

Lancashire County Council

Employment Committee

Minutes of the Meeting held on Monday, 13th January, 2020 at 2.00 pm in Cabinet Room 'C' - The Duke of Lancaster Room, County Hall, Preston

Present:

County Councillor Geoff Driver CBE (Chair)

County Councillors

A Atkinson	T Martin
L Beavers	D O'Toole
B Dawson	A Vincent
K Iddon	

County Councillor B Dawson replaced County Councillor A Ali at this meeting.

1. Apologies

None.

2. Disclosure of Pecuniary and Non-Pecuniary Interests

None.

3. Minutes of the Meeting held on 7 October 2019

The minutes of the meeting held on 7 October 2019 were presented.

Resolved: That the minutes of the meeting held on 7 October 2019 be confirmed and signed by the Chair.

4. Urgent Business

The Chair agreed that the following item could be considered at the meeting, as meetings needed to be scheduled for January 2020:

Joint Consultative Forum Constitution: Number, Frequency and Attendees at meetings.

Deborah Barrow, Head of Service, Human Resources, reported that following changes to the senior management structure, the Joint Consultative Forum Constitution, which enables local Trade Union meetings in Directorates, needed to be amended to enable Directorates to decide on the number of, frequency of and attendees at the meetings to provide more flexibility. The proposed changes had been agreed with Trade Unions and Directors.

Resolved: That Deborah Barrow, Head of Service, Human Resources, make the proposed changes to the number of, frequency of and attendees at the meetings of the Joint Consultative Forum in the support element of the Constitution.

5. Date of Next Meeting

It was noted that the next meeting of the Committee would be held on Monday 10 February 2020 at 2:00 p.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. Change to Terms and Conditions of Service for the Senior Coroner

(Not for Publication – Exempt information as defined in Paragraphs 1, 2 and 3 of Part 1 of Schedule 12A to the Local Government Act, 1972.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 interests in disclosing the information).

The committee considered a report from Janet Mather, Coroner Services Manager, regarding a proposed amendment to the terms and conditions of service for the Senior Coroner.

Resolved: That the recommendation, regarding a proposed amendment to the terms and conditions of service of the Senior Coroner, as set out in the report and presented to the meeting, be agreed.

8. Payment of Market Supplements to Members of the ICT Solutions Architect Teams

(Not for Publication – Exempt information as defined in Paragraphs 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 interests in disclosing the information).

The committee considered a report from Deborah Barrow, Head of Service, Human Resources, regarding market supplements to members of the ICT Solutions Architect team.

In response to a question it was confirmed that when future operational requirements were determined, after June 2020, this would be an opportunity to consider a model that best fits the needs of the service.

Resolved: That the recommendations with regard to the market supplements paid to members of the ICT Solutions Architect team, as set out in the report and presented to the meeting, be agreed.

9. Local Pensions Partnership Appointment of the Chief Executive

(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 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 Laura Sales, Director of Corporate Services, regarding the appointment of a permanent Chief Executive Officer of Local Pensions Partnership Limited.

In response to a question it was confirmed that the issue of succession planning for the role had been discussed and was under consideration.

Resolved: That

- (i) The recommended appointment for the permanent Chief Executive Officer of Local Pensions Partnership Limited, be approved.
- (ii) The recommended pay proposal be approved in principle, subject to required discussions with the Greater London Authority.
- (iii) The decision be delegated to the Director of Corporate Services in conjunction with the chair of the Employment Committee, as to whether the Chief Executive Officer's final pay should be referred back to the Employment Committee if the Greater London Authority recommend a significant variation to the pay proposal agreed in principle.

L Sales
Director of Corporate Services

County Hall
Preston