

## **REMUNERATION COMMITTEE – 13 JULY 2013**

### **INTRODUCING ‘PENNIES FROM HEAVEN’ CHARITABLE DONATIONS**

Report by Head of Human Resources

#### **Introduction**

1. The Council has for some years encouraged its staff to donate to charity by operating the ‘Give as You Earn’ Scheme. This allows employees to donate regular sums directly from their salary to their chosen charity.
2. The Council has been approached by Pennies From Heaven to join the growing numbers of employers who encourage their employees to make charitable donations through their scheme. Currently this includes 14 County Councils and over 220 employers in total.

#### **About Pennies From Heaven**

3. ‘Pennies From Heaven’ provides an alternative method of giving. It works by employees agreeing that any odd pence from total net pay are donated to a small number of charities named by the Council. See Annex 1 for more details. It is a locally based organisation and has the benefit of being only a small amount for the individual to give, but gives a substantial amount when large numbers join together.
4. If agreed the Council will be asked to nominate a small number of charities to benefit from donations. Remuneration Committee is asked to consider how they wish to go about this. Some options are:
  - a) Elected members decide on the charities. This has the disadvantage of not involving the employees who will be the major donors.
  - b) Elected members short-list a small number of charities and then employees vote for their preferred 2 or 3. This has the advantage of some control over which charities are involved – e.g. members may wish to include local charities or those associated with major Council services.
  - c) Alternatively employees could nominate charities which could be the subject of a ballot.

#### **Financial and Staff Implications**

5. The choice of charities to receive the donations could provide an opportunity for employees to engage in choosing a charity and to follow the progress of the donations over time. This would be a shared interest in a good cause and

it is hoped it will increase positive collective interest and help to raise morale and be a 'good news' story for the Council.

6. There will be no direct cost to the Council as the SAP payroll system can be adapted to operate the Scheme at no additional cost to us as the employer.

### **Other Considerations**

7. Joining the Scheme is voluntary.
8. Donations will assist charities who often work to help underprivileged or needy groups in society.
9. It is possible that in choosing a number of charities to adopt the Council could be criticised by Charities not adopted. However, the process of choosing different charities and the ability to review these on a yearly basis through a ballot should ensure that a broad range of charities are considered.

### **RECOMMENDATIONS**

10. **The Remuneration Committee is RECOMMENDED to:**
  - (a) **agree to adopt Pennies From Heaven as a method of charitable donation from pay;**
  - (b) **nominate a short-list of charities to benefit which will be the subject of a ballot by employees to arrive at 2 or 3 nominees. This process to be reviewed Annually.**

### **STEVE MUNN**

Head of Human Resources

Background papers: See Annex 1

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