

Lancashire County Council

Employment Committee

Minutes of the Meeting held on Monday, 20th February, 2017 at 1.00 pm in Cabinet Room 'C' - The Duke of Lancaster Room, County Hall, Preston

Present:

County Councillor Jennifer Mein (Chair)

County Councillors

A Ali	T Martin
A Atkinson	D O'Toole
M Green	M Tomlinson
D Howarth	

County Councillors T Martin, D O'Toole and M Tomlinson replaced County Councillors D Borrow, G Driver and C Pritchard respectively at this meeting.

1. Apologies

None.

2. Disclosure of Pecuniary and Non-Pecuniary Interests

None.

3. Minutes of the Meeting held on 20 December 2017

Resolved: That the Minutes of the meeting held on 20 December 2016 be confirmed and signed by the Chair.

4. The Localism Act 2011 - Pay Policy Statement 2017/18

The Committee considered a report on the County Council's draft pay policy statement for 2017/18.

It was noted that the Localism Act 2011 required local authorities to prepare a pay policy statement each year. The statement must articulate the authority's approach to a range of issues relating to the pay of its workforce, particularly its chief officers and its lowest paid employees. The Full Council was required to approve the statement prior to it coming into force.

A copy of the draft pay policy statement for 2017/18 was presented at Appendix 'A'. Details of the changes to the 2017/18 pay policy statement were presented.

It was also noted that the Council as a Living Wage employer had to adjust the Living Wage rate within 6 months of any annual uprating. The Committee was informed that for the financial year 2017/18 the Foundation Living Wage had increased the existing rate from to £8.25 to £8.45 per hour. The Committee was therefore asked to consider recommending Full Council to agree to apply the uplifted Living Wage rate from 1 April 2017.

Resolved:

That Full Council be recommended to approve:

- (i) the annual adjustment to the Living Wage for centrally employed staff for 2017/18, as set out at Appendix 'A'.
- (ii) the 2017/18 pay policy statement, as set out at Appendix 'A'.

5. Urgent Business

None.

6. Date of Next Meeting

It was noted that whilst the next meeting of the Employment Committee was scheduled to take place on 14 March 2017, it was likely that the meeting would need to be re-arranged.

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. Local, Pensions Partnership Remuneration Policy and Senior Executive 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 is considered that in all the circumstances of the case the public interest in maintaining the exemption outweighs the public interest in disclosing the information).

The Committee considered a report on the Local Pensions Partnership's (LPP) Remuneration Policy and proposals relating to remuneration packages of four members of LPP's Executive Committee.

Resolved: That the proposals in relation to the Local Pensions Partnership's Remuneration Policy and the remuneration packages of four members of the Executive Committee, as set out in the report and Appendix 'A' now presented, be approved.

9. Local Pension Partnership - Administration Business Transformation proposal

(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 interest in disclosing the information).

The Committee considered a report on the Local Pensions Partnership's proposals to introduce a new business model for the Pensions Administration aspect of their operating model.

Resolved: That the Local Pensions Partnership's Administration Business Transformation proposals, as set out at Appendix 'A' now presented, be approved.

I Young
Director of Governance, Finance
and Public Services

County Hall
Preston