

# Staff and Pensions Committee

Date: Monday 12 September 2022  
Time: 2.00 pm  
Venue: Committee Room 2, Shire Hall

## Membership

Councillor Andy Jenns (Chair)  
Councillor Bill Gifford (Vice-Chair)  
Councillor Brian Hammersley  
Councillor Christopher Kettle  
Councillor Sarah Millar  
Councillor Mandy Tromans

Items on the agenda:

1. **General**
  - (1) **Apologies**
  - (2) **Disclosures of Pecuniary and Non-Pecuniary Interests**
  - (3) **Minutes of the Previous Meeting** 5 - 10  
To confirm the minutes of the meeting held on 13 June 2022.
2. **Annual Review - Leading Organisational Wellbeing** 11 - 38
3. **Annual Review - Equality, Diversity and Inclusion (EDI)** 39 - 90
4. **Annual Review - Focus on Corporate Health and Safety** 91 - 126
5. **Subsistence Allowances** 127 - 140
6. **Pensions - Regulatory and Policy Update** 141 - 146
7. **Pensions Administration Activity and Performance Update** 147 - 154
8. **Employers Joining and Leaving the Pension Fund** 155 - 158

**9. Next Meeting**

A special meeting of the Staff and Pensions Committee has been proposed on Tuesday 15 November 2022. Liaison with attendees is underway; provided there is agreement, the meeting date will be confirmed.

The Committee will also meet on Monday 12 December 2022 at 2pm.

**Monica Fogarty**  
Chief Executive  
Warwickshire County Council  
Shire Hall, Warwick

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## Disclaimers

### Webcasting and permission to be filmed

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### Disclosures of Pecuniary and Non-Pecuniary Interests

Members are required to register their disclosable pecuniary interests within 28 days of their election of appointment to the Council. Any changes to matters registered or new matters that require to be registered must be notified to the Monitoring Officer as soon as practicable after they arise.

A member attending a meeting where a matter arises in which they have a disclosable pecuniary interest must (unless they have a dispensation):

- Declare the interest if they have not already registered it
- Not participate in any discussion or vote
- Leave the meeting room until the matter has been dealt with
- Give written notice of any unregistered interest to the Monitoring Officer within 28 days of the meeting

Non-pecuniary interests relevant to the agenda should be declared at the commencement of the meeting.

The public reports referred to are available on the Warwickshire Web  
<https://democracy.warwickshire.gov.uk/uuCoverPage.aspx?bcr=1>

### COVID-19 Pandemic

Any member or officer of the Council or any person attending this meeting must inform Democratic Services if within a week of the meeting they discover they have COVID-19 or have been in close proximity to anyone found to have COVID-19.