

Minutes



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

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

EMPLOYMENT COMMITTEE 10 JULY 2017

ATTENDANCE

MEMBERS OF THE COMMITTEE

J Billing, M Bright (*substituting for J D Williams*), S B A F H Giles-Medhurst,
R I N Gordon (Chairman), R M Roberts

Upon consideration of the agenda for the Employment Committee meeting on 10 July 2017 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

- (i) The Minutes of the meeting of the Committee held at 2.00pm on 6 February 2017 were confirmed as a correct record and signed by the Chairman.
- (ii) The Minutes (Part I and Part II) of the meeting of the Committee held at 2.15pm on 6 February 2017 were confirmed as a correct record and signed by the Chairman.

ACTION

1. PENSION SCHEMES – ANNUAL UPDATE REPORT ON LOCAL GOVERNMENT PENSION SCHEME AND FIREFIGHTER PENSION SCHEMES EMPLOYER DISCRETIONS USAGE

- 1.1 The Committee was provided with an annual report on the use of the Local Government Pension Scheme (LGPS) employer discretions policy and the Firefighters Pension Scheme (FPS) employer discretions policies for the period 1 April 2016 to 31 March 2017.

Members were advised as follows:-

LGPS Discretions

Flexible Retirement Requests

There were 4 flexible retirement requests during the year; of these, three were accepted and one rejected. The rejected request had not met the criteria of the role being in a shortage skill set area.

Waiving of Actuarial Reduction to Pensions

There was one request for the waiving of a reduction that would otherwise be made on the early payment of a pension to a former employee from age 55; the request was rejected as it had not met the criteria of exceptional hardship or compassionate grounds.

Inward transfer of Pension Rights

Twenty four requests for the late transfer in of pension benefits (ie over 12 months after the start of employment with the County Council) were received in the period; of these, 20 were rejected and 4 were agreed. In the 4 cases which were accepted, the employees had completed their requests as part of the starter process but these had not been actioned as a result of an administrative error. The Committee requested that officers review the process to ensure that paperwork to transfer pension benefits into the LGPS was clear and easy for new employees to follow and also that a system was put in place so that reminders were sent to new employees prior to the 12 month cut off period being reached.

Owen
Mapley/
Sally Hopper/
Emily Austin

FPS Discretions

Election to purchase increased benefits

There were two requests to purchase increased benefits in 2016/17; both requests were agreed.

Decision

The Committee noted the content of the report.

**KATHRYN PETTITT
CHIEF LEGAL OFFICER**

CHAIRMAN _____

**CHAIRMAN'S
INITIALS**

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