

## ANGUS COUNCIL

## RESOURCES AND CENTRAL SERVICES COMMITTEE

16 JUNE 2005

## EMPLOYEE BENEFITS

## REPORT BY CHIEF EXECUTIVE

**ABSTRACT**

This report advises members of developments in the range of discounted benefits available to council employees.

**1 RECOMMENDATION**

The Committee note and approve the terms of this report.

**2 EMPLOYEE BENEFITS**

On 17 March 1998 the Personnel & Property Services Committee approved the introduction of an Employee Benefits Package and remitted the Personnel Services Manager to submit an annual report on the Package to Committee.

Subsequent annual reports have advised Committee of the benefits on offer to employees within the Package and of the uptake of these benefits amongst employees during the financial year.

On 23 October 2003 the Committee agreed in principle for Angus Council to participate in a staff discount scheme initiative together with Dundee City Council, Perth & Kinross Council, Tayside Fire Brigade, Tayside Police and Tayside Contracts. The Personnel Services Manager was authorised to take forward this initiative on behalf of the council.

That Scheme known as the Taycard Corporate Discount Scheme, was launched in March of this year. Each employee from each of the participating organisations received a booklet detailing an extensive range of discounts available to them throughout the Tayside area and beyond, together with a handy pocket guide and a membership card enabling them to access these benefits.

The booklet, which is attached separately for members' interest, will be updated every six months and circulated to employees.

The Taycard Scheme, which is run in partnership with Community Information Support Ltd, currently offers over 50 discount opportunities including many of the benefits (and benefit providers) which to date have been included in the council's own Employee Benefits Package.

However not all current benefit providers have to date chosen to participate in the Taycard Scheme and the following benefits remain on offer to the council's employees in addition to the Taycard Scheme: Personal Accident Plan and PositiveCare from AIG Europe (UK) Ltd; Personal Loans from the Co-operative Bank; Personal Car Lease from Lex Staff Select; Health Care Cash Plan from Hospital Saturday Fund; Dental Cover from Denplan; and Independent Financial Advisory Services from Aitchison & Colegrave and Ferguson Oliver.

Due to the launch of the Taycard Corporate Discount Scheme and given the range of discounts available to employees it is no longer possible to maintain records of the annual uptake of the discounted facilities from an Angus Council employee perspective.

While it is still possible to give uptake figures for those benefits outwith that Scheme and which are exclusive to Angus Council employees, to do so would not give Committee a full picture of the extent to which employees are making use of the full range of discounted

facilities available to them. Accordingly it is proposed that the Personnel Services Manager no longer be required to submit an annual report to Committee.

It is further proposed that it remain delegated to the Personnel Services Manager, in conjunction with representatives from the other participating bodies in the Taycard Corporate Discount Scheme to continue to work in partnership with Community Information Support Ltd to extend the range of discounts available within the Taycard Corporate Discount Scheme.

### **3 FINANCIAL IMPLICATIONS**

Participation in the Taycard Corporate Discount Scheme costs the council, at current rates, approximately £3,600 per annum due to the number of copies of the booklet which are required. This is currently being met from Personnel Services' annual revenue budget.

### **4 HUMAN RIGHTS IMPLICATIONS**

There are no human rights implications associated with the terms of this report.

### **5 CONSULTATION**

The Director of Finance and Director of Law and Administration have been consulted on the terms of this report.

**A B Watson**  
**Chief Executive**

HR/PersMan

**Note** No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information), were relied on to any material extent in preparing this report.