

HR UPDATE

1.0 BACKGROUND

- 1.1 This report gives an update on HR matters since the last HR Committee. These matters are in addition to the reactive caseload which includes job evaluations, restructuring advice, grievances, disciplinaries and sickness absence matters.
- 1.2 We also continue to provide Payroll and HR Advisory services to the National Park Authority.

2. ITRENT HR SYSTEM

- 2.1 The final aspect of the HR system to go live was the performance module. A separate report is provided at today's meeting.
- 2.2 A considerable amount of testing has been done since January to ensure that the live update will not cause any issues. The update took place on 5 March to ensure full compliance with any end of year tax changes amongst other requirements.

3. FURLOUGH

- 3.1 The closure of the Leisure centres again has meant that we needed to furlough most of our Leisure employees.
- 3.2 It is anticipated that the centres will reopen from 12 April, with group exercise classes returning from 17 May.

4. MCCLOUD DATA COLLECTION

- 4.1 We have been working on collecting the data required by pension services in relation to the McCloud data collection exercise.
- 4.2 Why is the McCloud data collection exercise necessary?
The Government has confirmed that changes will be made to all the main public service pension schemes, including the L G P S, to remove the unlawful age discrimination identified in the McCloud ruling.

In the L G P S, the Government is proposing to provide eligible younger members with a protection equal to the protection provided to older members when the Scheme was changed in 2014. To do this, Pension Services need to collect extra data (hours worked and service breaks) for all members. This

data is needed from the date the L G P S changed in April 2014 up to 31 March 2022 (or earlier if the member left active membership of the scheme or reached their 2008 Scheme N P A before that date).

4.3 Do we have to provide the data?

The data is needed to comply with legislative changes that will be made to the L G P S to remove unlawful age discrimination. NFDC are legally required to provide administering authorities with the information they need to calculate members' benefits.

4.4 The data should be provided for all employees who were active members of the L G P S on:

1 April 2014 or who were active any time after this date, for members of the L G P S in England & Wales, or in respect of each member to each year-end date. If the member left active membership of the scheme before the year-end date, then to the date of leaving active membership. Where the member leaves and re-joins active membership, this should also be included.

4.5 This has been particularly challenging as we have changed Payroll system part way through the period of time the data is required for.

5. EXIT PAYMENT REFORMS

5.1 The Government announced on Friday 12 February that the £95k cap should be treated as if it never applied:

'After extensive review of the application of the Cap, the Government has concluded that the Cap may have had unintended consequences and the [2020] Regulations should be revoked. HMT Directions have been published that disapply the Cap until the Regulations have been revoked.'

<https://www.gov.uk/government/publications/guidance-on-public-sector-exit-payments>

5.2 This means that **for exits from 12 February 2021**, an unreduced pension will be paid to a scheme member leaving on redundancy or business efficiency grounds and Scheme employers will be required to pay full strain costs in relation to those unreduced benefits, as per the current LGPS regulations.

5.3 The Pay Policy Statement for 2021/2 will be updated to reflect this change.

6. SHAREPOINT

6.1 HR are one of two Service Areas to pilot the transition between Meridio and Sharepoint for document management.

- 6.2 Considerable work has taken place to decide the structure moving forward in Sharepoint to ensure the correct access to confidential records.
- 6.3 File structures have now been agreed, and audit trails established to ensure that any deletion of records can be tracked and documents reinstated if required.
- 6.4 It is hoped that this will become live in April / May.

7.0 BRIEF BITE SESSIONS

7.1 Since the last HR Ctte we have run further Brief Bite sessions as listed below

- Absence Management – 9th Feb
- Top Tips for Homeworking - 12th Feb
- Performance Management – when things go wrong - 18th Feb
- Day to Day Performance Management - 4th March
- Recruitment and Selection - 10 March
- Mental Health – 27 January, 2 Feb and 30 March

7.2 These sessions are advertised internally and staff are encouraged to attend booking through the HR Hub.

8.0 RECOMMENDATION:

That the report be noted.

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