

Record of Officer's Decision

The Openness of Local Government Bodies Regulations 2014 and the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012

Date of Decision:	14 th January 2022
Decision Maker (Officer):	Anastasia Simpson, Assistant Director (Partnerships)
Authority for Delegated Decision (Cabinet/Committee Decision or Scheme of Delegation – provide reference):	Part 3, Schedule 3 – Delegation of Executive Functions delegated to Officers 4.4 (1) – the Assistant Director has delegated authority to discharge executive functions within their respective service areas. The Assistant Director (Partnerships) has delegated authority to discharge executive functions within their respective service areas (Part 3.39). The Chief Executive has delegated operational matters relating to Employee Benefits to the Assistant Director (Partnerships)
Identify which Portfolio Holder(s)/Committee Chairman consulted?	N/A
Ward Member(s) consulted?	N/A
Is it a Key Decision?	No
Is it subject to call-in?	No
Decision Made:	To enter into a contract with AVCWise, which provides TDC with a platform, enabling permanent employees of the Council, who are members of the LGPS to transfer/open an AVC (with either Standard Life, or the Pru) under a salary sacrifice arrangement. This will mean that anyone who joins the scheme will not be subject to the deduction of National Insurance on the salary sacrificed amount, as well as tax relief on the whole amount (the employee amount is £1 per month, in addition to the salary sacrifice amount)
Reason for Decision (if a report was produced to	Entering into this contract with AVCWise will mean that the Council can offer staff an additional employee benefit, which will benefit them in retirement, as it is a

<p>support the Decision, refer to or attach it):</p>	<p>tax efficient way of increasing their pension pot. As it is a salary sacrifice scheme, the Council will also benefit from it by saving the Employer's National Insurance contribution on all salary sacrificed amounts (currently 13.8%, but due to increase to 15.05% for the year 2022-23)</p>
<p>Highlight any associated risks/finance/legal/equality considerations:</p>	<p>No specific risks have been identified.</p>
<p>Details of any Alternative Options Considered and rejected (together with reasons):</p>	<p>N/A</p>
<p>Details of any declarations of interest (by Portfolio Holder/Committee Chairman who was consulted by the officer, which related to the decision)</p> <p>If relevant, a note of the dispensation granted by the Monitoring Officer:</p>	<p>N/A</p>
<p>Reason Decision, or supporting Report, is not published:</p> <p><i>Tick one or more of the specific exemptions,</i></p> <p><u>and</u></p> <p><i>Give more information in the final box with regards to why the exemption applies and outweighs the public interest test (which is in favour of disclosure).</i></p>	<p>Not applicable – Decision [and report] to be published</p>
	<p>:</p>
	<p>The report supporting the Decision contains confidential information</p>
	<p>The Report supporting the Decision falls within an exemption pursuant to Schedule 12A of the Local Government Act 1972 Information:</p>
	<ul style="list-style-type: none"> • Relates to an individual
	<ul style="list-style-type: none"> • Likely to reveal the identity of an individual
	<ul style="list-style-type: none"> • Relating to financial or business affairs of a person or organisation
<ul style="list-style-type: none"> • Relates to a claim for legal professional privilege in legal proceedings 	
<ul style="list-style-type: none"> • Reveals that the Council proposes to give under any enactment a notice under or by virtue of which requirements are imposed on a person; or to make an order or direction under any enactment 	

	<ul style="list-style-type: none">• Relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime
	<p><u>And</u> is exempt if and so long, as in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information</p> <p>Reasons:</p>

Officers

Signed: *Anastasia Surpsa*

Title: Assistant Director Partnerships