



CRANLEIGH PARISH COUNCIL

MINUTES OF THE PERSONNEL COMMITTEE MEETING ON THURSDAY 10 OCTOBER 2019 AT 6.00pm IN THE COUNCIL OFFICE, VILLAGE WAY

Councillors

Cllr R Burbridge*
Cllr R Cole* Chairman
Cllr S Jeacock
Cllr A Richardson* Vice Chairman
Cllr R Tyler

PRESENT*

ALSO PRESENT: Cllrs N Sanctuary and E Townsend for items 1 – 8, B. Bell Parish Clerk FSLCC.

1. ELECTION OF CHAIRMAN

Cllr A Richardson nominated Cllr R Cole as Chairman of the Committee and was AGREED UNANIMOUSLY.

2. ELECTION OF VICE CHAIRMAN

Cllr S Jeacock nominated Cllr A Richardson as Vice Chairman of the Committee and was AGREED UNANIMOUSLY.

3. APOLOGIES FOR ABSENCE

The prior commitment apology of Cllr R Tyler was AGREED.

4. DECLARATION OF INTERESTS

There were no declarations of interest or changes notified to members interests.

5. PERSONNEL COMMITTEE MINUTES

The draft minutes of the Personnel Committee meeting held on 30 April 2019, having previously been circulated, were AGREED and signed by the Chairman as a true record.

6. CHAIRMAN'S REPORT - The Chairman had no report.

7. PUBLIC SESSION - There were no members of the public present who wished to speak.

8. PENSION

Alternative Pension Scheme

The Council's HR provider Mr Rob Evans of HR Services Partnership was present to provide advice on the employment implications of offering an alternative pension scheme.

Mr Evans said that he is not a pensions expert, and advised speaking to the LGPS Fund Administrators for specific pension advice. He said the Council is entitled to offer another pension scheme and can provide different contractual terms.

He urged caution that the LGPS may not become a viable pension for the Parish Council if not all its employees are in the scheme and advised checking this with the LGPS. The Clerk said she believes the Council is part of a pool of employers in the scheme.

Mr Evans provided the following advice to the Council:

1. The Council should find out the impact of not all employees being a member of the LGPS on the sustainability of the fund.
2. Changes to pension offer may impact the Council’s ability to fulfil vacant positions in the future. Pension benefits do attract candidates. Employee contributions in the LGPS are higher, so the Council could consider offering an alternative scheme such as NEST.
3. The modification order means future employees with continuous service in the public sector may qualify to maintain previous entitlements such as membership of the LGPS.
4. Employees with LGPS entitlement in their contracts of employment may wish to opt out of the LGPS, join a cheaper scheme, and then at a later date they are allowed to opt back in to the LGPS.
5. The Council could make pension offer role dependent, e.g. for Clerks or a particular level. The Clerk said membership of the LGPS is contractual in the Clerks NALC/SLCC mode contract of employment. Mr Evans said he had checked with SSALC and the Council is not required to employ their Clerk on the NALC/SLCC contract, but this does not happen very often, and could impact on recruitment. He said the Council might like to retain discretion on which pension scheme to offer new employees.

The Chairman said the Council is looking at reducing its pension costs and long term liability. Mr Evans said the Council does have the option of paying more than the minimum employer contribution into an alternative pension scheme.

It was AGREED that the Council would draft a policy for all new members of staff to be offered an alternative scheme and that contracts of employment will be decided on a case by case basis, and not necessarily the NALC/SLCC contract. The Clerk was asked to research alternative pension schemes.

Exercise of Pension Discretions Policy

SCC had provided a model Pensions Discretions Policy. It was AGREED that a Working Party of Cllrs R Cole and A Richardson would review the model policy and provide a draft policy for HR Services Partnership to provide advice to the Council on employment terms implications.

Cllrs N Sanctuary and E Townsend left the meeting.

9. STAFF MATTERS

The Committee AGREED to exclude the press and public from the meeting, reason staff in confidence.

- The Chairman provided a report on a staffing matter to the Personnel Committee. There was a discussion and advice from the Council’s HR advisor. The Committee AGREED to proceed with option 2 of the Chairman’s report. HR Services Partnership will prepare the employee letter. Mr Evans left the meeting.
- The Personnel Committee AGREED to recommend the staff budget for 2020/21 to the Finance Committee but commented that they may wish to consider the impact of Brexit on the pension actuarial valuation.

10. DATE OF NEXT MEETING

To be arranged. The meeting closed at 7.35pm

Signature.....

Date.....