

Lancashire County Council

Employment Committee

Minutes of the Meeting held on Monday, 11th February, 2019 at 2.00 pm in Committee Room 'C' (The Duke of Lancaster Room) - County Hall, Preston

Present:

County Councillor Geoff Driver CBE (Chair)

County Councillors

A Ali	K Iddon
A Atkinson	D O'Toole
B Dawson	A Vincent
J Fillis	

1. Apologies

None.

County Councillors L Beavers, Mrs S Charles and T Martin were replaced at this meeting by County Councillors B Dawson, K Iddon and J Fillis respectively.

2. Disclosure of Pecuniary and Non-Pecuniary Interests

None.

3. Minutes of the Meeting held on 14 January 2019

The Minutes of the meeting held on 14 January 2019 were presented.

Resolved: That the Minutes of the meeting held on 14 January 2019 be confirmed and signed by the chair.

4. The Localism Act 2011 – Pay Policy Statement 2019/20

The Committee considered a report presented by Deborah Barrow, Head of Service for Human Resources, which outlined the council's pay policy statement for 2019/20 as required by the Localism Act 2011. The pay policy statement articulated the council's approach to a range of issues relating to the pay of its workforce, particularly its chief officers and its lowest paid employees.

Resolved: That the Pay Policy Statement 2019/20, as set out at Appendix 'A', be recommended to Full Council for approval.

5. Urgent Business

None.

6. Date of Next Meeting

It was noted that the next meeting of the Committee would be held on 11 March 2019 at 2.00 p.m. 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 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. Lancashire Renewables Ltd Mass Loss Operations

(Exempt information as defined in Paragraphs 1 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 interests in disclosing the information.)

Sue Harper, Interim Director of Community Services, presented a report outlining a proposal to change the organisational structure of Lancashire Renewables Ltd to maintain the changes to waste processing services at Thornton Waste Recovery Park.

Resolved: That the changes in Lancashire Renewables Ltd's organisational structure, as set out in the report, to maintain the changes to waste processing services at Thornton Waste Recovery Park be approved.

9. Lancashire Renewables Ltd Annual Pay Review

(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 interests in disclosing the information.)

Sue Harper, Interim Director of Community Services presented a report regarding the company's proposed basic salary increases from 1 January 2019, together with proposed changes to the recognition of service entitlement.

It was noted that Lancashire Renewables Ltd's standard terms and conditions of employment, entitled employees to a pay review in January of each year.

Resolved: That the implementation of Lancashire Renewables Ltd's pay proposal and the changes to the recognition of service entitlement, as set out in the report, be approved with effect from 1 January 2019, and following trade union and employee consultation.

10. Compensation Payments Policy

(Not for Publication – Exempt information as defined in Paragraph 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).

Deborah Barrow, Head of Service for Human Resources, presented a report which set out proposals to formalise the council's existing Compensation Payments Policy and to enter into a new collective agreement with the trade unions regarding the permanent operation of the policy.

In response to a question from the Chair, it was confirmed that there were no changes to the existing temporary arrangements in the proposal.

Resolved: That the Compensation Payments Policy, as set out in the report, be approved on a permanent basis with effect from 1 November 2018.

L Sales
Director of Corporate Services

County Hall
Preston