

**Lancashire County Council**

**Employment Committee**

**Monday, 9th January, 2023 at 12.30 pm in Committee Room 'C' - The Duke of Lancaster Room, County Hall, Preston**

**Agenda**

**Part I (Open to Press and Public)**

**No. Item**

**1. Apologies**

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

Members are asked to consider any pecuniary and non-pecuniary interests they may have to disclose to the meeting in relation to matters under consideration on the agenda.

**3. Minutes of the Meeting held on 17 November 2022** (Pages 1 - 2)  
To be confirmed and signed by the Chair.

**4. Urgent Business**

An item of urgent business may only be considered under this heading where, by reason of special circumstances to be recorded in the minutes, the Chair of the meeting is of the opinion that the item should be considered at the meeting as a matter of urgency. Wherever possible, the Chief Executive should be given advance warning of any member's intention to raise a matter under this heading.

**5. Date of Next Meeting**

The next meeting of the committee will be held on Thursday 12 January 2023 at 1pm at County Hall, Preston.

**6. Exclusion of Press and Public**

The committee is asked to consider whether, under Section 100A(4) of the Local Government Act, 1972, it considers that the public should be excluded from the meeting during consideration of the following items of business on the grounds that there would be a likely



disclosure of exempt information as defined in the appropriate paragraph of Part 1 of Schedule 12A to the Local Government Act, 1972, as indicated against the heading to the item.

**Part II (Not Open to Press and Public)**

**7. Interviews for the Director of Law and Governance Post (Pages 3 - 86)**

L Sales  
Director of Corporate Services

County Hall  
Preston



**Lancashire County Council**

**Employment Committee**

**Minutes of the Meeting held on Thursday, 17th November, 2022 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  
A Ali OBE  
P Buckley

J Mein  
D O'Toole  
A Riggott

**1. Apologies**

Apologies were received from County Councillor Lorraine Beavers.

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

None.

**3. Minutes of the Meeting held on 3 November 2022**

**Resolved:** That the minutes of the meeting held on 3 November 2022 be confirmed as a correct record and signed by the Chair.

**4. Working Flexibly Policy & Procedure - 6 Month Review**

The committee considered the outcome of the six-month review of the updated Working Flexibly Policy and Procedure. It was noted that the new policy and procedure was widely viewed positively, although there was scope for enhanced guidance and support for managers and staff in some areas.

**Resolved:** That the six month review of the Working Flexibly Policy and Procedure be noted and the proposed actions, as set out in the report, be supported.

**5. Urgent Business**

The was no urgent business.



## 6. Date of Next Meeting

It was noted that the next meeting of the committee would be held on Friday 9 December at 9.30am at County Hall, Preston.

## 7. Exclusion of Press and Public

**Resolved:** That the press and members of the public be excluded from the meeting during consideration of the following item of business on the grounds that there would be a likely disclosure of exempt information as defined in the appropriate paragraph of Part I of Schedule 12 A 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. Shortlisting for the Director of Law and Governance (Monitoring Officer) Role

The committee considered the outcome of the technical assessments in order to determine the shortlist for interviews for the position of Director of Law and Governance.

The committee considered the options in relation to the potential for generating further potential candidates.

**Resolved:** That:

- i. Those candidates identified as "Strongly Recommended" or "Recommended" be shortlisted for interview for the post of Director of Law and Governance
- ii. Penna be asked to further test the market, and that any further interested candidates be subject to the technical assessment, and, if evaluated as "Recommended" or "Strongly Recommended", that they also be shortlisted.

L Sales  
Director of Corporate Services

County Hall  
Preston



# Agenda Item 7

(NOT FOR PUBLICATION: By virtue of paragraph(s) 1, 3 of Part 1 of Schedule 12A of the Local Government Act 1972. It is considered that all the circumstances of the case the public interest in maintaining the exemption outweighs the public interest in disclosing the information)

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# Appendix A

(NOT FOR PUBLICATION: By virtue of paragraph(s) 1, 3 of Part 1 of Schedule 12A of the Local Government Act 1972. It is considered that all the circumstances of the case the public interest in maintaining the exemption outweighs the public interest in disclosing the information)

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# Appendix B

(NOT FOR PUBLICATION: By virtue of paragraph(s) 1, 3 of Part 1 of Schedule 12A of the Local Government Act 1972. It is considered that all the circumstances of the case the public interest in maintaining the exemption outweighs the public interest in disclosing the information)

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# Appendix C

(NOT FOR PUBLICATION: By virtue of paragraph(s) 1, 3 of Part 1 of Schedule 12A of the Local Government Act 1972. It is considered that all the circumstances of the case the public interest in maintaining the exemption outweighs the public interest in disclosing the information)

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# Appendix D

(NOT FOR PUBLICATION: By virtue of paragraph(s) 1, 3 of Part 1 of Schedule 12A of the Local Government Act 1972. It is considered that all the circumstances of the case the public interest in maintaining the exemption outweighs the public interest in disclosing the information)

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