

**Lancashire County Council**

**Employment Committee**

**Minutes of the Meeting held on Thursday 25th January 2024 at 2.00 pm in  
Committee Room 'B' - The Diamond Jubilee Room, County Hall, Preston**

**Present:**

County Councillor Philippa Williamson (Chair)

**County Councillors**

A Vincent  
P Buckley

J Rear  
A Riggott

County Councillor Jayne Rear replaced County Councillor David O'Toole for this meeting.

**1. Apologies**

Apologies were received from County Councillors Azhar Ali and Lorraine Beavers.

**2. Disclosure of Pecuniary and Non-Pecuniary Interests**

None.

**3. Minutes of the Meeting held on 30 November 2023**

**Resolved:** That the minutes of the Employment Committee meeting held on 30 November 2023 be confirmed as an accurate record.

**4. The Localism Act 2011 – Pay Policy Statement 2024/25**

Deborah Barrow, Head of Human Resources presented the updated Pay Policy Statement 2024/25.

**Resolved:** That

- i) The Pay Policy Statement 2024/25 be recommended to Full Council for approval; and
- ii) The Pay Policy Statement 2024/25 and annexes be updated to incorporate the uplifts to pay when the 2024/25 Local Government Services pay award is

agreed, and 2024/25 increases to pension contributions, allowances, expenses, and payable enhancements when this information is available.

## **5. Foundation Living Wage Payment Method and Apprentice Pay Rate**

Mark Wynn, Executive Director of Resources and Deborah Barrow, Head of Human Resources presented a report on the outcome of a review of the Foundation Living Wage payment method and Apprentice pay rate.

**Resolved:** That

- i) Approval be given to change the Foundation Living Wage payment method to a hybrid model, as set out in the report;
- ii) Noting that the current entry level Apprentice pay rate is £11.59 per hour and from April 2024 the National Living Wage will be £11.44 per hour, approval be given to align the entry level Apprentice pay rate at the upper National Living Wage rate; and
- iii) Further to ii), approval be given to "red circle" the current entry level Apprentice pay rate until it is increased in line with the National Living Wage pay rate from April 2025 and in future years.

## **6. Matters Arising under Urgent Business since the Last Meeting**

The committee considered a report which summarised the decisions taken under the Employment Committee's Urgent Business procedure since its last meeting.

**Resolved:** That the matters arising under Urgent Business since the last meeting be noted.

## **7. Urgent Business**

None.

## **8. Date of Next Meeting**

It was noted that the next meeting of the Employment Committee would be held on Tuesday 12 March 2024 at 1.00 pm at County Hall, Preston.

H MacAndrew  
Director of Law and Governance

County Hall  
Preston

