

4. **PENSION DISCRETIONARY POLICY SHARED COST AVC's**

The Organisational Development Manager introduced the report which outlined information relating to additional contributions that could be made by employees with regards to their pensions. This scheme would help staff save on tax and national insurance contributions. As part of this the Pension Discretionary policy needed to be updated and was presented to committee to agree. This would also help save the Council money. At the current time there were around 17 employees who would benefit from this scheme, however the target was to try and reach 55 members of staff being placed on the scheme in the coming years.

The Local Government Pension Scheme was still the prudential administrators of the scheme.

The Employment Committee debated the report and in summary, key points raised and responses to questions included:

- Officers would check to see if the option proposed was the cheapest and if the Council investigated any other options.
- This benefit was for staff as they could make use of the scheme as a salary sacrifice. Unfortunately, it could not be used by Councillors as they did not receive a salary.
- It was hoped that this would encourage more staff members to join the scheme.
- There were no disadvantages identified, this was a tax saving benefit as well as a national insurance benefit, which was not the case under the previous scheme.

RESOLVED:

The Employment Committee **RESOLVED** (unanimous) to:

1. Take note of the information in this report detailing information about
 - a. Shared Costs AVC
 - b. Potential savings for the council
2. Agree to change the Pension Discretion Policy to allow for Shared Costs AVCs to be available for our staff.

5. **INTRODUCTION OF NEW VALUES ACROSS PETERBOROUGH CITY COUNCIL**

The Organisational Development Manager introduced the report and confirmed that the start of the review into the corporate values was undertaken by the Corporate Leadership Team (CLT) in October 2022. This was part of the wider review to ensure they matched the corporate strategy. Officers within HR were asked to investigate this and develop it with all staff and councillors. A number of face-to-face workshops were held. There were several contributions from these sessions and around 50 different values were suggested. These were then shrunk down to the six presented to members of the committee and would hopefully get agreed by Full Council. In addition, they had also been presented to the Improvement Panel and the Financial Sustainability Working Group.

The Employment Committee debated the report and in summary, key points raised and responses to questions included:

- It was important that the whole organisation was held accountable to these values. Behind each value was a further description of what each value meant.

Officers were open to looking at amending the values if needed. Members agreed that accountability was an important aspect of any values, although it was not one of the six it was referenced in the further descriptions.

- The values had clearly showed that all the feedback had been captured and taken into account when getting down to the six values.
- It was clear from the staff awards that these values came through well. It was proposed that a staff survey would be carried out shortly and would provide a benchmark as to where the values sat. It was then hoped future surveys would see an increase in knowledge and awareness of the values.
- The recruitment process would also take these values into account to ensure new employees demonstrated how they would perform against these.
- With regards to members it was envisaged they would also adhere to this set of principles along with the Nolan principles.
- The weekly staff newsletter provided a platform to highlight examples of when these values had been demonstrated.
- Managers were being encouraged to include the values as part of team meetings.
- Good behaviour was essential across the Council. Everyone at the Council needed to feel comfortable with the values and what they stood for. It was also important that managers felt empowered to call out when the behaviours were not met.
- Members put on record the hard work of officers in getting these values together and it was hoped the launch of the values was to be successful.

RESOLVED:

The Employment Committee **RESOLVED** (unanimous) to approve the Peterborough City Council Values as outlined in this report.

Chairman
8 June 2023
5pm – 5.40pm