

## **Employment Committee**

Meeting to be held on Monday, 7 September 2020

Electoral Division affected: None;
---------------------------------------

### **Delegation of Employment Committee Functions**

Contact for further information:

Debra Jones, Tel: 01772 537996, Democratic Services Officer,  
Debra.Jones@lancashire.gov.uk

#### **Executive Summary**

The report sets out the need to continue to respond quickly to address potential emerging Human Resource issues as a result of the Coronavirus pandemic. To do so it is essential that the appropriate officers are able to make rapid decisions regarding working arrangements and staff terms and conditions. Therefore, it is proposed that the delegation to officers currently in place be extended to allow this.

#### **Recommendation**

Employment Committee are asked to approve that:

- (i) The powers to determine the terms and conditions on which employees hold office as set out in section B1 of the committee's terms of reference be delegated to the Chief Executive and Director of Resources, or the Head of Service for Human Resources, in consultation with the Monitoring Officer; and
- (ii) The delegation as set out above be in place until 31 January 2021, unless otherwise reviewed.

#### **Background and Advice**

On 9 April 2020 a decision was made in accordance with the urgent business procedure, to delegate powers regarding staff terms and conditions to the Chief Executive and Director of Resources, or the Head of Service for Human Resources, in consultation with the Monitoring Officer. The decision was made by the Director of Corporate Services, following consultation with the Chair and Deputy Chair of the Employment Committee and the authority was in place until 31 August 2020.

This decision enabled the council to respond quickly at the height of the pandemic to the rapidly developing situation and the subsequent demands on county council staffing resources. The delegation facilitated the continuation of essential services by allowing the working arrangements of staff to be adapted and terms and conditions and policies and procedures to be reviewed when required.

This ensured that the council was in the strongest position possible to deliver critical council functions and, where necessary, support partner organisations, such as districts and the NHS.

Whilst the situation has moved on, the situation remains serious, and the need for the council to be able to act quickly in the event of an outbreak remains. It is therefore suggested that the current delegation be extended to 31 January 2021.

The delegated powers will only be exercised where there is a clear need and only in response to situations arising as a result of the Coronavirus pandemic.

N/A

**Implications:**

This item has the following implications, as indicated:

**Risk management**

Failure to delegate powers to officers will impact on the council's ability to respond quickly to the developing pandemic and the needs of our communities.

**Local Government (Access to Information) Act 1985**  
**List of Background Papers**

Paper	Date	Contact/Tel
-------	------	-------------

None		
------	--	--

Reason for inclusion in Part II, if appropriate

N/A