

Report to: The Authority
Agenda #: 13.1
Date: 25 June 2018
Subject: Appointments & Remuneration Committee
Sponsor: Ron Barclay-Smith, Chair
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For: Noting

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1. Purpose of paper

- 1.1 This paper has been prepared to provide the Authority with a summary of key business and decisions made by the Appointment and Remuneration Committee on 12 June 2018.

2. Committee highlights

- 2.1 Police staff and officer pay awards
- 2.2 A verbal update on pay awards was given. BTP confirmed that a pay claim had been submitted by TSSA which contained a number of requests being explored.
- 2.3 It was noted that the proposals would need to be considered within the provisions of the medium term financial plan (MTFP).
- 2.4 Revalorisation
- 2.5 Members of the committee were presented with a detailed report on revalorisation which set out various aspects for consideration.
- 2.6 It was confirmed that the process of revalorisation provided the opportunity to address any imbalance between BTP police staff pay and market value for comparable roles. It was noted that a review had not been carried out since the inception of the EPS contracts in 2010.
- 2.7 The implications were explored and the proposal to engage with an external evaluator to model the revised scales was endorsed by the committee.
- 2.8 Police staff pension scheme

An update on activity following the previous committee was provided in connection with the requirement for the organisation to review pension arrangements and implement any changes required by September 2018.

- 2.9 Members were reminded of the existing provisions. The police staff scheme is a defined benefit scheme and there is a Career Average Revalued Earnings (CARE) scheme for officers. It was confirmed that work was being carried out to explore a defined contribution scheme for staff with the option to move to a CARE scheme after 5 years.
- 2.10 The Executive briefed members on work which had been carried out with the pension provider. It was confirmed that an Invitation to Tender (ITT) process had begun which had resulted in a shortlist of providers being identified and site visits being scheduled.
- 2.11 Members were advised that whilst some initial engagement has already taken place, the formal consultation period would commence on 1 July 2018, subject to approval.
- 2.12 It was confirmed that a business impact assessment would be produced for consideration of the Pensions Working Group, who would explore the implications in more depth. The final proposal, including feedback from the consultation process, would be submitted for consideration of the Authority at the meeting in September.
- 2.13 Members of the committee highlighted that this piece of work was delegated by the Authority and should be led by the operational team.
- 2.14 Committee members noted that the Pensions Working Group meeting was yet to take place, where these matters would be explored in greater detail but endorsed the proposal to progress to the formal consultation phase.
- 2.15 Update on Chief officer appraisals
Members of the committee noted the summary of the appraisals provided for the Chief Officers for 2017/18 and the proposed objectives for 2018/19.

3. Recommendation

- 3.1 Members of the Authority are respectfully asked to note the contents of this paper.