

4th of September, 2024

Minutes of the Employment Committee meeting of Llandybie Community Council held at the Council Offices, High Street, Llandybie and online via Microsoft Teams on Wednesday, 4th of September, 2024 at 7.20 p.m.

Present

Councillors;	C. R. Thomas	Mrs A.E. Evans	A. W. Jones
	R.A. Davies	J. W. Tandy	D. Hopkins

Attended online;	D. Thomas	K. D. L Davies
-------------------------	-----------	----------------

505.

Declarations of Interest

There were none.

506.

To receive apologies for absence

There were none.

507.

Presentation by Paul Egan of One Voice Wales on Staff Job Evaluation.

The Clerk introduced Paul Egan of One Voice Wales who made a detailed presentation of the Staff Job Evaluation process that had been undertaken with the Clerk and Responsible Financial Officer and the Administrative Officer and in consultation with the Vice Chair Cllr J. W. Tandy.

Cllr A. Jones felt that the process undertaken had not answered the original brief as he had seen it, and that, what he would like to have seen, was a breakdown of the time allocation against the job roles so that a rationalisation could be looked at and that for example; were there too many meetings being undertaken by council? and could these be organised differently?

Cllr A. Jones however agreed that he no issue with the Staff Job Evaluation or its outcomes, but asked that a decision on the way forward differed to look at the time allocation, the Clerk asked Paul Egan whether One Voice Wales could undertake this process and what the cost would be. Mr Egan confirmed that it could be undertaken this work with a nationally approved formula and process and it would be approximately £460 and could be completed within three to four weeks.

The Clerk asked the Chair if a proposer could be asked for to agree that this should be undertaken, it was proposed by Cllr A. W. Jones, Vice Chair Cllr J. W. Tandy agreed he was happy with the motion of work and time evaluation and Cllr C. R. Thomas seconded.

Chair

It was **agreed** that the Clerk get a formal quotation from One Voice Wales and that he shares the reply with the Chair and Vice Chair and get them to approve the work be undertaken and then to be presented at another Employment Committee.

508.

Discussion on the Staff Pension Scheme.

The Clerk gave an overview of the pensions schemes for discussion one being the Dyfed Pension Scheme, the other the NEST Pension Scheme.

Cllr A. Jones felt he could not support the high 26.2% contribution to the Dyfed Pension Scheme as it was not as he could see it value for money whilst he did understand why it was the preferred choice of the staff members and that the intervention rate of the NEST scheme of 5% staff contribution and 3% employer contribution was deemed acceptable by other authorities.

Discussion was had amongst members and the Clerk where the Clerk confirmed to his knowledge some Councils were a part of the Dyfed Pension Scheme and that some were part of the NEST Scheme. He further confirmed that he was merely presenting information of the two schemes as per the request of the Ordinary Meeting in July.

Cllr C. R. Thomas asked it could be considered what the staff actually wanted, the Clerk confirmed that the Dyfed Pension Scheme was preferred but he had consulted with the Administrative Officer and both had agreed that they would accept the decision made by the committee and that included a position were recommendation pointed to the NEST Scheme.

The Vice Chair Cllr J. W. Tandy intervened and proposed that in the Council agree the Nest Scheme at 8% and that it should be agreed that the Council make a 4% contribution matching the staff 4% contribution, instead of a 35 employer and staff 5% contribution.

Cllr A. Jones asked that Cllr J. W. Tandy explain his reasoning, Cllr J. W. Tandy explained that it was an opportunity to show that the staff were valued and this policy could lead to better staff retention and continuity for the community and delivering more efficiencies. Cllr J. W. Tandy's proposal was seconded by both Cllr C. R. Thomas and Cllr C. Davies.

It was agreed that a **recommendation** of adoption the NEST scheme be put to full Council for **ratification** with a 4% employee contribution and 4% employer contribution.

509.

As there was no further business to discuss, the Chair declared the meeting closed at 7.55 p.m.

Chair