

## **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 & OD Director

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### **Summary**

**1.1** This report covers the meeting of the Committee on 21 January 2020 which considered three items of business:

- Pay Policy Statement 2020/21
- Pension Discretions policy
- Officer Appeals procedure update (verbal)

**1.2** Officers prepared a draft 2020/21 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 changes to the Pay Policy Statement for 2020/21, since Council last approved the previous PPS on 20 February 2019, were to amendments to the national pay spine and national living wage.

**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 items considered by the HR Policy Committee at its meeting on 21 January 2020.

## **Recommendations**

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

**To approve the Pay Policy Statement (PPS) for the Council for 2020-21 (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 2020/21;
- 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.

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:

Amendments to the Local Government Pension Scheme Regulations require that we update our Discretions Policy to include new mandatory discretions and following recommendation from our Pension Provider, Peninsula Pensions, to add some additional non mandatory discretions.

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

- Adopt Flexible Retirement amendments/additions to both SCC Discretions Policy and Flexible Retirement Policy;
- Do not apply the 85-year rule discretion to deferred benefits and update Deferred Pensions Policy to reflect this;
- Include discretion on employee contribution bands;
- Review how /when to make future updates.

### **3.2 Member Appeals Procedure update**

The Committee considered this report that proposed amendments to the Member Appeals Procedure. The amendments were generally minor and mainly related to clarity of responsibility. The only significant change related to the re-ordering of the procedure from the management representative putting their response to the grounds first, to the employee or their representative setting out their grounds for

appeal first. The amendments were accepted in their entirety.

#### **4. Background papers**

Agenda and papers for the HR Policy Committee meeting on 20 January 2020.