

PCC Decision Form

Subject matter	Name of Proposer (eg Chief Executive, Chief Constable, Director of Finance)	Date of Request	Previous related decisions
OPCC Pension Policies	OPCC Chief Executive	14.03.23	

Private / Exemption - Yes / No If Yes Reason Why (eg Schedule 12A Local Government Act 1972, Freedom of Information Act 2000)	Urgent (if Yes, Why and by When?)
No	

Decision Requested		
<p>The PCC (as the employer) is asked to approve the implementation of three new OPCC policies associated with the Local Government Pension Scheme:</p> <ol style="list-style-type: none"> 1. OPCC LGPS Policy (Appendix C) 2. OPCC Flexible Retirement Policy (Appendix D) 3. OPCC Ill Health Retirement Policy (Appendix E) 		
Executive Summary of Request	Supporting Report attached?	See appendices
<p>As a result of consultations with South Yorkshire Pensions Authority (who administer the Local Government Pension Scheme on behalf of South Yorkshire Police support staff and South Yorkshire OPCC (SYOPCC) staff), a need was identified for SYOPCC to produce a bespoke set of Retirement policies that meet the increasingly flexible needs of our organisation, given the potential for change over the coming years.</p> <p>The SYOPCC currently draws on South Yorkshire Police (SYP) policies not just for Retirement but for all employment matters, and so these policies must be compatible with SYP policies but reflect the needs of the OPCC.</p> <p>Draft policies have been drawn up in consultation with SLT members and have been the subject of an independent review to ensure objectivity, which was completed by Andy Champness – Champness Consulting Ltd.</p> <p>Andy was asked to assess the draft policies to ensure their compatibility with relevant legislation and SYP policies, and the impact of any divergence, paying particular attention to minimising any risk of equal pay claims.</p> <p>Andy has completed a thorough review of the draft policies and his report is attached (Appendix F). He made some recommendations which have been applied to the policies and SLT have approved these on 16th March 2023.</p> <p>The conclusion by Andy is “these draft Policies are sound, compatible with relevant legislation and SYP policies and comparable with many other such policies. It is my opinion the risk of equal pay claims is minimised and the policies are not unduly lenient towards employees, but are “organizationally savvy”.</p> <p>It is therefore requested that the PCC now approves these policies.</p>		

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Approval by proposer (SLG lead / OPCC SMT lead) and confirmation request is ready for PCC consideration			
Signed:		Date:	
Approved by Director of Finance			
Signed:		Date:	


Considerations	Evidence of information or advice gathered or discussion / consultation conducted	How has all this evidence impacted on overall proposal?
Public and / or Partners	Elaine Fairley, South Yorkshire Pensions Authority, Rachael Greenfield, South Yorkshire Police, Andy Champness, Champness Consulting Ltd	
Impact on Service	Any impacts on service arising from requests for ill health and flexible retirement will be considered on a case by case	
Financial	Financial implications arising from ill health and flexible retirement policies have been considered by OPCC Chief Finance Officer	
Legal	All policies have been assessed to ensure they are compatible with relevant legislation	
HR	Rachael Greenfield, South Yorkshire Police Employment and Advice People Partner	
T/Unions / Staff Assoc.	Policies have been sent to trade union representatives for comment	
Equality & Diversity (Public Sector Equality Duty)		
Risks / Opportunities	The wording changes (from the SYP policy) in the OPCC flexible retirement policy gives the OPCC the opportunity to review the criteria when assessing organisational benefit, specifically whether it is more cost effective to allow flexible retirement and retain the individual rather than payment of	

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	redundancy costs.	
Sustainability		
Data Protection Impact Assessment (DPIA)		
Other (specify)		

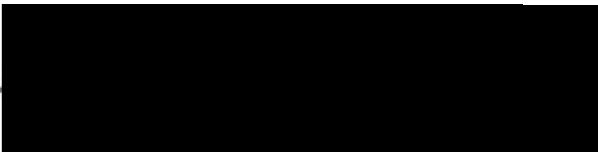
Views of PCC's Chief Finance & Commissioning Officer

I have been consulted about this proposal and I recommend PCC approval.
Please note that I have been reliant on external, independent advice received.

Signature:		Date:	18 April 2023
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Views of PCC's Chief Executive & Solicitor

I have been consulted about this proposal and I recommend PCC approval.
Please note that I have been reliant on external, independent advice received.

Signature:		Date:	18 April 2023
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PCC's Decision and Rationale

Approved.

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Signature:		Date:	18 April 2023
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OPCC GATEKEEPER (Information Officer)

Decision Ref. No	PAB Minute No: (where applicable)	Date Proposer notified of Decision	Date Published