

5<sup>TH</sup> JULY 2019

<b>Executive Board Member:</b>	<b>Portfolio:</b>
<b>Cllr.Mair Stephens</b>	People Management

**Subject: Updated Purchase of Additional Leave Policy**

**Purpose:** Updated to clarify updated pension implications.

**Recommendations / key decisions required:**

The Purchase of Leave Policy has been updated to reflect the current position in relation to pension buy back. Recent changes to the LGPS now require an employee to elect to buy back pension for a period of additional (unpaid) leave. It is up to the employee to decide whether to buy back and it is their responsibility to make arrangements for the buy- back directly with the Dyfed Pension Fund. Apart from this, the policy is unchanged except from some formatting changes.

Updated Policy attached.

**Reasons:**

**As above.**

Directorate		
Name of Head of Service:	Designation	Tel No. 01267224825
Paul R Thomas	Assistant Chief Executive	01267246152
		E Mail Address:
Report Author:		<a href="mailto:PRThomas@carmarthenshire.gov.uk">PRThomas@carmarthenshire.gov.uk</a>
Alison Wood	People Services Manager	<a href="mailto:AMWood@carmarthenshire.gov.uk">AMWood@carmarthenshire.gov.uk</a>

**Declaration of Personal Interest (if any):**

None

**Dispensation Granted to Make Decision (if any):**

N/A

**DECISION MADE:**

**Signed:**

DATE: \_\_\_\_\_

EXECUTIVE BOARD MEMBER

**The following section will be completed by the Democratic Services Officer in attendance at the meeting**

Recommendation of Officer adopted	YES / NO
Recommendation of the Officer was adopted <b>subject to the amendment(s) and reason(s) specified:</b>	
Reason(s) why the Officer's recommendation was <b>not adopted:</b>	

# EXECUTIVE SUMMARY

## EBM Meeting 5<sup>th</sup> July 2019

### Updated Purchase of Additional Leave Policy

#### 1. BRIEF SUMMARY OF PURPOSE OF REPORT.

The Purchase of Leave Policy has been updated to reflect the current position in relation to pension buy back. Recent changes to the LGPS now require an employee to elect to buy back pension for a period of additional (unpaid) leave. It is up to the employee to decide whether to buy back and it is their responsibility to make arrangements for the buy- back directly with the Dyfed Pension Fund. Apart from this, the policy is unchanged except from some formatting changes.

DETAILED REPORT ATTACHED ?

YES

# IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: Paul R Thomas

Assistant Chief Executive

Policy and Crime & Disorder	Legal	Finance	ICT	Risk Management Issues	Organisational Development	Physical Assets
<b>NONE</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE</b>	<b>YES</b>	<b>NONE</b>

## 7. Staffing Implications

Slight amendment to the Pensions' wording within the Policy.

# CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: Paul R Thomas

Assistant Chief Executive ( People Management)

## 1. Scrutiny Committee

N/A

## 2. Local Member(s)

N/A

## 3. Community / Town Council

N/A

## 4. Relevant Partners

N/A

## 5. Staff Side Representatives and other Organisations

Staff representatives have been advised of amendment at CERF 28/6/19.

## Section 100D Local Government Act, 1972 – Access to Information List of Background Papers used in the preparation of this report:

POLICY ENCLOSED

Title of Document	File Ref No.	Locations that the papers are available for public inspection
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