

## **Lancashire County Council**

### **Employment Committee**

**Minutes of the Meeting held on Tuesday, 11th September, 2018 at 10.30 am  
in Cabinet Room 'C' - The Duke of Lancaster Room, County Hall, Preston**

#### **Present:**

County Councillor Geoff Driver CBE (Chair)

#### **County Councillors**

A Atkinson  
K Iddon

D O'Toole  
A Riggott

County Councillors A Riggott and K Iddon replaced County Councillors S Charles and A Vincent respectively at this meeting.

#### **1. Apologies**

None.

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

None.

#### **5. Shared cost salary sacrifice scheme for additional voluntary contributions**

The Chair moved to consider Item 5 as the next substantive item.

The Committee considered a report on the introduction of a salary sacrifice 'Shared Cost' scheme for the additional voluntary contributions as part of the Local Government Pension Scheme arrangements.

It was noted that the scheme would be formally presented to the unions in order to determine how the scheme, if approved, should be presented to employees.

#### **Resolved:**

- (i) That the commencement of a salary sacrifice shared cost scheme for additional voluntary contributions as part of the Local Government Pension Scheme, as set out in the report, be approved.
- (ii) That the proposed amendments to the current Lancashire County Council Discretionary Statement of Policy, as set out at Appendix 'B', to allow for the implementation of the salary sacrifice shared cost scheme for additional voluntary contributions, be approved.

- (iii) That all existing additional voluntary contribution employees are entered into the new scheme and all new additional voluntary contributors are automatically opted-in, with the option for each employee to opt-out, be approved.

### **3. Urgent Business**

None.

### **4. Date of Next Meeting**

It was noted that the next meeting of the committee would be held on Tuesday 9 October 2018 at 10.00 a.m. at County Hall, Preston.

### **6. 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.

### **7. Shortlisting and Recruitment and Assessment Process for the Post of Chief Executive and Director of Resources**

(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 the Council's Shortlisting and Recruitment and Assessment Process for the Post of Chief Executive and Director of Resources. The report included:

- A brief for the position of Chief Executive and Director of Resources, and a recommended shortlist assessed against the brief; and
- A draft presentation topic and draft questions for the interviews for the position of Chief Executive and Director of Resources, as revised by the Head of Service for Human Resources and provided at the meeting.

Having carefully considered the information and recommended shortlist presented, and following discussion, the Committee:

**Resolved:**

- (i) That the recommended shortlist, as set out in the shortlist pack, be invited for interview for the position of Chief Executive and Director of Resources on 9 October 2018.
- (ii) That the recruitment and assessment process include interview questions and a presentation topic.
- (iii) That the draft presentation topic be approved and, subject to further comments on the draft interview questions following the meeting, the final questions be agreed by correspondence prior to the interview date.
- (iv) That the absence of all members of the Committee from the Labour Group be noted.

**8. Winter Maintenance – Extension of Collective Agreement**

The Committee considered a report on the extension of the collective agreement with the council's recognised Trade Unions in relation to winter maintenance duties.

**Resolved:** That the recommended extension of the previous collective agreement, as set out at Appendix 'A', be agreed.

L Sales  
Director of Corporate Services

County Hall  
Preston