

## **Lancashire County Council**

### **Employment Committee**

**Minutes of the Meeting held on Monday, 12th February, 2018 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 Atkinson	M Green
L Beavers	T Martin
Mrs S Charles	D O'Toole
J Fillis	

County Councillor John Fillis replaced County Councillor A Ali at this meeting.

#### **1. Apologies**

None.

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

None.

#### **3. Minutes of the Meetings held on 22 and 23 January 2018**

**Resolved:** That the Minutes of the meetings held on 22 and 23 January 2018 be confirmed and signed by the Chair.

#### **4. The Localism Act 2011 - Pay Policy Statement 2018/19**

The Committee considered a report on the County Council's draft pay policy statement for 2018/19.

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 including the proposed Living Wage for 2018/19 was presented at Appendix 'A'. Details of the changes to the 2018/19 pay policy statement were presented.

**Resolved:**

That Full Council be recommended to approve:

- (i) the annual adjustment to the Living Wage for centrally employed staff for 2018/19, as set out at Appendix 'A'.
- (ii) the 2018/19 pay policy statement, as set out at Appendix 'A'.

**5. Urgent Business**

None.

**6. Date of Next Meeting**

It was noted that the next meeting of the Committee would be held on Monday 12 March 2018 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 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. Waste Company Annual Pay Review**

(Exempt information as defined in Paragraphs 1, 2 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).

The Committee considered a report which set out the GRLOL pay and recognition of services proposals as agreed and recommended by the GRLOL Board in December 2017.

**Resolved:** That, subject to trade union and employee consultation, the implementation of the pay proposal and recognition of service entitlement, as recommended by the GRLOL Board and set out in the report, be approved with effect from 1 January 2018.

L Sales  
Director of Corporate Services

County Hall  
Preston