

Worth Parish Council

Minutes of the Human Resources Committee Meeting

July 20th 2017 at 10.00 hrs

Present: Cllr Webb (Chairman) Cllr Anscomb (Vice Chairman)
Cllr Coote Cllr Cruickshank
Cllr Curzon Cllr Field
Mrs Nagy (Clerk) No members of the public

Also present: Mr Adam Reeves
Cllr Gibson
Cllr Lord

12 Apologies

All members were present.

13 Declarations of Interest

There were no declarations of interest at this point of the meeting.

14 Minutes

It was proposed by Cllr Coote seconded by Cllr Anscomb and agreed by all present that the Minutes of the meeting held on Friday, 7th July 2017 were a true and correct record.

15 Pension presentation

At this point, the Chairman proposed the suspension of Standing Orders to allow members of the public to speak; this was agreed by all present.

The Chairman thanked Mr Reeves for coming. Mr Reeves said that he was an Independent Financial Advisor; however, the Local Government Pension Scheme (LGPS) was not one that he advised upon. He was present at the meeting in a private capacity.

He said that should the Council decide to join the LGPS, this would mean future financial implications, as this was a "gold plated" final salary scheme. Employers' contributions for other schemes were around 8% whilst the LGPS was around 22%. Employee contributions varied dependent on their salary.

There is lots of information on the WSCC website. With a money purchase scheme, the employer pays into it up to the date of the employee's retirement, then they stop. There is an ongoing liability for the LGPS, and this must be considered, as many companies are transferring away from final salary schemes due to this.

The LGPS is currently fully funded, but this may change in the future. The Council would be part of the main scheme, and would have collective responsibilities along with other Council members.

Cllr Field asked if an employer could have employees on different schemes. Mr Reeves said that this was possible; perhaps new employees could be offered a different scheme.

Cllr Anscomb asked what the financial implications would be for operating two schemes; it was generally agreed that this could not be accurately predicted.

Cllr Anscomb noted that the financial implications of joining the LGPS seemed to be high.

With the Chairman's permission, Cllr Lord asked what the cost implications of writing policies pertinent to the LGPS scheme would be; Mr Reeves replied that this was not his field of expertise.

Cllr Coote reminded the Committee that Mr Reeves was present in his private capacity.

Mr Reeves advised that the LGPS was a career average salary scheme. If the employee died in service, then payment of three times salary would be paid. LGPS is run by Capita. It does imply a greater financial liability, which is why other employers are shutting such schemes down.

Cllr Coote said that the Council as a body was ongoing, and current councillors should consider the implications for a future Council.

With the Chairman's permission, Cllr Gibson noted that many employers are closing schemes; what if the LGPS was closed?

Mr Reeves said that there is no indication that it will shut down, whatever monies are accrued will stay in the scheme.

Some employers are offering incentives to employees to leave such career average schemes, for example up to forty or fifty times their salary as a cash sum to invest in a private scheme.

The Council would have liability for the whole LGPS scheme. Cllr Field asked if this was proportionate to the number of employees the Council had on the scheme; Mr Reeves replied that it was.

With the Chairman's permission, Cllr Lord said that there are exit fees if someone leaves the scheme; Kent County Council has a bill for £20,000 when a Clerk left.

Mr Reeves hoped that his presentation had assisted the Committee. He left some information

The Chairman thanked Mr Reeves for his time; and he left the meeting.

Standing Orders were reinstated.

It was agreed that discussion in relation to the advice given by Mr Reeves would be an agenda item for the next meeting for discussion.

16 Staffing matters

This item will be Minuted under Confidential Minute as it related to a particular member of staff.

The meeting returned to public session

Christmas Leave

The Clerk advised that last year the Council had given all staff extra leave to take time off over the Christmas period, but this was to be reviewed. If staff were required to save holiday to take this at a specified time at Christmas, then this must be decided as soon as possible to allow them to plan ahead.

It was agreed that this would be an agenda item for the next meeting, with it being considered and discussed that the office be closed 27th, 28th, 29th December inclusive, and if staff were required to take this as leave.

17 Date of the next meeting

It was agreed that the date of the next meeting is to be Tuesday, 8th August 2017 at 10am in the South Room.

The meeting closed at 10.40hrs

SIGNED: Chairman of HR Committee