

**Personnel Committee
Conference 2, at the Council House, Walsall**

Thursday, 25 October September 2022 at 6.00p.m.

Committee Members present:

Councillor M. Bird (Chair)
Councillor S. Elson
Councillor K. Hussain
Councillor A. Nawaz
Councillor C. Towe
Councillor J. Whitehouse

In attendance:

Michele Leith – Director (Human Resources, Organisational Development (HR, OD) and Administration & Business Support)
Reena Farmah - Democratic Services Officer
Helen Owen - Democratic Services Officer

59/22. Apologies

Apologies for absence were received on behalf of Councillor A. Andrew, Councillor N. Gultasib and Councillor A. Garcha.

60/22. Declarations of Interest

There were no declarations of interest.

61/22. Local Government (Access to Information) Act 1985 (as amended):

There were no items to be discussed under a private session.

62/22. Minutes of the meeting held on 13 October 2022

Resolved:

That the minutes of the meeting held on 13 October, 2022, a copy having been sent to each member of the committee, be approved and signed by the Chair as a correct record.

63/22. Schools Model Pay Policy and the Unattached Teachers Pay Policy

The Director, HR OD and Administration, Mrs M. Leith, presented a report which sought approval of the updated policies.

(see annexed)

Mrs Leith responded to questions from members, during which time she confirmed that academies were allowed to either set their own policy or alternatively adopt the model policy. She also gave assurance that full consultation with representatives of recognised unions and professional associations had been conducted.

Resolved

That the Schools Model Pay Policy and the Unattached Teachers Pay Policy be approved

64/22 Employee Benefits and Shared Cost Additional Voluntary Contributions (AVC) to the LGPS

The Director, HR OD and Administration, presented a report which described the proposed benefits package covering a range of employee benefits and salary sacrifice options which aimed to improve recruitment, retention, and to support employee recognition and reward

(see annexed).

In presenting the report, Mrs Leith pointed out that the recommendation at paragraph 2.6 did not require approval from the Corporate Management Team.

Mrs Leith responded to questions from members, during which time, she confirmed that there were various discounts available via the benefits platform which may include internet service providers. She also confirmed that there was normally no initial cost to set up the platform.

Members welcomed the employee benefits package commenting that the package would have a positive impact on recruitment and retention making Walsall Council an employer of choice.

A Member asked whether Councillors would be included in the discounts package available to staff. The Director responded that this option could be explored.

Resolved

- 1. To approve the introduction of an employee benefits package supplied via partnering with an external provider to deliver a fully managed service covering a range of employee benefits and salary sacrifice options including a car lease scheme and Shared Cost AVCs. As set out in section 3.8 of the report.**
- 2. To approve the implementation of a Shared Cost AVC pension arrangement for LGPS members.**
- 3. To approve that earnings related payments, such as overtime, pay increases, contractual allowances, occupational maternity pay, occupational sickness pay and redundancy are calculated on the notional salary before applying the salary sacrifice reduction for Shared Cost AVCs. As set out in paragraph 3.8.5 of the report.**
- 4. To approve the inclusion of a new discretion in the Council's LGPS Discretionary Pension Policy Statement to permit LGPS staff to participate in a Shared Cost AVC scheme. As set out in paragraph 3.8.6 of the report.**
- 5. To approve the implementation of a Shared Cost AVC scheme for members of the Teachers and NHS Pension Scheme, subject to the necessary changes being made to the regulations to allow these staff to participate.**
- 6. To approve the implementation of a benefits platform that incorporates both lease cars and Shared Cost AVCs as salary sacrifice benefits and that any further decisions regarding the detail of the employee benefits platform be delegated to the Executive Director of Resources and Transformation, including the appointment of a provider, subject to council procurement rules.**

