



Oversight and Governance

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CITY COUNCIL - SUPPLEMENT PACK

Monday 21 November 2022
2.00 pm
Council House, Plymouth

Members:

Lord Mayor, Chair

Deputy Lord Mayor, Vice Chair

Councillors Allen, Mrs Aspinall, Mrs Beer, Bingley, Mrs Bowyer, Briars-Delve, Mrs Bridgeman, Burden, Carlyle, Churchill, Coker, Collins, Dr Cree, Cresswell, Dann, Darcy, Deacon, Drear, Evans OBE, Finn, Goslin, Harrison, Haydon, Hendy, Holloway, Hulme, Kelly, Laing, Loveridge, Lowry, Lugg, Dr Mahony, McDonald, Murphy, Nicholson, Partridge, Patel, Penberthy, Mrs Pengelly, Poyser, Reilly, Rennie, Riley, Salmon, Shayer, Singh, Smith, Stevens, Stoneman, Tippetts, Tofan, Tuffin, Tuohy, Vincent, Wakeham, Ms Watkin and Wheeler.

Members are invited to attend the above meeting to consider the items of business overleaf.

For further information on attending Council meetings and how to engage in the democratic process please follow this link - [Get Involved](#)

Tracey Lee

Chief Executive

City Council

9. Local Government Pensions Scheme Discretions Policy (Pages 1 - 16)

14. Motions on notice

To consider motions from councillors in accordance with Part B, paragraph 14 of the Constitution.

I4a Dental Services in Plymouth (Pages 17 - 18)

I4b Action to tackle violence against women and girls in Plymouth (Pages 19 - 20)

I4c School Uniform (Pages 21 - 22)

I4d Cost of Living (Pages 23 - 24)

I4e Re-use Partnership (Pages 25 - 26)

I4f Cost of Living Emergency Declaration (Pages 27 - 28)

I4g Absence of Councillors (Pages 29 - 30)

I4h Elections Act 2022 (Pages 31 - 32)

City Council



Date of meeting:	21 November 2022
Title of Report:	LGPS Discretions Policy
Lead Member:	Councillor Mark Shayer
Lead Strategic Director:	Andy Ralphs (Strategic Director of Customer and Corporate Services)
Author:	Kim Brown
Contact Email:	Kim.brown@plymouth.gov.uk
Your Reference:	
Key Decision:	Yes
Confidentiality:	Part I - Official

Purpose of Report

The Local Government Pension Scheme (LGPS) Regulations requires each local authority to have a written policy confirming how mandatory discretions will be exercised and how optional discretions are to be considered.

Plymouth City Council's current LGPS Discretions Policy was approved in November 2014. The policy has been reviewed and updated.

Plymouth City Council also adopts the principle of aligning discretions with the Teachers' Pension Scheme.

The policy is also amended to support the introduction of a Shared Contribution Additional Voluntary Contributions (SCAVC).

Power to deal with this type of pension decision is given to Council rather than Cabinet under the Local Government (Functions and Responsibilities) Regulations 2000 and Superannuation Act.

Recommendations and Reasons

To approve the attached Local Government Pension Scheme (LGPS) Discretions Policy with the recommended discretions, to be applied to current scheme members, employees eligible for scheme membership or previous scheme members.

Alternative options considered and rejected

There is a statutory requirement to have a discretionary policy that sets out how each discretion available under the regulations has been exercised.

Relevance to the Corporate Plan and/or the Plymouth Plan

In accordance with the council's values of being responsible and fair in the use of resources.

Implications for the Medium Term Financial Plan and Resource Implications:

There will be no financial implications, unless the discretions are exercised in exceptional circumstances, and the budgetary circumstances would be different in each individual circumstance, if ever used.

Financial Risks

Not applicable

Carbon Footprint (Environmental) Implications:

Not applicable

Other Implications: e.g. Health and Safety, Risk Management, Child Poverty:

** When considering these proposals members have a responsibility to ensure they give due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not.*

Not applicable

Appendices

**Add rows as required to box below*

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
A	Briefing report title							
B	Equalities Impact Assessment (if applicable)							

Background papers:

**Add rows as required to box below*

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

Title of any background paper(s)	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
	1	2	3	4	5	6	7

Sign off:

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Originating Senior Leadership Team member: [Click here to enter text.](#)

Please confirm the Strategic Director(s) has agreed the report? Yes

Date agreed: 14/12/2021

Cabinet Member approval: *[electronic signature (or typed name and statement of 'approved by email/verbally')]*

Date approved: 11/11/2022

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LOCAL GOVERNMENT PENSION SCHEME (LGPS) DISCRETIONS

Human Resources and Organisational Development



1. INTRODUCTION

The Local Government Pension Scheme (LGPS) Regulations requires each local authority to have a written policy confirming how mandatory discretions will be exercised and how optional discretions are to be considered.

Plymouth City Council's current LGPS Discretions Policy was approved in November 2014. The policy has now been reviewed and updated and needs approval. Power to deal with this type of pension decision is given to Council rather than Cabinet under the Local Government (Functions and Responsibilities) Regulations 2000 and Superannuation Act.

2. REVIEW

Central Government and Plymouth City Council's pensions administering authority, Peninsula Pensions, have recommended that employers should not 'fetter their discretionary powers'. In simple terms, this means employers should not make the policy too rigid, or too restrictive, as to prevent flexibility where a possibly unanticipated situation arises. As recommended, the policy has been adjusted to allow discretions for exceptional circumstances. Section 7 now details the circumstances where PCC may consider use of these discretions, thereby avoiding fettering.

Plymouth City Council's discretionary scheme adopts the general principles that a discretion is only exercised in exceptional circumstances:

- if there is a cost to PCC
- an inconsistency would be created with the Teachers' Pension Scheme

The policy is also amended to support the introduction of a Shared Contribution Additional Voluntary Contributions (SCAVC).

3. PROPOSED CHANGES

The proposed changes to these discretions are outlined below.

Pension Discretion	Description of Change
Section 4: LGPS 2014 Regulations	
Funding of Shared Cost AVC (SCAVC) Section 4.3: Regulation 17 (1)	Discretion changed to enable the introduction of PCC Salary Sacrifice SCAVC Scheme.
Aggregation of Benefits Section 4.5: Regulations 22 (7)c and 22 (8) b.	Discretion changed, to unfetter the discretion*
Flexible Retirement Section 4.6: Regulations 30(6) and Transitional 11(2)	1. Discretion changed, to mirror reduction in gross pay in TPS Phased Retirement Regulations, from 25% to 20%.

	2. Text of discretion changed, and the word 'normally' inserted in discretion, so PCC can consider Flexible Retirement if there is a cost to the employer.
Waiving of Actuarial Reduction in Benefits Section 4.7: Regulation 30(8)	Discretion changed, to unfetter the discretion*
'85 Year Rule' Switch-on Section 4.8: Transitional Regulation Schedule 2	Discretion changed, to unfetter the discretion*
Award of Additional Pension Section 4.9: Regulation 31	Discretion changed, to unfetter the discretion*
Section 5: LGPS 2008 Regulations	
Early Payment of Pension Section 5.2: Benefit Regulation 30	1. Format of Section 6 changed to clarify the discretionary powers available to certain age groups. 2. Discretion changed, to unfetter the discretion*
Section 6: LGPS Regulations 1997	
General	1. Format of Section 6 changed to clarify the discretionary powers available to certain age groups. 2. Text changed to reflect the removal of Employer Consent, from LGPS Regulations.
Regulation 31	Discretion changed, to unfetter the discretion*
New Section 7	
Section 7: Exercise of Discretions in Exceptional Circumstances.	Section introduced to cover the principles used for approval, the list of discretions covered by Section 7, the governance of Section 7, and the application process.

*(Only to be exercised in exceptional circumstances, as per Section 7).

4. IMPLICATIONS

▪ **Funding of Shared Cost AVC (SCAVC) Section 4.3: Regulation 17 (1)**

This will allow PCC to introduce a Shared Cost AVC Scheme, which would present a financial saving to both the council and employees when compared to the current AVC Scheme.

▪ **Flexible Retirement Section 4.6: Regulations 30(6) and Transitional 11(2)**

PCC's current criteria for flexible retirement of a 25% minimum reduction in gross pay will be reduced to 20% to mirror that of the Teachers' Pension Scheme, removing the current inconsistency and offering greater flexibility to council employees.

▪ **Changes to Sections 5 and 6**

Sections five and six are now up to date and reflect LGPS regulations with regards to employer consent for specific age groups.

▪ **New Section 7**

Where discretions have been unfettered, these are only to be exercised in exceptional circumstances. The 'exceptional circumstances' have followed the discretions template provided by Peninsula Pensions and are:-

- The interests of the Council.
- Any potential benefits or savings to the Council.
- The member's personal circumstances.
- The additional contributions, or payments, due to the Devon County Council Pension Fund.
- The ability of the Council to meet the cost of granting such an award.
- The funding position of the Council within the Devon County Council Pension Fund.

It is proposed that the Service Director for Human Resources and the Council's Section 151 Officer will be responsible for assessing the circumstances of each case and for making the final decision, on the advice of the Delt Pensions Team and Peninsula Pensions.

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LOCAL GOVERNMENT PENSION SCHEME - DISCRETIONS

Human Resources and Organisational Development



CHANGES

1 April 2008: Policy produced

November 2014: Policy reviewed and updated following introduction LGPS 2014 scheme and subsequently made by Plymouth City Council for individual discretions.

September 2022: Policy review and use of discretions in exceptional circumstances added.

Contacts

If you have any questions regarding this policy please contact the HR Consultancy team at HRConsultancyTeam@plymouth.gov.uk

If you would like help understanding the contents of this policy, please speak to your line manager or contact the HR Consultancy Team for assistance.

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1. PURPOSE

Within the Local Government Pension Scheme Regulations 2013, the Local Government Pension Scheme (Transitional Provisions & Savings) Regulations 2014 and previous regulations, there are discretionary elements for each local authority to decide. This policy sets out the regulations and Plymouth City Council's approach to each discretionary element for each regulation, where a policy decision is either required or recommended by the Administering Authority of the scheme, Peninsula Pensions (formerly Devon Pension Services).

Central Government and Peninsula Pensions have recommended that employers should not 'fetter their discretionary powers'. In simple terms, employers should not make the policy too rigid, or restrictive, as to prevent flexibility where a possibly unanticipated situation arises.

The overarching principle applied by Plymouth City Council in exercising any discretions is that:-

- where there is a cost to the council, or an inconsistency would be created with the Teachers' Pension Scheme, the discretion is only exercised in exceptional circumstances,
- where there is no cost to Plymouth City Council, and there are administrative benefits, the discretion will be exercised.

Section 7 details the exceptional circumstances, when Plymouth City Council may consider use of these discretions, thereby avoiding fettering.

2. SCOPE

This policy sets out the specific discretions available which are applied on the following basis:

1. **Discretions exercised in relation to the 2014 regulations** – For all Plymouth City Council employees either active in or eligible to be members of scheme on or after 1 April 2014.
2. **Discretions exercised in relation to the 2008 regulations** – For members who ceased active membership of the scheme on or after 1 April 2008 and before 1 April 2014 with deferred benefits accrued.
3. **Discretions exercised in relation to the 1997 regulations** – For members who ceased active membership of the scheme on or after 1 April 1998 and before 1 April 2008 with deferred benefits accrued and active members where the 1997 regulations continue to apply (Councillor scheme members).

3. NOTIFICATION OF FUTURE CHANGES

These are by definition 'discretionary arrangements'. Should the discretions be revised under the regulations, the Council must, before the expiry of one month from the date of revision of the policy:

- a. Send a copy of the revised policy statement to the pension scheme administering authority.
- b. Publish the revised policy statement.

4. DISCRETIONS MADE UNDER LOCAL GOVERNMENT PENSION SCHEME 2013 AND TRANSITIONAL REGULATIONS 2014

4.1 Regulation 9 – Contributions payable by active members

The employer may decide on the time at which the contribution rate for active members is amended.

Plymouth City Council's rates of contribution came into effect on 1 April 2014. Subsequently where there is a change in employment, or a material change which affects the member's pensionable pay, with the contributions payable being the applicable rate dependent on the relevant earnings banding in which the member's pensionable pay falls.

4.2 Regulations 16(2)(e) and 16(4)(d) – Funding of additional pension

Where a scheme member enters into an arrangement to pay additional pension contributions to purchase additional pension either by regular contributions or by lump sum, the employer may fund in whole or in part the contributions.

This discretion is exercised only in the circumstances where an scheme member has a period of approved unpaid leave and wishes to pay additional contributions to fund the lost pension due to reduced pensionable pay, has not made the election within 30 days of returning to work, but has done so within 30 days of the notification of the option to pay. The total cost is funded by scheme member at 1/3rd of cost and employer at 2/3rd of cost.

In any other circumstances any additional pension contributions will be funded in full by scheme members.

4.3 Regulation 17(1) – Funding of shared costs additional voluntary contributions commencing from 1 April 2014

The employer may enter into an arrangement to share the cost of the contributions to an additional voluntary contribution scheme with a scheme member.

This discretion is only exercised under the terms of the Plymouth City Council's Shared Contribution Additional Voluntary Contributions (SCAVC) Scheme.

4.4 Transitional Regulation 15(1) – Funding of shared costs additional voluntary contributions commencing prior to 1 April 2014

The employer may enter into an arrangement to share the cost of the contributions to an additional voluntary contribution scheme with a scheme member.

This discretion is not exercised, and any contributions will be funded in full by scheme members.

4.5 Regulations 22(7)(c) and 22(8)(b) – Aggregation of benefits

Where a scheme member has deferred pension benefits this will automatically be aggregated with any new employment or concurrent employment, unless the scheme member elects to retain the deferred benefit separately. The regulations provide for a period of 12 months from the relevant event* for this election to be made. The employer may extend this period.

*Relevant event is either commencement of new employment or ceasing concurrent employment.

The discretion for the employer to extend the 12-month period will only be exercised, in exceptional circumstances, as detailed in Section 7.

4.6 Regulations 30(6) and Transitional Regulations 11(2) – Flexible Retirement

A scheme member, who has reached the age of 55 or over and who reduces their working hours or grade of employment, may request that the employer agrees to payment of either all or part of their accrued benefits.

Some examples of where an employee may be eligible to apply to take flexible retirement are as follows:

- Employee accepts a new job role on less hours or lower grade as part of a restructure.
- Request by employee to reduce hours or move to lower graded post approved by employer.
- Reduction in grade following job evaluation review.

To ensure consistency with the Teachers' Pension Regulations, PCC will currently only consider release of benefits where there is a reduction in employee's gross pay of at least 20% and will only normally agree where there is no cost to employer.

4.7 Regulation 30(8) – Waiving of actuarial reduction in benefits

The employer may agree to waive in whole or in part any reduction that would be applied to a scheme members benefits due to early release, where a scheme member, is aged 55 or over, has either left employment before their normal pension age, or has taken flexible retirement (see 4.6).

The discretion to waive reductions in early released benefits, is only exercised in exceptional circumstances, as detailed in Section 7.

4.8 Transitional Regulation Schedule 2 Para. 2(2 and 3) – '85-year rule' switch-on

Where a member voluntarily leaves after age 55 and before age 60, the employer may allow the 85-year rule to apply. This would result in the scheme member not suffering an actuarial reduction in benefits where the scheme member's service plus age at date of leaving total 85 years.

Where this discretion is allowed, the employer would incur additional costs.

To ensure consistency with 4.7 - Regulations 30(8) – Waiving of actuarial reduction in benefits above, this discretion is only exercised in exceptional circumstances, as detailed in Section 7.

4.9 Regulation 31 – Award of additional pension

The employer may grant additional pension of up to £7,834 per annum (This figure is correct at April 2022 and will be subject to an increase in line with the Pensions Increase in the April of each year) to an active scheme member or within 6 months of ceasing to be an active scheme member by reason of redundancy or business efficiency.

The discretion to increase the pension for eligible scheme members is only exercised in exceptional circumstances as detailed in Section 7.

4.10 Regulation 100(6) – Inward transfer of pension rights

Where a member has previous pension rights, they have 12 months from the date they became an active member in their employment to elect to transfer the value of these rights. The employer may extend this normal time limit.

To ensure consistency with the Teachers' Pension Scheme, where this discretion does not exist in that pension scheme, Plymouth City Council will only exercise this discretion in exceptional circumstances as detailed in Section 7.

5. DISCRETIONS MADE UNDER LOCAL GOVERNMENT PENSION SCHEME 2008**5.1 Benefit Regulation 11 – Final Pay: Fees**

Where a scheme member's remuneration consists of fees (e.g. Returning Officer), their remuneration may be averaged over a period of three consecutive years ending 31st March in the ten consecutive years prior to leaving.

Plymouth City Council will continue to exercise this discretion.

5.2 Benefit Regulation 30 – Early payment of pension

Under regulation 30, a scheme member who has left a local government employment before they are entitled to payment of retirement benefits under other regulations (and before 1 April 2014), may, once they have reached the age of 55, choose to receive payment of their benefits.

The LGPS Regulations were amended with effect from the 14TH May 2018, and scheme members with deferred benefits, who have reached the age of 55, no longer need the employer's consent, to bring their deferred pension benefits into payment.

There is no cost to the employer, unless the employer waives the reduction of the pension benefits.

Any reduction to these benefits may be waived by the former employer on compassionate grounds.

The discretion to waive reductions in deferred pension benefits, is only exercised in exceptional circumstances, as detailed in Section 7.

6. DISCRETIONS MADE UNDER LOCAL GOVERNMENT PENSION SCHEME 1997

6.1 Regulation 31 – Early payment of pension

Under regulation 31, a member who has left a local government employment before they are entitled to payment of retirement benefits under other regulations (and before 1 April 2008) or are a member where the 1997 regulations apply (Councillor Members), may, once they have reached the age of 50, choose to receive payment of their benefits.

6.2 Scheme Member under Age 55

However, if the scheme member is aged from 50 to 54, the benefits are only payable with the consent of their former employer.

For those aged 50 to 54 when the benefits would be paid, this discretion won't be applied as releasing benefits would result in the Authority contravening HMRC regulations which do not allow the release of benefits before age 55 and would additionally receive a financial penalty. In these circumstances the member would also receive an enhanced tax liability on their pension benefits.

6.3 Scheme Member Aged 55 or Over

The LGPS Regulations were amended with effect from the 14TH May 2018, and scheme members with deferred benefits, who have reached the age of 55, no longer need the employer's consent, to bring their deferred pension benefits into payment.

Additionally, if a scheme member who has previously opted out of scheme and continues to be employed requests for payment of pension benefits from their Normal Retirement Date (Age 65), they may only do so, with the employer's consent.

There is no cost to the employer, unless the employer waives the reduction of the pension benefits.

Any reduction to these benefits may be waived by the former employer on compassionate grounds.

The discretion to waive reductions in deferred pension benefits, is only exercised in exceptional circumstances, as detailed in Section 7.

7. PLYMOUTH CITY COUNCIL – EXERCISE OF DISCRETIONS IN EXCEPTIONAL CIRCUMSTANCES

7.1 Plymouth City Council will only consider exercising the discretions listed at 7.2 in the most exceptional circumstances having regard to the following:

- The interests of the Council.
- Any potential benefits or savings to the Council.
- The member's personal circumstances.
- The additional contributions or payments, due to the Devon County Council Pension Fund.

- The ability of the Council to meet the cost of granting such an award.
- The funding position of the Council within the Devon County Council Pension Fund.

7.2 List of Discretions that will only be exercised in Exceptional Circumstances:

- Section 4.5: Aggregation of benefits.
- Section 4.7: Waiving of actuarial reduction in benefits.
- Section 4.8: 85 Year Rule Switch On.
- Section 4.9: Award of Additional Pension.
- Section 4.10: Inward Transfer of Pension Rights.
- Section 5.2: Regulation 30 Early Payment of Pension.
- Section 6.3: Regulation 31 Early Payment of Pension.

7.3 Governance of Exercise of Discretions in Exceptional Circumstances

If Plymouth City Council decides to exercise the use of a discretion contained in Section 7.2, in exceptional circumstances, the use of the discretion should be agreed by the Service Director responsible for Human Resources, and the Council's Section 151 Officer, after taking into account the principles in Section 7.1.

7.4 Application Process

If a Plymouth City Council employee decides to ask the Authority, to consider exercising a discretion listed in Section 7.2, the employee must put the request in writing, to the Service Director for Human Resources and Organisational Development.

The Service Director will then acknowledge the application, and prepare a recommendation (taking the advice of the Delt Pensions Team and Peninsula Pensions) for the Service Director responsible for Human Resources, and the Council's Section 151 Officer, to make the final decision.

Once a decision on the exercise of the discretion has been made, the employee will be notified of the decision, and if unsuccessful, will be given a right of appeal.

MOTION ON NOTICE

City Council

**Dental Services in Plymouth**

The problems of access to NHS dentistry in Plymouth are well known, long standing and have been subject of discussion on numerous occasions within both the City Council's Scrutiny function and Health & Wellbeing Board.

All age groups and populations are at risk of poor oral health even though it is largely preventable. Oral health problems such as tooth decay, gum disease and mouth cancer are increasingly concentrated in vulnerable and socially disadvantaged groups. More deprived areas with more transient populations are also associated with a lower proportion of access to NHS primary dental care.

Despite being identified as a priority by NHS England, in excess of 20,000 fellow Plymouth residents remain on the waiting list for an NHS dentist. This situation is exacerbated by the inability and/or unwillingness of existing high street dental practices to undertake additional NHS work for which they are commissioned.

NHS England's own Oral Health Needs Assessment (2021) identified the following priorities for the Devon ICS area –

- The need for targeted increases of access to NHS dentistry is a critical issues for key parts of Devon.
- There is a need for additional support of dental care services in line with the increasing numbers of older people in the area.
- There is a need to support the recruitment and retention of dentist working in NHS Dentistry.
- There is evidence that there is difficulty being experienced by Dentists in meeting their contractual targets.
- In some parts of Devon, there is difficulty for patients to access Paediatric care services, particularly to its western extremities.

This council believes that -

- These priorities can only be met if NHS England is more flexible in its approach to commissioning, taking account of all possible providers who may offer alternatives where current arrangements are not working in a satisfactory way for patients.
- NHS England should commit to approach existing providers who have developed proposals to address these issues in the City.
- These approaches should include alternative providers that have not traditionally delivered commissioned dental services and use re-investment of current underspend in providers with capability and capacity to deliver more services.

- NHS England should look to agree contracts that reward improvements in the dental care of its patients and focus on outcomes rather than activity based commissioning.
- NHS England should present a plan for improvements in Plymouth as requested on numerous occasions.

Therefore this Council agrees that a joint letter is sent from the Chairs of the Health Overview and Scrutiny Committee and the Health and Wellbeing Board to the Parliamentary Under Secretary of State for Community Health and Care and to the Senior Leadership of NHS England expressing the views set out above.

Proposed by: Councillor Mrs Mary Aspinall

Signature: Approved by email

Seconded by: Councillor John Mahony

Signature: Approved by email

MOTION ON NOTICE

City Council

**Action to tackle violence against women and girls in Plymouth**

The end of November marks one year on since the tragic and senseless murder of Bobbi-Anne McLeod, and will be a difficult moment for her family, her community and the whole city. This council welcomes the publication of the final report of the Violence Against Women and Girls Commission on 27 May 2022, launched and published as part of the civic response to her death and the subsequent outpouring and fears for safety from people, especially women, in Plymouth.

The work is to be commended for its 15 recommendations that have the potential to make a difference to the lived experiences of many women and girls across our city. The report's publication has received cross party support, and now the hard work must continue in making its ambitions a reality.

This council, therefore, commits to:

1. The production of a clear action plan on how the Commission's recommendations will be taken forward, outlining the commitment of resources, who is responsible and the timescales for delivery;
2. Providing an update on activities undertaken by the Council on this area since the Commission's report in May 2022 in addition to an update on the agreed actions in the January 2022 motion at Full Council;
3. Develop and implement a public communications plan to the people of Plymouth on how recommendations will be implemented and explaining in practical terms how women and girls' lives will be safer as a result, including messaging to men and boys on how they can be an ally in tackling VAWG;
4. Write to the new Home Secretary to request additional national Government funding to deliver on recommendations;
5. Request that the Police and Crime Commissioner publishes misogyny in crime statistics across Devon and Cornwall Police, including for Plymouth alongside the regular publication of other hate crime figures

Proposed by: Charlotte Holloway

Signature: Approved by email.

Seconded by: Zoe Reilly

Signature: Approved by email.

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MOTION ON NOTICE

City Council

**SCHOOL UNIFORM**

Concerns about expensive school uniforms have been exacerbated by the cost of living crisis. Budgeting for a full set is challenging for many Plymouth families who are already struggling to afford necessities.

Council notes that the Education (Guidance about Costs of School Uniforms) Act 2021 requires schools to follow new statutory guidance on uniform, with an emphasis on reducing cost and branded items. Governing boards were expected to be compliant with much of the guidance by September 2022.

Council welcomes that many Plymouth schools have already reviewed their uniform policies and, despite their own stretched budgets, are working hard to support families on lower incomes. However, further information is needed about the different approaches taken by individual academies.

Council therefore agrees the following:

1. The Cabinet Member for Education, Skills and Children and Young People will write to every school in Plymouth requesting further information on their uniform policy:
 - Recent reviews in light of statutory guidance
 - Branded items from single suppliers
 - The average cost of a school uniform and PE kit
 - Additional support, second-hand options and promotion of local charities
2. Responses to the Cabinet Member's letter will be presented and considered at the next Education and Children's Social Care Overview and Scrutiny Committee. This will enable the committee to explore other ways that the Council can support families.
3. The Council's Cost of Living Support hub and social media channels will signpost families to local charities supplying free school uniforms.

Proposed by: Cllr Briars Delve

Signature : Approved by email.

Seconded by: Cllr Cresswell

Signature : Approved by email.

MOTION ON NOTICE

City Council

**COST OF LIVING**

The cost of living has been increasing across the UK for eighteen months, however inflation rates are currently at a 40 year high and many people in Plymouth are facing difficult choices about what they can afford.

Rising prices, especially of food, energy and fuel, and increasing interest rates are affecting household budgets across the city and are disproportionately impacting those on low incomes.

This Council:

1. Recognises the significant impact current energy costs, interest rates and other financial pressures are having on citizens in Plymouth.
2. Endorses the existing partnership work which already takes place across the city to tackle poverty and support the most vulnerable and places on record its gratitude for all those working tirelessly in this field.
3. Welcomes the Cost of Living Taskforce which has been set up to ensure this successful track record of collaboration and partnership continues as we work together to deal with the increased pressures of the cost of living on families, individuals and businesses across the city.
4. Pledges to proactively identify those most in need of support and to ensure they have access to all the Government support they are eligible for and to distribute government funding such as the Household Support Fund as creatively and effectively as possible to reach those most in need.
5. Commits to providing leadership and support across the city to ensure that the impact of the cost of living crisis is minimised for all those living in Plymouth.

Proposed by: Cllr Rebecca Smith

Signature via email

Seconded by: Cllr Natalie Harrison

Signature via email

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MOTION ON NOTICE

City Council

**Reuse Partnership**

It is now widely accepted that a transition toward a society where we reduce waste, reuse, repair and borrow household items is urgently needed if we are to tackle consumption based emissions and their significant role in the climate emergency.

Reuse of products such as furniture and white goods has the added benefit of creating local jobs and reducing the costs for householders, delivering much needed support during the cost of living crisis.

The council has a statutory function to manage household waste in accordance with the waste hierarchy, prioritising reuse over recycling and energy recovery.

Through the provision of household waste recycling centres at Chelson Meadow and Western Mill the council handles items that can be potentially reused locally and the social value being retained within the city.

This Council therefore agrees that working with partners in the retailer, housing associations, charities, education providers and existing reuse businesses , the council should take a lead on supporting reuse within the city by establishing a 'Reuse Partnership' stimulating the green economy, creating skilled jobs and affordable reusable items for householders.

Proposed by: Councillor Ian Poyser

Signature: Approved by email

Seconded by: Councillor George Wheeler

Signature: Approved by email

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MOTION ON NOTICE

City Council

**Cost of Living Emergency Declaration**

Significant numbers of people living in Plymouth were already struggling to make ends meet before the announcement that the energy price cap is being raised by Ofgem to £3,549 per year in October.

This is against a backdrop of the Conservative government removing £20 a week from Universal Credit which is received by over 22,000 households in the city - the vast majority of whom are in work. This is coupled with inflation at 10.1%, the highest since February 1982, and the Bank of England raising interest rates a number of times in 2022.

The situation has been exacerbated by the Conservative government's disastrous mini-budget which has led to almost immediate increases in thousands of people's mortgages and recent research by Kantar and More In Common revealed that more than 50,000 people in the city have skipped meals, more than half of Plymothians have had to cut down on electricity and gas and 21,027 people have been forced to use foodbanks.

With all of this and ongoing uncertainty about future energy costs it is clear that a significant number of people, families and businesses in the city will soon find it impossible to pay for their energy bills as well as all their other outgoings.

Some academics are predicting more than half of UK households will be in fuel poverty - defined as having to spend over 10% of net income on fuel - by the end of the year.

The council is requested to:

- Declare a cost-of-living emergency
- Request the chief executive writes to the new Chancellor and Prime Minister urging them to create a Local Government Cost of Living Emergency Fund to help local authorities, including Plymouth, to tackle the crisis

Proposed by: Councillor Jemima Laing

Signature: Approved by email.

Seconded by: Councillor Zoe Reilly

Signature: Approved by email.

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MOTION ON NOTICE

City Council

**Absence of Councillors**

With the decision of Councillor Shannon Burden and Councillor Dan Collins to leave Plymouth to live and work in Gloucester some 150 miles away from their residents in the Moorview and Chaddlewood Wards, this Council resolves:

To request Councillor Shannon Burden and Councillor Dan Collins to resign their seats on Plymouth City Council with immediate effect, to allow two local representatives to be elected to represent these important communities on the Council.

Proposed by: Councillor Mrs Beer

Signature : Approved by email.

Seconded by: Councillor Chaz Singh

Signature : Approved by email.

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MOTION ON NOTICE

City Council

**Elections Act 2022**

Council notes the publication of the secondary legislation needed to implement the provisions of the Elections Act, particularly in respect of the requirement for electors to have photo ID in order to vote.

Council further notes that the council returning officer will need to provide authentication to those voters who do not have the required photo ID and request it, which may affect 4% of Plymouth voters – some 8,000 people.

That the Association of Electoral Administrators have expressed grave reservations about their ability to fully implement these provisions by the May 2023 elections, and so deprive many electors of their right to vote.

Council resolves to formally register its opposition to this timetable and supports the postponement of the implementation until May 2024.

Proposed by: Councillor Tudor Evans

Signature: Approved by email.

Seconded by: Councillor Mark Coker

Signature : Approved by email.

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