

## **Meeting of the Full Council - 18 October 2018**

### **Report of the Employment Committee meeting held on 11 September 2018 (first meeting)**

**Chair: County Councillor Geoff Driver**

#### **Part II (Not Open to Press and Public)**

#### **Shortlisting and Recruitment and Assessment Process for the Post of Executive Director of Education and Children's Services**

(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 setting out the proposals for the shortlisting and recruitment and assessment process for the post of Executive Director of Education and Children's Services.

#### **Resolved: -**

- (i) That the shortlist identified by the Committee be invited for interview for the position of Executive Director of Education and Children's Services on 23 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, subject to the committee wishing to make an appointment, the Head of Service for Human Resources be authorised to discuss and agree terms and conditions with the successful candidate in consultation with the Chair of the Employment Committee.

### **Report of the Employment Committee meeting held on 11 September 2018 (second meeting)**

**Chair: County Councillor Geoff Driver**

#### **Part I (Open to Press and Public)**

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

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

**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.

**Part II (Not Open to Press and Public)**

**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 setting out the proposals in relation to the Council's Shortlisting and Recruitment and Assessment Process for the Post of Chief Executive and Director of Resources.

**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, subject to the committee wishing to make an appointment, the Head of Service for Human Resources be authorised to discuss and agree terms and conditions with the successful candidate in consultation with the Chair of the Employment Committee.
- (v) That the absence of all members of the Committee from the Labour Group be noted.

**Winter Maintenance - Extension of Collective Agreement**

(Not for Publication – Exempt information as defined in Paragraphs 3 and 4 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)

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.