

Lancashire County Council

Employment Committee

**Minutes of the Meeting held on Thursday 9th March 2023 at 1.00 pm in
Committee Room 'C' - The Duke of Lancaster Room, County Hall, Preston**

Present:

County Councillor Philippa Williamson (Chair)

County Councillors

A Vincent
A Ali OBE
L Beavers

P Buckley
D O'Toole
A Riggott

1. Apologies

Apologies were received from County Councillor Mein.

2. Disclosure of Pecuniary and Non-Pecuniary Interests

None.

3. Minutes of the Meetings held on 9 January 2023

Resolved: That the minutes of the Employment Committee meetings held on 9 January 2023 be confirmed as an accurate record.

4. Revised Priority Access to Vacancies Policy and Procedure

Deborah Barrow, Head of Human Resources presented the revised Priority Access to Vacancies Policy and Procedure for approval.

It was highlighted that this was an initial review to bring the policy's procedural elements in line with current working practices and to ensure compliance with equality legislation.

Resolved: That the revised Priority Access to Vacancies Policy and Procedure, as set out, be approved.

5. Urgent Business

There was one item of Urgent Business to be considered, as follows:

5(a) Review of Coroner Salaries and Fees 2022/23

Ann Edwards, Coroner Services Manager presented a report which set out the proposed pay award for the Senior and Area Coroner salaries and fees paid to Assistant Coroners for 2022/23.

In agreement with the Chair, the report was presented under Urgent Business in order for the 2022/23 pay award to be determined before the end of the financial year.

In considering the report, it was agreed there would be a likely disclosure of exempt information during the subsequent discussion and therefore it was:

Resolved: That the press and members of the public be excluded from the meeting on the grounds that there would be a likely disclosure of exempt information as defined in the appropriate paragraph of Part I of Schedule 12A to the Local Government Act 1972.

The committee highlighted the excellent work of the Coroner Services, in particular the out of hours service provided by the Senior Coroner.

It was noted that the Lancashire and Blackburn with Darwen Coroner Area did not include Blackpool or the Fylde, though the Chief Coroner's guidance was for consistency between local government and coroner areas. It was requested that officers consider options for the possible unification of the coroner areas in the future.

Resolved: That

- i) The 4% increase in the Senior and Area Coroners' salaries, as set out in the report, be approved with effect from 1 April 2022;
- ii) The revised on-call remuneration package for the Senior and Area Coroners, as set out in the report, be approved with effect from 1 April 2022;
- iii) The proposed court suit allowance for the Senior and Area Coroners, as set out in the report, be approved with effect from 1 April 2022; and
- iv) The 1.56% increase in fees paid to Assistant Coroners, as set out in the report, be approved with effect from 1 April 2022.

6. Date of Next Meeting

It was noted that the next meeting of the Employment Committee would be held on Thursday 11 May 2023 at 1.00 pm, at County Hall, Preston.



7. Exclusion of Press and Public

It was noted that the press and members of the public had already been excluded from the meeting on the grounds that there would be a likely disclosure of exempt information as defined in the appropriate paragraph of Part I of Schedule 12A to the Local Government Act 1972.

It was considered that in all the circumstances, the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

8. Local Pensions Partnership Limited Pay Proposals

(Not for Publication – Exempt information as defined in Paragraphs 1, 2 and 3 of Part 1 of Schedule 12A to the Local Government Act, 1972. It is considered that in all the circumstances of the case the public interest in maintaining the exemption outweighs the public interests in disclosing the information.)

Sean Green, Head of Fund presented a private and confidential report which outlined the 2023/24 pay proposals for the Local Pensions Partnership Limited.

It was noted that information relating to the Pension Fund's performance would provide helpful context for the committee's consideration of future reports.

Resolved: That

- i) The 2023/24 Pay Grade Structure, as set out in the report, be approved;
- ii) The 2023/24 remuneration for the Executive Directors including the Chief Executive Officer, as set out in the report, be approved;
- iii) The unchanged Remuneration Policy be noted; and
- iv) The salaries over £100,000, as set out in the report, be noted.

L Sales
Director of Corporate Services

County Hall
Preston

