

## Abbots Langley Parish Council

Council Offices  
Langley Road  
Abbots Langley  
Herts  
WD5 0EJ

20th April 2016.

To Members of the Staffing Committee

Councillors Liz Burns, Stephen Giles-Medhurst (Chairman), Brenda Kersey, Jane Lay, David Major, & Owen Roe.

The next meeting of the Staffing Committee will be held at the above address on Wednesday 27<sup>th</sup> April 2016 at 9:00 am when your presence is summoned for the purpose of transacting the business outlined below.

The press and public are welcome to attend the meeting.

Tim Perkins  
Clerk to the Council

### AGENDA

**1. Apologies for Absence**

To receive and accept apologies for absence.

**2. Declarations of Interest**

To receive declarations of interest in items on the agenda.

**3. Public Participation**

To note if any members of the public have requested to speak at this meeting, in accordance with the Parish Council's Public Speaking Arrangements.

**4. To confirm the Minutes of the Meeting held on**

2<sup>nd</sup> March 2016.

**5. Hertfordshire Pension Fund (LGPS) Pooling Arrangements**

To consider if the Parish Council should remain in the pooling arrangements for the above. (See Clerk's report item 1 and enclosed letter from HCC.)

**6. Planning and Highways Committee - Review of Remit**

To consider the above review carried out by the Planning and Highways Committee as requested by this committee. (See Clerk's report item 2.)

**7. Long Service Award Policy**

To agree the above as discussed at the last meeting of this committee. (enclosed)

**8. Exclusion of the Press and Public (Part II)**

As the following items will consider matters related to the employment of staff a resolution to exclude the press and public may be required, under the Public Bodies (Admission to Meetings) Act 1960 and the LGA 1972, s100 & 102.

**9. Clerk's Role Grading**

To consider the above. (See Clerk's report PII item 1.)

**10. Casual Staff Sick Pay**

To consider the report from the Clerk. (See Clerk's report PII item 2.)

**11. Support Staff**

To receive a verbal update from the Clerk.

**Abbots Langley Parish Council**  
**Clerk's Report - Staffing Committee - April 2016**

**1. Hertfordshire Pension Fund (LGPS) Pooling Arrangements**

The Parish Council is currently a member of the pooling arrangement that shares risks across the local council sector in Hertfordshire.

If members want to remain in this pooling arrangement then this needs to be agreed by resolution.

There are potentially significant financial risks if the Parish Council decided to withdraw from these arrangements. The final sentence of page one, on deaths in service, is particularly relevant as these benefits (at x3 annual salary) would have a potentially hugely significant effect on the Parish Council's contribution rates.

The clear recommendation, on risk management and potential financial exposure grounds, is that the Parish Council remains in the pooling arrangement.

**2. Planning and Highways Committee - Review of Remit**

This committee asked Planning and Highways to review their remit, minute 362 refers.

The outcome of their review is recorded in minute 397.

*"Members discussed the current remit of the Committee (v. minute 362) in terms of which planning applications it has to consider. They agreed their consultation on all applications within the Parish was of great importance in terms of equal treatment; engagement with Parishioners; publicity; insight into local knowledge and providing a platform for members of the public to speak and express their views, by addressing the committee at planning meetings in their own area. Members were in agreement that there should be no change to their Terms of Reference and that the matter be referred back to the next Staffing Committee Meeting on 27th April 2016."*

**Tim Perkins**  
Clerk to the Council  
20th April 2016.

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