

# Minutes



To: All Members of the  
Employment Committee, Chief  
Executive, Chief Officers

From: Legal, Democratic & Statutory Services  
Ask for: Deborah Jeffery  
Ext: 25563

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## EMPLOYMENT COMMITTEE 20 JUNE 2016

### ATTENDANCE

### MEMBERS OF THE COMMITTEE

R I N Gordon (Chairman), K M Hastrick (*substitution for M Cowan*) L F Reeve,  
R M Roberts (*substitution for C M Hayward*), A Stevenson

Upon consideration of the agenda for the Employment Committee meeting on 20 June 2016 as circulated, copy annexed, decisions were reached and are recorded below:

Note: No conflicts of interest were declared by any member of the Committee in relation to the matters on which decisions were reached at this meeting.

### PART I ('OPEN') BUSINESS

#### MINUTES

The Minutes of the meeting of the Committee held on 14 March 2016 were confirmed as a correct record and signed by the Chairman.

#### 1. CHIEF OFFICER SECONDMENT

[Officer Contact: Emily Austin, HR Manager, Strategy, Policy & Reward  
(Tel: 01992 556653)]

- 1.1 The Police and Crime Commissioner (PCC) has requested that the current part-time secondment of the Director, Community Protection to the role of Chief Executive of the Police & Crime Commissioner's Office (PCCO) be extended from 1 August 2016 to 31 July 2017, with an opportunity to review it further at that point. The secondment of the Director, Community Protection as the PCCO's Chief Executive has, over the past 3 years, greatly helped to strengthen the existing partnership with Hertfordshire Constabulary and also helped facilitate joint working / resource sharing between the PCC and the County Council.

**Decision**

- 1.2 The Employment Committee agreed:  
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- 1) to extend the part time secondment of the Director, Community Protection to the role of Chief Executive of the Police and Crime Commissioner’s Office from 1 August 2016 until 31 July 2017; and
  - 2) that decisions on any further extensions to the secondment be delegated to the Chief Executive and Director of Environment to agree with the Police and Crime Commissioner, rather than being referred back to the Committee.

**2. PENSION SCHEMES – ANNUAL UPDATE AND REPORT ON LGPS EMPLOYER DISCRETIONS USAGE**

[Officer Contact: Emily Austin, HR Manager, Strategy, Policy & Reward (Tel: 01992 556653)]

- 2.1 In 2011, Lord Hutton produced his report on ‘Public Service Pension Provision’ in which he made a number of recommendations on the future of public sector pension schemes. In the light of these recommendations, the Local Government Pension Scheme (LGPS) was revised and launched on 1 April 2014, as a Career Average Re-valued Earning (CARE) scheme or career average scheme. The Committee received a report on the revised schemes, which were launched on 1 April 2015, for the NHS, Teachers and Firefighters pension schemes; all moving to a career average basis.
- 2.2 As part of Lord Hutton’s 2011 report, there were also recommendations concerning improved governance of public service pension schemes. Local Pensions Boards have therefore been established for both the LGPS and the Firefighters Pension Scheme.
- 2.3 As part of the 2014 changes, new pension discretions were developed. As agreed by the Committee in April 2014, Members received an annual report on the use of these discretions.

**Decision**

- 2.4 The Employment Committee noted the update on the Firefighters Pension Scheme (FPS), NHS Pension Scheme (NHSPS) and Teachers Pension Scheme (TPS), including the creation of local pension boards; and the annual update on the use of the Local Government Pension Scheme (LGPS) employer discretions .

**KATHRYN PETTITT  
CHIEF LEGAL OFFICER**

**CHAIRMAN** \_\_\_\_\_

**CHAIRMAN’S  
INITIALS**

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