

Lancashire County Council

Employment Committee

Tuesday, 11th September, 2018 at 10.00 am in Committee Room 'B' (The Diamond Jubilee Room) - County Hall, Preston

Agenda

Part I (Open to Press and Public)

No.	Item
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1.	Apologies
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2.	Disclosure of Pecuniary and Non-Pecuniary Interests
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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 28 June 2018	(Pages 1 - 4)
	To be confirmed, and signed by the chair.	

4.	Urgent Business
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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
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The next meeting of the Committee will be held on Tuesday 9 October 2018 at 10.00 a.m. 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. Shortlisting and Recruitment and Assessment Process for the Post of Executive Director of Education and Children's Services (Pages 5 - 36)

(Not for Publication – Exempt information as defined in Paragraphs 1, 2 and 3 of Part 1 of Schedule 12A to the Local Government Act, 1972.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).

County Hall
Preston

L Sales
Director of Corporate Services

Lancashire County Council

Employment Committee

Minutes of the Meeting held on Thursday, 28th June, 2018 at 2.30 pm in Committee Room 'B' (The Diamond Jubilee Room) - County Hall, Preston

Present:

County Councillor Geoff Driver CBE (Chair)

County Councillors

A Ali	M Green
A Atkinson	T Martin
P Buckley	A Vincent

County Councillors P Buckley and A Vincent replaced County Councillors Mrs S Charles and D O'Toole respectively at this meeting.

1. Apologies

Apologies were received from County Councillor L Beavers.

2. Disclosure of Pecuniary and Non-Pecuniary Interests

None.

3. Constitution, Membership and Terms of Reference

The Committee received a report on the membership and terms of reference of the Committee for 2018/19.

Resolved:

That:

- i. the appointment of County Councillors G Driver and A Atkinson as Chair and Deputy Chair respectively of the Employment Committee for the 2018/19 municipal year be noted.
- ii. the membership and terms of reference of the Employment Committee, as set out in the report, be noted.

4. Minutes of the Meeting held on 14 May 2018

Resolved: That the minutes of the meeting held on 14 May 2018 be confirmed as a correct record and signed by the Chair.

5. Urgent Business

None.

6. Date of Next Meeting

It was noted that the next meeting would be held on 10 July 2018 at 2p.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. Senior Management Recruitment Arrangements

(Exempt information as defined in Paragraph 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).

The Committee considered a report on the proposed recruitment arrangements to the positions of Chief Executive and Executive Director of Education and Children's Services.

The report included information from Penna, Resourcing Company, on:

- the outcome of the 'soft' searches of the candidate pool;
- the outcome of gathering market intelligence; and
- a proposed approach to the recruitment and assessment process and timetable.

The proposed job description and person specification for each role were also presented.

Members welcomed the information provided by Penna. The Committee discussed the information and determined the recruitment arrangements for each position.

Resolved: That the recruitment arrangements including the job description and person specification for the positions of Chief Executive and Executive Director of Education and Children's Services, as determined at the meeting, be approved.

9. Local Pensions Partnership Ltd - Pay Proposals

(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 interests in disclosing the information).

The Committee considered a report on the pay proposals of Local Pension Partnership Ltd (LPPL).

It was noted that the County Council and the London Pension Fund Authority (LPFA) were required to jointly approve the pay proposals under the terms of the Shareholder Agreement.

The Committee was informed that LPFA had already considered the pay proposals and the decisions taken by LPFA were presented, together with the observations and recommendations of County Council officers.

Resolved: That the recommendations of County Council officers and the decisions taken by London Pension Fund Authority on Local Pension Partnership Ltd's pay proposals, as set out in the report and presented to the meeting, be fully endorsed and agreed.

L Sales
Director of Corporate Services

County Hall
Preston

Agenda Item 7

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