

## **PROPOSED SHARED SERVICES ARRANGEMENT FOR PENSION ADMINISTRATION**

### **Report of the County Treasurer**

Please note that the following recommendations are subject to consideration and determination by the Committee before taking effect

### **Recommendation : that Members note the progress towards the shared service arrangement for Pension Administration Services with Somerset County Council.**

#### **1. Introduction**

- 1.1. At its meeting of 1<sup>st</sup> March 2013, the Committee received an update report (CT/13/17) on progress towards the establishment of a shared service with Somerset County Council for pensions administration.
- 1.2. This report provides a further update on progress.

#### **2. Current Position**

- 2.1. In late February 2013, prior to the proposed TUPE transfer of staff employment from Somerset County Council to Devon County Council, Somerset senior managers received communication from Somerset Unison representatives which raised a Trade Dispute regarding the proposed transfer of staff work location to Exeter and also provided a report from the Association for Public Services Excellence (APSE), commissioned by the Somerset Unison, which outlined recommendations for stakeholder consultation on proposals for the shared service proposals. Devon Officers became aware of these issues on 6<sup>th</sup> March 2013
- 2.2. Having considered the issues raised within the APSE report and Trade Dispute, Union representatives, Senior Finance and Human Resource Officers from both Councils met to consider immediate actions to reduce union concerns. These centred on payment of travel expenses where staff are required to change work location and the application of flexible working arrangements, once the shared service team becomes fully operational.
- 2.3. Somerset will also engage in limited consultation with stakeholders in the County on the single proposal for a shared service.
- 2.4. The service provided to Devon employers, scheme members and pensioners will not change. Formal consultation with both staff commenced on 6<sup>th</sup> December 2012. Employers were presented with proposals for the shared service at an employers' meeting on 27<sup>th</sup> November 2012 and invited to comment thereafter. The Investment and Pension Committee has

# Item 8

received two reports on the proposed shared service, with Union representatives in attendance at those meeting. On this basis, Devon's County Solicitor has advised that in terms of consultation, there is no requirement for further work.

- 2.5. As a result of the requirement for Somerset to undertake a further consultation exercise, it is probable that the TUPE transfer date will slip to the Autumn. This takes account of the fact that once results from the consultation are assessed, with staff Summer holidays taking place, September is likely to be the earliest practical time for this to occur.
- 2.6. The delay is disappointing but senior managers from both Authorities remain confident that the shared team will develop and provide the benefits outlined within the March Committee report.

**Mary Davis**

**County Treasurer**

Electoral Divisions : All

Local Government Act 1972 :

List of Background Papers: Nil

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