

# Nottingham City Council

## Appointments and Conditions of Service Committee

Minutes of the meeting held at LB 41 - Loxley House, Station Street, Nottingham, NG2 3NG on 6 July 2021 from 2.00 pm - 2.13 pm

### Membership

#### Present

Councillor Hassan Ahmed (Vice Chair)  
Councillor Eunice Campbell-Clark  
Councillor Kevin Clarke  
Councillor Nicola Heaton (present as a substitute)  
Councillor Gul Nawaz Khan (present as a substitute)  
Councillor Toby Neal (present as a substitute)  
Councillor Sam Webster

#### Absent

Councillor Dave Liversidge  
Councillor Rebecca Langton  
Councillor Sally Longford  
Councillor David Mellen

### Colleagues, partners and others in attendance:

Richard Henderson - Director of HR, Equalities, Diversity and Inclusion  
Jo Hill - HR Consultant  
Kate Morris - Governance Officer

### 25 Chair

In the absence of Councillor Liversidge, the meeting was Chaired by Councillor Ahmed (Vice-Chair).

### 26 Apologies for Absence

Councillor Dave Liversidge - Personal  
Councillor Rebecca Langton - On Leave  
Councillor Sally Longford - Personal  
Councillor David Mellen - Council Business

### 27 Declarations of Interests

None

### 28 Minutes

The Committee agreed the minutes of the meeting held on 21 May 2021 as a correct record and they were signed by the Chair presiding at the meeting.

### 29 Revisions to the Local Government Pension Scheme - Employer Discretions Statement of Policy

Richard Henderson, Director of HR, Equality, Diversity and Inclusion introduced the report on revisions to the Local Government pension scheme – Employer Discretions

statement of policy to the Committee. Jo Hill, HR Consultant, outlined details of the report to the committee highlighting the following points:

- (a) The changes proposed intend to clarify Council policy and ensure that the Authority's position is clear;
- (b) During the development of this report comparisons were made, both to neighbouring authorities and other Core Cities to ensure they fall in line with other employers;
- (c) 9 of the discretions addressed in this report have not been exercised since 2014. The last discretion allows the Council to calculate pension contributions on a monthly basis rather than the periodic basis currently used;

Following questions and comments from the Committee the following points were highlighted:

- (d) Unions have been consulted and are happy that the flexible retirement option is being maintained. During consultation they highlighted that they would like a clause for exceptional circumstances, however this leads to a less clear formal policy and has not been included;
- (e) Other local authorities also choose to only exercise their discretions where there is no cost to the authority. There is no central budget for these pensions costs and budget implications fall to local budgets;
- (f) Choosing not to exercise these discretions falls within the framework of the Local Government Pension Scheme;

**Resolved to agree the amendments to the Local Government Pension Scheme employer discretions statement of policy as set out in the appendix published with the agenda**