

Meeting of the Full Council - 15 October 2020

Report of the Employment Committee Meeting held on 6 July 2020

Chair: County Councillor Geoff Driver CBE

Part I (Open to Press and Public)

Update on Decisions Taken Under Delegated Authority

Laura Sales, Director of Corporate Services and Deborah Barrow, Head of Service, Human Resources, provided an update to share the decisions taken under delegated authority agreed by the Corporate Management Team since the commencement of the Covid-19 pandemic lockdown.

Resolved: That the update regarding decisions taken under delegated authority agreed by the Corporate Management Team since the commencement of the Covid-19 pandemic lockdown, be noted.

Part II (Not Open to Press and Public)

Payment of Market Supplements to Members of the ICT Solutions Architect Team

(Not for Publication – Exempt information as defined in Paragraphs 2 and 3 of Part 1 of Schedule 12A to the Local Government Act, 1972.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 for Human Resources, regarding the Payment of Market Supplements to Members of the ICT Solutions Architect Team.

Resolved: That having considered the officer advice and recommendations, as presented, the proposals with regard to market supplements to members of the ICT Solutions Architect Team be approved.

Report of the Employment Committee Meeting held on 7 September 2020

Chair: County Councillor Keith Iddon and County Councillor Atkinson (item 13)

Part I (Open to Press and Public)

Constitution, Membership and Terms of Reference

The committee reviewed a report detailing the membership, chairmanship and committee terms of reference for the 2020/21 municipal year.

Resolved: That

- (i) The appointment of County Councillors G Driver CBE and K Iddon as Chair and Deputy Chair respectively of the Employment Committee for the 2020/21 municipal year be noted.
- (ii) The membership and terms of reference of the Employment Committee for the 2020/21 municipal year be noted.

Delegation of Employment Committee Functions

The committee considered a report from Deborah Barrow, Head of Service for Human Resources, setting out the need for the council to be able to respond quickly to address any potential emerging Human Resource issues as a result of the Coronavirus pandemic.

Resolved: 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, in situations where, due to the needs for a quick response, it would not be possible to bring such decisions to the Employment Committee.
- (ii) The delegation as set out above, be in place until 31 January 2021, unless otherwise reviewed.

Parental Bereavement Leave Policy and Procedure

The committee considered a report from Deborah Barrow, Head of Service for Human Resources, regarding new Government regulations requiring employers to provide two weeks statutory parental bereavement leave and statutory parental bereavement pay.

Resolved: That the proposed Parental Bereavement Leave Policy and Procedure, as presented, be approved.

Urgent Decisions Taken by the Director of Corporate Services in Consultation with the Chair and Deputy Chair of the Committee

Jaswant Johal, Principal Lawyer, Legal, Governance & Registrars reminded the committee that the following urgent decision had been taken since the last meeting, by the Director of Corporate Services, following consultation with the Chair and Deputy Chair of the committee, in accordance with Standing Order D15 (1):

- Variations to the Local Pensions Partnership's Pay Proposals.

Part II (Not Open to Press and Public)

Lancashire Renewables Ltd Annual Pay Review, Terms & Conditions Alignment

(Not for Publication – Exempt information as defined in Paragraphs 2, 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 outweighed the public interests in disclosing the information).

Paul Brindle, General Manager Lancashire Renewables Limited presented a report setting out the annual pay review for Lancashire Renewables Ltd, changes to the terms and conditions of employment and the alignment of the company standard terms and conditions.

Resolved: That:

- (i) The pay proposal for Lancashire Renewables, as presented be agreed, with effect from 1 January 2020.
- (ii) The alignment of standard terms and conditions of employment, as presented, be agreed.

Lancashire Renewables Ltd, Permanent Headcount Increase, Waste Processing Strategy Trials

(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 outweighed the public interests in disclosing the information).

Resolved: That the proposed increase in the permanent headcount of the company, as presented, be approved to enable the changes to operational activities to continue on a permanent basis.

Winter Maintenance - Revised Collective Agreement

CC Iddon declared a non-pecuniary interest in the item and left the meeting.

Resolved: That CC Atkinson be appointed as Chair for this item.

The committee considered a report from Deborah Barrow, Head of Service for Human Resources, regarding the collective agreement in place between the council's recognised Trade Unions and Lancashire County Council. The agreement sets out the terms and conditions of employment for those staff involved in the provision of out of hours winter maintenance services.

Resolved: That the revised Collective Agreement for the 2020/21, 2021/22, 2022/23 winter season, as presented, be approved and reviewed annually.