



## WELLS CITY COUNCIL

**NOTICE IS HEREBY GIVEN THAT A MEETING OF THE  
STAFFING AND PERSONNEL COMMITTEE,  
WHICH MEMBERS ARE SUMMONED TO ATTEND, WILL BE HELD IN  
WELLS TOWN HALL ON THURSDAY 11<sup>TH</sup> JUNE 2026, 6PM**

Haylee Wilkins  
Town Clerk

4th June 2026

Town Hall, Market Place  
Wells  
BA5 2RB  
01749 673091  
e-mail: townclerk@wells.gov.uk

Committee Members  
Cllrs: T Butt Philip, S Cursley, S Eden (Chair),  
J Edmonds, D Orrett, S Powell,

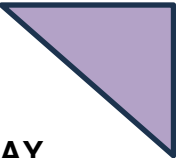
### AGENDA

The Council has declared a Climate Emergency. All reports should include climate implications alongside financial, legal, and community impacts to support informed decision-making and minimise adverse effects.

Members are asked to consider whether recommendations align with the Council's corporate priorities, climate emergency declaration, resource constraints, and financial implications.

*Please note this meeting will be recorded for the purpose of minute-taking.*

- 1 APOLOGIES FOR ABSENCE FROM COMMITTEE MEMBERS**  
To receive any apologies for absence.
- 2 DECLARATIONS OF INTEREST**  
To receive Councillors' Declarations of Interests, made under the Council's Code of Conduct as adopted 12<sup>th</sup> May 2022.
- 3 APPOINTMENT OF VICE CHAIR**  
To receive nominations and associated vote.
- 4 MINUTES FROM THE STAFFING AND PERSONNEL MEETING HELD ON 7<sup>TH</sup> MAY 2026**  
To be confirmed as a true record and signed by the Chair.



**5 ACTIONS FROM THE STAFFING AND PERSONNEL MEETING HELD ON 7<sup>TH</sup> MAY 2026**

Open actions not on the agenda are listed below:

Date Raised	Description of Action
None	None

**6 MEETING OPEN TO THE PUBLIC**

Public speaking time is normally restricted to 15 minutes in total, at the discretion of the Chair.

If you wish to speak at the meeting, you are encouraged to contact [reception@wells.gov.uk](mailto:reception@wells.gov.uk) to advise in advance, to aid the management of time.

**7 STAFF REPRESENTATIVE UPDATE**

To receive verbal update from the Staff Representative.

**8 STAFFING UPDATE**

To receive update from the Town Clerk, including the Staff Dashboard (attached).

**9 PENSION AMENDMENTS**

To receive an update from the Town Clerk on applied amendments and impacts from 01.04.2026 (attached).

**10 AUDIT REQUIREMENTS FOR PAYROLL**

To receive a verbal update from the Town Clerk on audit requirements associated with payroll.

**11 FORWARD PLAN**

Topic	Month

**12 ANY MATTERS OF URGENT REPORT**

**13 DATE OF NEXT MEETING: Thursday 10<sup>th</sup> September 2026 at 6pm, Wells Town Hall**

**EXCLUDE THE PRESS AND PUBLIC STATEMENT**

Note: If it is necessary for matters to be considered in confidence it will be proposed by the Chair that a resolution be passed under the provisions of the Public Bodies (Admission to Meetings) Act 1960 as amended, excluding the press and public, in order that confidential items can be discussed. In that instance the following statement is relevant:

**Exclusion of Press and Public**

*The committee are required to consider passing a resolution under Section 1(2) of the Public Bodies (Admission to Meetings) Act 1960 and pursuant to Section 100A (4) of the Local Government Act 1972, that the press and public be excluded from the meeting for the following item(s) of business on the grounds that they involve the likely disclosure of exempt information. (Note the agenda item number and name). Where possible, reference the specific paragraph from Schedule 12A:*

*Personal information - This report contains information relating to an individual and is therefore exempt by virtue of Paragraph 1 of Schedule 12A of the Local Government Act 1972.*



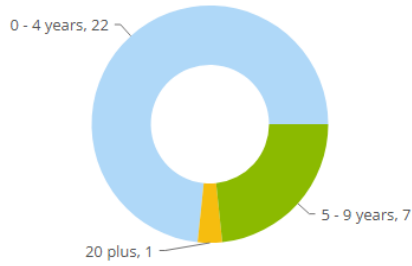
*Financial/business affairs (individuals) - This report contains information relating to the financial or business affairs of an individual and is therefore exempt by virtue of Paragraph 2 of Schedule 12A of the Local Government Act 1972.*

*Commercially sensitive information - This report contains information relating to the financial or business affairs of a particular person (including the authority holding that information) and is therefore exempt by virtue of Paragraph 3 of Schedule 12A of the Local Government Act 1972.*

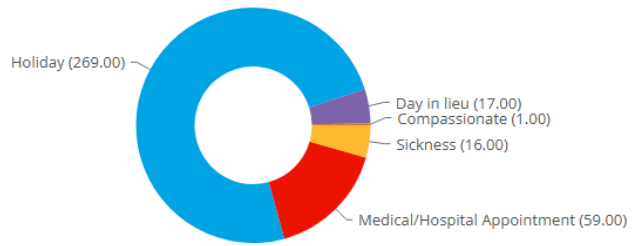
Agenda Item 8

**February 2026**

**LENGTH OF SERVICE**



**ABSENCE YTD (DAYS)**



**CURRENT HEADCOUNT**

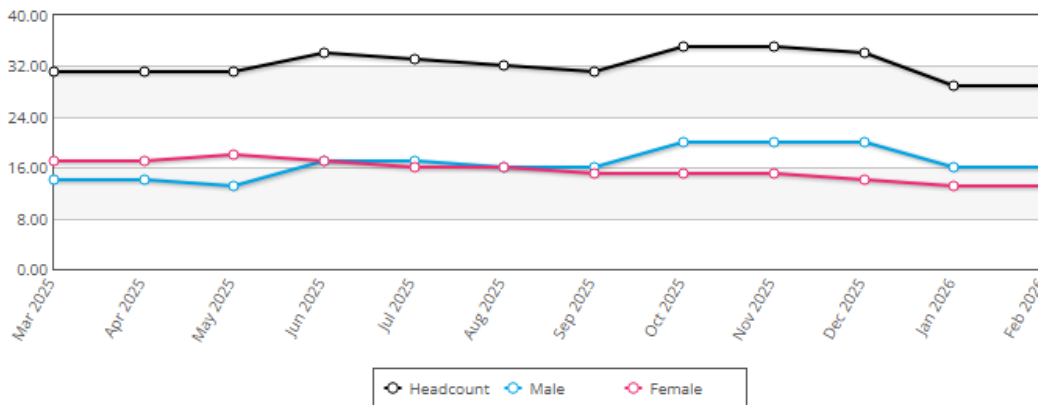


**CURRENT FTE**

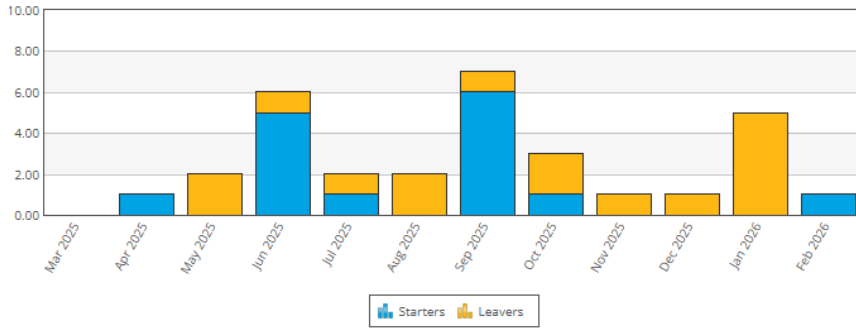


**MALE/FEMALE HEADCOUNT**

**Monthly Headcount**

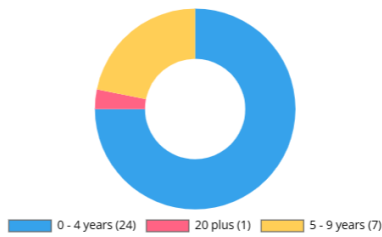


**MONTHLY STARTERS/LEAVERS**

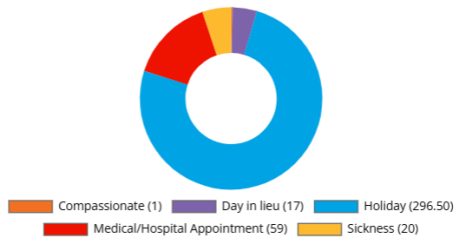


**March 2026**

**LENGTH OF SERVICE**



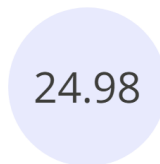
**ABSENCE YTD (DAYS)**



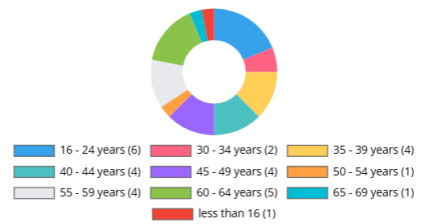
**CURRENT HEADCOUNT**



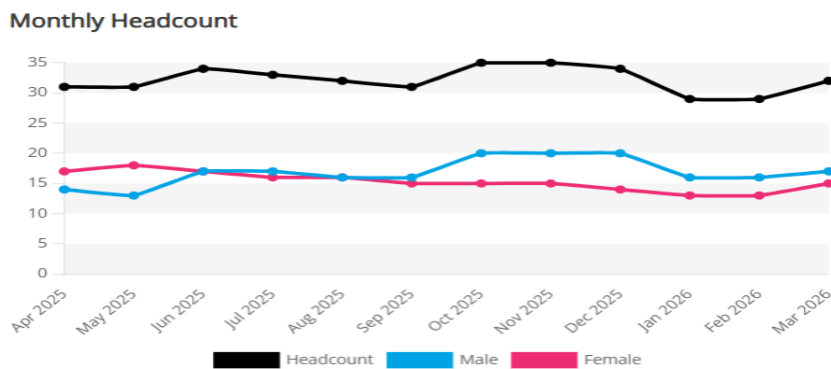
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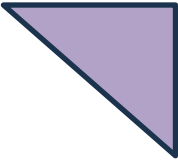


**AGE DISTRIBUTION**



**MALE/FEMALE HEADCOUNT**





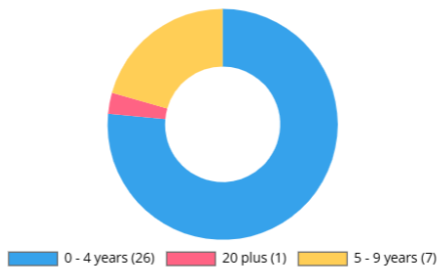
## MONTHLY STARTERS/LEAVERS

Monthly Starters/Leavers

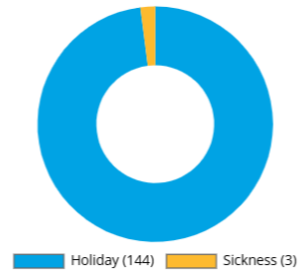


## April 2026

## LENGTH OF SERVICE



## ABSENCE YTD (DAYS)



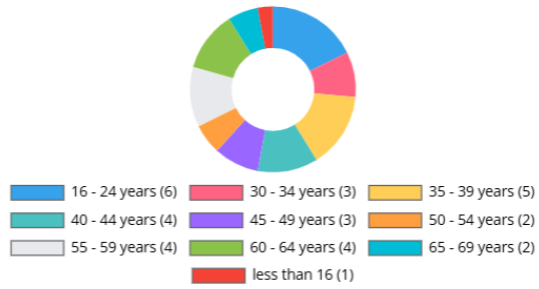
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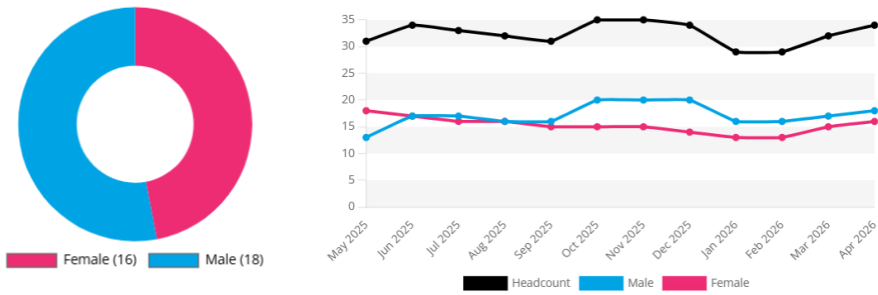
## CURRENT FTE



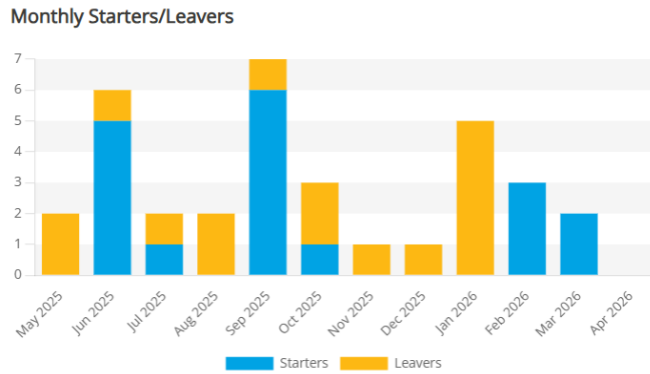
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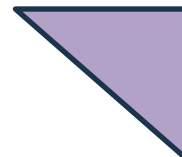


## MALE/FEMALE HEADCOUNT

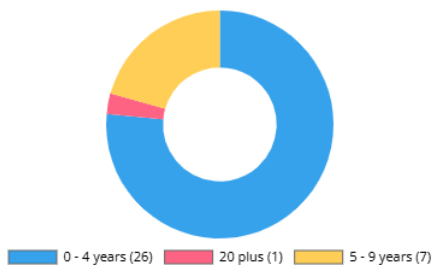


## MONTHLY STARTERS/LEAVERS

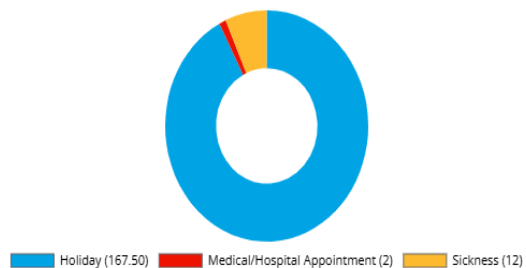




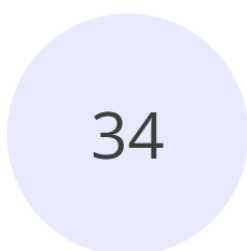
**LENGTH OF SERVICE**



**ABSENCE YTD (DAYS)**



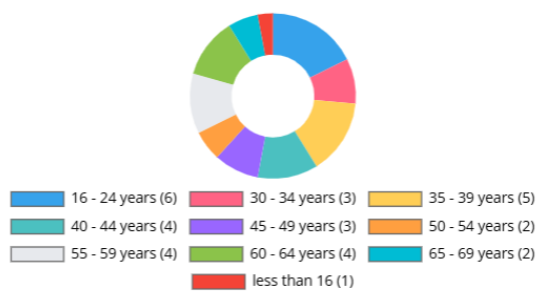
**CURRENT HEADCOUNT**



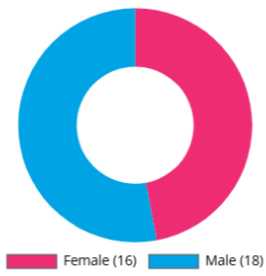
**CURRENT FTE**



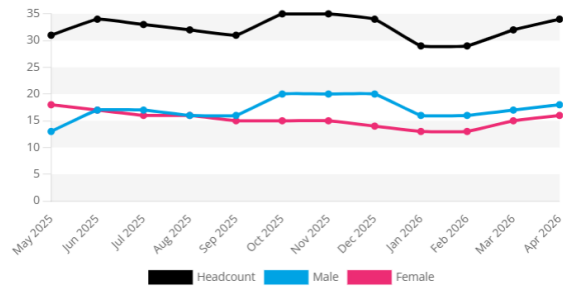
**AGE DISTRIBUTION**



## MALE/FEMALE HEADCOUNT

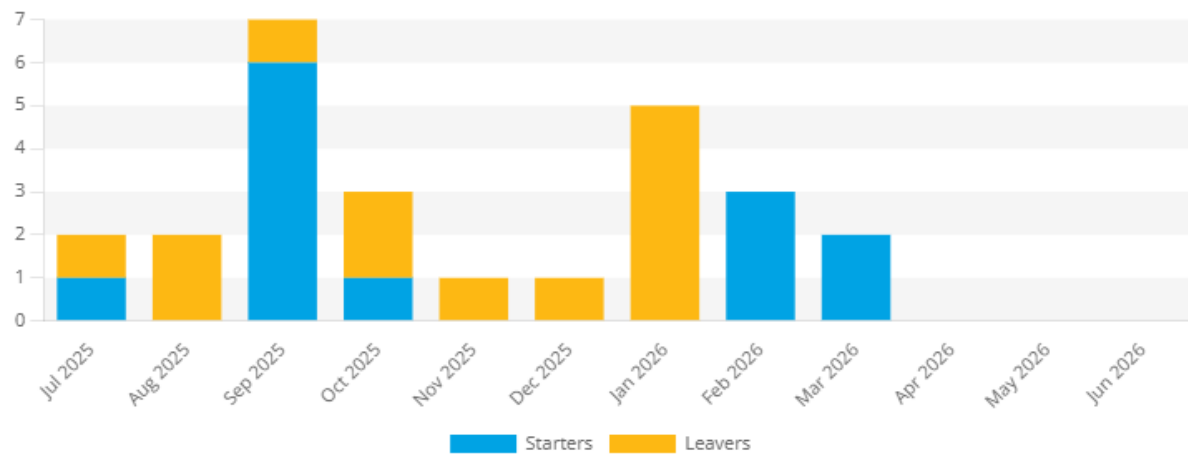


## MONTHLY HEADCOUNT



## MONTHLY STARTERS/LEAVERS

Monthly Starters/Leavers



## Agenda Item 9

# Change to Employer Contribution Rate

The Somerset Council Pension Fund undertakes a statutory actuarial valuation every three years. The 2025 valuation, carried out by Barnett Waddingham, sets legally binding employer contribution rates for the period 1 April 2026 to 31 March 2029. The report has also been published on Somerset Council's website.

From 1 April 2026, Wells City Council's employer contribution rate has been reduced from 22.30% to 17.90%. This applies to all active LGPS members employed by the Council. Employee contribution rates remain unchanged, as these are set nationally.

The drop in the employer contribution rate is not a cut in benefits or a reduction in funding, it is a direct indicator of the improved financial strength of the Somerset Pension Fund. The actuarial valuation shows that:

- The Fund's assets have grown relative to its liabilities. When the Fund is better funded, it needs less money from employers to meet future pension promises.
- Higher funding levels reduce the need for deficit recovery contributions. Many LGPS funds, including Somerset, have seen deficits shrink or disappear due to improved investment performance and higher discount rates.
- The actuary has certified that the Fund can meet its long-term obligations at a lower cost. A reduced employer rate is only permitted when the Fund is assessed as financially strong and sustainable.
- The Fund's long-term risk profile has improved. Stronger funding reduces volatility and the likelihood of future contribution spikes.

### Impact on Wells City Council:

Budget Relief: The reduced rate lowers staffing overheads and supports financial resilience.

Long-Term Stability: The rate is fixed for three years, providing certainty for planning.

No Impact on Employees: Staff contribution rates remain unchanged.

Improved Fund Strength: The healthier pension fund reduces long-term risk for all employers.

### Governance and Compliance:

The new rate is a statutory requirement, legally binding under the LGPS Regulations. The Council must ensure correct application of the certified rate to avoid audit queries. The valuation report has been retained for audit and transparency purposes. Staff have been notified that their own contribution rates are unaffected.

			March	May	Monthly Reduction Average to date
	<b>Total Contributions</b>	£	<b>24,089.02</b>	£ <b>20,514.63</b>	
<b>101 General Admin</b>	Contributions	£	2,606.43	£ 2,257.84	£ 348.59
<b>105 Town Hall</b>	Contributions	£	4,232.44	£ 3,672.12	£ 560.32
<b>110 Civic</b>	Contributions	£	510.69	£ 434.91	£ 75.78
<b>111 Outside Support</b>	Contributions	£	187.89	£ 160.01	£ 27.88
<b>112 Committees</b>	Contributions	£	732.31	£ 607.23	£ 125.07
<b>114 Properties</b>	Contributions	£	544.41	£ 455.42	£ 88.99
<b>116 Toilets</b>	Contributions	£	819.03	£ 672.88	£ 146.15

<b>201 Open Spaces</b>	Contributions	£	6,819.60	£	5,621.01	£	1,198.59
<b>202 Cemetery</b>	Contributions	£	1,255.04	£	1,031.89	£	223.15
<b>203 Portway Annexe</b>	Contributions	£	2,476.35	£	2,195.07	£	281.29
<b>204 Welcome Hub</b>	Contributions	£	1,182.77	£	962.14	£	220.63
<b>207 Markets</b>	Contributions	£	1,698.28	£	1,436.02	£	262.25
<b>209 TIC</b>	Contributions	£	852.75	£	859.56	-£	6.81
<b>WRGT</b>	Contributions	£	171.03	£	148.53	£	22.51

**TOTAL 3574.39**