations as advised by Peninsula Pensions, relating to – Waiving of Actuarial Reduction where an active member chooses to voluntarily draw benefits on or after age 55 and before age 60 or normal retirement age. (Regulation B30 - 5)
- The policy decision for our pensions discretion under Regulation R31 – Power of employing authority to grant additional pension, is changed to allow only in exceptional circumstances, to accommodate any future unforeseen requests that may be affordable.

**3.1 Agenda and papers for the HR Policy Committee meeting on 21 January 2019.**