

9. HR Policies (MARS)

Ali Thacker, HR & Payroll Team Leader:

- a) provided the committee with an overview of the proposed policy changes to the Councils MARS Policy
- b) explained that on 4th November 2020 The Restriction of Public Sector Exit Payments Regulations came into force which put a £95,000 cap on all exit payments. This meant that all exit payments for Council employees would be limited to a combined total of £95,000, exit payments
- c) highlighted that in December 2020 this report was presented to JCC on the proposed changes to the Councils Redundancy, MARS and Pension policies to take account of the Public Sector Exit Payments Regulations. During this meeting Trade Unions specifically expressed concerns with the wording of section 4.5 of the MARS Policy, and therefore officers were asked to review this and feedback to JCC accordingly
- d) stated that this report provided an overview of the proposed rewording outlined in section 4.5 of his report
- e) invited members' comments and questions.

RESOLVED that the amendment be approved to Section 4.5 of the policy and be referred to Executive for formal approval.