

Lancashire County Council

Employment Committee

Minutes of the Meeting held on Thursday, 23rd March, 2017 at 11.30 am in Cabinet Room 'B' - The Diamond Jubilee Room, County Hall, Preston

Present:

County Councillor Jennifer Mein (Chair)

County Councillors

A Atkinson
M Green

D Howarth
D O'Toole

County Councillor G Driver was replaced by County Councillor D O'Toole at this meeting.

1. Apologies

Apologies were received from County Councillors A Ali, D Borrow and C Pritchard.

2. Disclosure of Pecuniary and Non-Pecuniary Interests

None.

3. Minutes of the Meeting held on 20 February 2017

Resolved: That the Minutes of the meeting held on 20 February 2017 be confirmed and signed by the Chair.

4. Global Renewables Lancashire Operations Limited Company HR Policy & Procedure Review

The Committee considered a report on proposed amendments to the HR policies and procedures of Global Renewable Lancashire Operations Ltd. This followed a review of the HR policies and procedures by the Company.

Resolved:

That, subject where necessary to Trade Union consultation,

- (i) the Overtime Policy and Whistleblowing Policy, as set out at Appendix 'B', be approved.
- (ii) the implementation of the Overtime Policy and Whistleblowing Policy, as set out at Appendix 'B', be approved.

- (iii) the 'Authority Matrix' which sets out the controls and approval arrangements in respect of company HR policies and procedures, as set out at Appendix 'C', be approved.
- (iv) the policies and procedures listed in Table 1 of the report now presented be approved for implementation by the Company.

5. Urgent Business

None.

6. Date of Next Meeting

It was noted that the next meeting on 14 April 2017 might need to be rearranged. Officers would confirm the position in due course.

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 items 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. Compensation Payments Policy

(Exempt information as defined in Paragraphs 1, 2 and 3 of Part 1 of Schedule 12A to the Local Government Act 1972. It was considered that in all the circumstances of the case the public interest in maintaining the exemption outweighed the public interest in disclosing the information).

The Committee considered a report in relation to a new Compensation Payments Policy for the period of phase 2 of the Council's transformation process.

It was noted that the new policy would replace the current Pay Protection Policy, Compensation for Compulsory reduction in Hours Policy and Excess Travel Policy.

Resolved:

That the draft Compensation Payments Policy, set out at Appendix 'A', be approved and backdated to 1 April 2016.

9. Global Renewables Lancashire Operations Limited Company Pay Proposal January 2017

(Exempt information as defined in Paragraphs 3 and 4 of Part 1 of Schedule 12A to the Local Government Act 1972. It was considered that in all the circumstances of the case the public interest in maintaining the exemption outweighed the public interest in disclosing the information).

The Committee considered a report on the outcome of the annual pay review for employees of Global Renewables Lancashire Operation Limited.

Resolved:

- (i) That the pay proposal for employees of Global Renewables Lancashire Operation Limited, as set out at Appendix 'A', be approved and backdated to 1 January 2017.
- (ii) That the pay proposal be implemented following Trade Union and employee consultation as from 1 January 2017.

I Young
Director of Governance, Finance
and Public Services

County Hall
Preston