

AGENDA ITEM

2.1.4a

PEOPLE & CULTURE COMMITTEE

**PENSION CONTRIBUTIONS ALTERNATIVE PAYMENT POLICY FOR
MEDICAL AND DENTAL EMPLOYEES**

Date of meeting	09/11/2022
FOI Status	Open/Public
If closed please indicate reason	Not Applicable - Public Report
Prepared by	Claire Nicholas, Head of Policy Compliance
Presented by	Karen Wright, Assistant Director of Policy, Governance and Compliance
Approving Executive Sponsor	Executive Director for People
Report purpose	ENDORSE FOR COMMITTEE APPROVAL

Engagement (internal/external) undertaken to date (including receipt/consideration at Committee/group)

Committee/Group/Individuals	Date	Outcome
Workforce Policy Review Group	21/10/2022	SUPPORTED

ACRONYMS

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1. SITUATION/BACKGROUND

- 1.1 The Pension Contributions Alternative Payment Policy for Medical and Dental Employees was ratified at People and Culture Committee on 10th August 2022.
- 1.2 During the implementation it has been found that the application form did not provide the necessary information for the panel to make an objectively justified business reason, for either approving or not approving the application.
- 1.3 The panel made a recommendation that the form be amended as a matter of urgency, given the potential for indirect discrimination claims.

2. SPECIFIC MATTERS FOR CONSIDERATION BY THIS MEETING (ASSESSMENT)

- 2.1 Changes have been made to the application form to gather the information required to ease the approval process.
- 2.2 A paragraph has also been added to page seven to clarify that retrospective applications for financial year 2021/22 can be submitted for consideration based on the criteria within the policy.

3. KEY RISKS/MATTERS FOR ESCALATION TO BOARD/COMMITTEE

- 3.1 Due to the non-material changes to the policy, it has been published on SharePoint with amendments.

4. IMPACT ASSESSMENT

Quality/Safety/Patient Experience implications	There are no specific quality and safety implications related to the activity outlined in this report.
Related Health and Care standard(s)	Staff and Resources If more than one Healthcare Standard applies please list below:
Equality Impact Assessment (EIA) completed - Please note EIAs are required for <u>all</u> new, changed or withdrawn policies and services.	Yes Available from Head of Policy and Compliance



Legal implications / impact	Yes (Include further detail below)
	The changes to the application form enable the panel to make their decision based on objectively justified business reason. This information is vital should the Health Board have to defend any future indirect discrimination claims
Resource (Capital/Revenue £/Workforce) implications / Impact	There is no direct impact on resources as a result of the activity outlined in this report.
Link to Strategic Goals	Sustaining Our Future

5. RECOMMENDATION

- 5.1 The Workforce Policy Review Group supported the changes at its meeting on 21st October 2022.
- 5.2 The People and Culture Committee is asked to retrospectively endorse the amendments.