

Abbots Langley Parish Council

Minutes of the Staffing Committee Meeting held on Wednesday 4th December 2019 at 9.00 am in the Council Offices, Langley Road, Abbots Langley.

Those Present:

Chairman	Councillor Stephen Giles-Medhurst
Vice Chairman	Councillor Liz Burns
Councillors	Councillor Jane Lay Councillor David Major
Officers:	Tim Perkins - Clerk to the Council

The meeting opened at 9:00 am.

246. Apologies for absence

Apologies were received, accepted and recorded from Councillor Ruth Clark (unavailable).

247. Declarations of Interest

None.

248. Public participation

No members of the public had expressed an interest in addressing the committee.

249. Minutes of the Meeting

It was proposed by Councillor Liz Burns, seconded by Councillor Jane Lay and **RESOLVED** that the minutes of the meeting held on 5th June 2019, copies of which had been sent to all Members of the Parish Council prior to the meeting, be taken as read and were signed by the Chairman as a correct record.

250. HCC Local Government Pension Scheme Ill Health Retirement

The potential costs to the Parish Council if an employee has to retire early on health grounds is significant. The costs would be at their highest for a younger member of staff who potentially has a significant working life ahead of them, prior to “normal” retirement. These costs can now be mitigated via insurance.

Members reviewed the cover offered by Legal & General via Hymans Robertson and the Hertfordshire County Council Pensions Team. The annual risk premium at December 2019 is £5,676, which is linked to salary costs, the premium is offset by a reduction in contribution to the LGPS of the same amount (1.65%).

Members discussed the risk and benefits. It was decided that as the potential costs were significant if an employee had to take early retirement on long term health grounds, it was appropriate to take out the cover.

There was a longer term risk, that the reduced contribution to the LGPS could create a future deficit the council would have to make up. Given the current funding levels of the scheme this was not likely to be significant, compared to the potential costs of health related early retirement.

It was proposed by Councillor Stephen Giles-Medhurst, seconded by Councillor Liz Burns and **RESOLVED** that the Pension Scheme Ill Health Retirement cover be put in place.

251. Health and Safety Review

Members noted the Clerk’s report on the above review.

Initial investigations into personal alert trackers had been carried out and initial costings obtained. Further work is needed on the costs. The staff to whom trackers would be issued also needed consideration. The Clerk will report back to the next meeting of this committee.

Abbots Langley Parish Council

It was suggested that Herts Careline may be able to offer an appropriate service and this will be followed up.

Members asked that staff be made aware of the contact details for the Health & Safety Service at Hertfordshire County Council.

252. Health & Safety Policy

It was proposed by Councillor Stephen Giles-Medhurst, seconded by Councillor Liz Burns and **RESOLVED** that the updated Health & Safety policy (v2 draft) be adopted as presented.

Delegated authority was granted to the Clerk to make routine updates and amendments.

253. Clerks Report

Members noted:

- A revised PDR process was being developed for manual grade staff as the present process was too complex for these employees. The Clerk is working with our HR Business Partner on the requirements.
- Pensions presentation delivered to all staff.

The meeting closed at 9.37 am.

Signed: _____

Dated: _____