
Meeting	Pension Fund Committee
Date	9 September 2013
Subject	Admission of former May Gurney employees into the London Borough of Barnet Pension Fund
Report of	Director for Place
Summary	This report informs the Committee of the inclusion of former May Gurney employees who will TUPE across to the Council on 6 th and 8 th October 2013 in the Local Government Pension Scheme for Council employees.

Officer Contributors	Lynn Bishop, Streetscene Director Steve James, HR Consultant
Status (public or exempt)	Public
Wards Affected	Not Applicable
Key Decision	Not Applicable
Reason for urgency / exemption from call-in	Not Applicable
Function of	Council
Enclosures	None
Contact for Further Information:	Steve James HR

1. RECOMMENDATIONS

- 1.1 That the Committee note the 22nd July 2013 decision by the General Functions Committee to TUPE transfer into the Council the roadside recycling staff of May Gurney PLC with effect from 6th October 2013.**
- 1.2 That the Committee note the 22nd July 2013 decision by the General Functions Committee to TUPE transfer into the Council the Household Waste Recycling Centre [HWRC] at Summers Lane staff of May Gurney PLC with effect from 8th October 2013.**
- 1.3 That the Committee note that all of the staff identified in 1.1 and 1.2 will be auto-enrolled in the Local Government Pension Scheme for Council employees on commencement of employment with the Council.**

2. RELEVANT PREVIOUS DECISIONS

- 2.1 Cabinet, 4 April 2012 (Decision item 11) – approved Waste Collection Options for the Future.
- 2.2 Cabinet Resources Committee on 7 November 2012 (Decision item 5) approved the Outline Business Case and Options Appraisal for Waste and Streetscene Services.
- 2.3 Cabinet Resources Committee on 18 April 2013 (Decision Item 13), approved Waste Collections for the Future.

3. CORPORATE PRIORITIES AND POLICY CONSIDERATIONS

- 3.1 Maintain the integrity of the Pension Fund by ensuring robust monitoring of admission body organisations and ensuring all third parties comply fully with admission agreements and bond requirements. The principle supports the corporate priority of getting the best value from our resources.

4. RISK MANAGEMENT ISSUES

- 4.1 The ongoing viability of the Pension Fund is dependent on maximising contributions to the Fund. These employees, who become members of the Local Government Pension Scheme (LGPS), will pay pension contributions as specified under the Regulations.
- 4.2 The pension regulations require actuarial assessments of the value of the pension fund and the liabilities of the employer. This is done initially and at each triennial valuation. The actuarial assessment will determine the employer contribution rate required to be made to the fund, dependant on the profile of the workforce and the potential risk to the fund.

5. EQUALITIES AND DIVERSITY ISSUES

- 5.1 Ensuring the long-term financial health of the pension fund will benefit everyone who contributes to it.
- 5.2 An employee equalities impact assessment has been completed by the council and is in the General Functions Committee report Appendix A dated 22nd July 2013.
- 5.3 Having considered these issues in detail, it is the Council's view that the overall impact on staff with protected characteristics, in terms of the Council's ability to tackle discrimination and advance equality of opportunity, is likely to be positive. Where there are potentially negative impacts, there are mitigations proposed by the Council. There is likely to be a neutral impact on good relations between those sharing and those not sharing protected characteristics.

6. USE OF RESOURCES IMPLICATIONS (Finance, Procurement, Performance & Value for Money, Staffing, IT, Property, Sustainability)

- 6.1 The Council acts as the administering authority for the pension fund

7. LEGAL ISSUES

- 7.1 None

8. CONSTITUTIONAL POWERS (Relevant section from the Constitution, Key/Non-Key Decision)

- 8.1 Constitution –Responsibility for Council Functions delegated to the Pension Fund Committee, as set out in the Pension Fund Governance Compliance Statement.

9. BACKGROUND INFORMATION

- 9.1 None

10. LIST OF BACKGROUND PAPERS

None