

# Minutes of the Employment Committee

**Location:** The Council Chamber, The Symington Building,  
Adam & Eve Street, Market Harborough LE16 7AG



**Date:** 5<sup>th</sup> September 2024 commencing at 6.30pm

**Present:** Councillors Bateman, Dann, Elliott, Gair, and Johnson.

**Officers:** S. Hamilton – Senior Democratic Officer & Monitoring Officer

R. Jenner – Head of Human Resources

C. Mason – Director of Finance & S.151 Officer

**Apologies:** Councillors Bannister, Finan

## 1. Election of Chair 2024/25

The Senior Democratic Officer & Monitoring Officer opened the meeting and called for nominations for the position of Chair of the Employment Committee for the municipal year 2024 – 2025. Councillor Elliott was nominated by Councillor Gair. This was seconded by Councillor Johnson and there being no other nominations, Councillor Elliott was duly elected.

Councillor Elliott took the Chair.

## 2. Election of Vice-Chair 2024/25

Councillor Elliott called for nominations for the position of Vice-Chair of the Employment Committee for the municipal year 2024 – 2025. Councillor Gair was nominated by Councillor Johnson. This was seconded by Councillor Elliott and there being no other nominations, Councillor Gair was duly elected.

## 3. Apologies for Absence

Apologies for absence were received from Councillor Bannister who was substituted by Councillor Dann and Councillor Finan who was substituted by Councillor Johnson.

## 4. Declarations of Members' Interests

Councillor Gair declared an interest in that he is the Chair of the Audit and Standards Committee. Councillor Bateman declared an interest in that his wife

is a recipient of the Local Government Pension and is currently drawing the pension statement.

#### **5. Draft Minutes of the Employment Committee - 13.02.23**

**RESOLVED that the draft minutes from the Employment Committee on 13<sup>th</sup> February 2023 were approved as an accurate record.**

#### **6. Pensions Discretions Policy Amendments**

The Head of Human Resources introduced the report which invited the Employment Committee to review the proposed changes to the Council's Pensions Discretions Policy in relation to the Local Government Pension Scheme (LGPS) and recommend for adoption to Council. The Committee had the opportunity to question the officers and following the discussion it was;

**RESOLVED that the Employment Committee;**

- 1. Note the change in template for the Councils Pensions Discretions Policy as required by the LGPS (Appendix 3)**
- 2. Recommend to Council the adoption and implementation of a new salary sacrifice scheme for Shared Cost Additional Voluntary Contributions for employees at no cost to the council.**
- 3. Recommend that Council adopt the revision to the discretion policy for flexible retirement for employees at no cost to the council.**
- 4. Recommend to Council that it adopts the proposed Harborough District Council Pensions Discretions Policy revisions/additions in respect of 2 and 3 above and as detailed below.**
- 5. Subject to Council approving 2, 3 and 4 above that the Head of Paid Service is given delegated authority to consider and determine any requests under the current and revised and updated Pensions Discretions Policy.**

#### **7. Any Urgent Business**

There was none.

The meeting ended at 18:50