

Meeting of the Full Council – 28 February 2019

Report of the Employment Committee meeting held on 14 January 2019

Chair: County Councillor Geoff Driver

Part II (Not Open to Press and Public)

Recruitment & Retention payments for Fleet Services Technicians

(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.)

It was reported that officers had requested that the item be withdrawn for further consideration.

Resolved: That the item be withdrawn.

Local Pension Partnership Pay Proposals

(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 from Local Pensions Partnership Ltd (LPPL) to increase the remuneration of a senior LPPL employee.

Resolved: That the remuneration proposal, including the back dating of the pay increase, put forward by Local Pensions Partnership Ltd, as set out in the report, be approved.

Implementation of the NJC 2019 Pay Agreement and Assimilation to the new NJC National Pay Spine

(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 regarding:

- The implementation of the National Joint Council Pay Agreement with effect from 1 April 2019 and the options for assimilation to the new National Pay Spine.

- A proposal to apply the new Foundation Living Wage rate and integrate it within the National Pay Spine with effect from 1 April 2019.

Resolved:

- (i) That the National Joint Council Pay agreement be implemented with effect from 1 April 2019 and the most cost effective option (B) for assimilation be applied, as set out in the report presented.
- (ii) That the new Foundation Living Wage rate be applied and integrated within the National Pay Spine, as set out in the report presented, with effect from 1 April 2019.

Report of the Employment Committee meeting held on 11 February 2019

Part I (Open to Press and Public)

The Localism Act 2011 – Pay Policy Statement 2019/20

This item was recommended to Full Council for approval and can be found in the Part A section of this agenda.

Part II (Not Open to Press and Public)

Lancashire Renewables Ltd Mass Loss Operations

(Not for Publication – Exempt information as defined in Paragraphs 1 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).

The Committee considered a report outlining a proposal to change the organisational structure of Lancashire Renewables Ltd to maintain the changes to waste processing services at Thornton Waste Recovery Park.

Resolved: That the changes in Lancashire Renewables Ltd's organisational structure, as set out in the report, to maintain the changes to waste processing services at Thornton Waste Recovery Park be approved.

Lancashire Renewables Ltd Annual Pay Review

(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 regarding the company's proposed basic salary increases from 1 January 2019, together with proposed changes to the recognition of service entitlement.

Resolved: That the implementation of Lancashire Renewables Ltd's pay proposal and the changes to the recognition of service entitlement, as set out in the report, be approved with effect from 1 January 2019, and following trade union and employee consultation.

Compensation Payments Policy

(Not for Publication – Exempt information as defined in Paragraph 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).

The Committee considered a report a report which set out proposals to formalise the council's existing Compensation Payments Policy and to enter into a new collective agreement with the trade unions regarding the permanent operation of the policy.

Resolved: That the Compensation Payments Policy, as set out in the report, be approved on a permanent basis with effect from 1 November 2018.