

Meeting of the Full Council - 27 May 2021

Report of the Employment Committee meeting held on 8 March 2021

Chair: County Councillor Geoff Driver CBE

Part II (Not Open to Press and Public)

Local Pensions Partnership – Pay Proposals

(Not for Publication – Exempt information as defined in Paragraphs 1 and 3 of Part 1 of Schedule 12A to the Local Government Act, 1972.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

The committee considered a private and confidential report presented by Michelle King, Interim Head of Pension Fund, setting out the Local Pensions Partnership Group pay proposals for 2021/22, including the list of roles with salaries in excess of £100k and adjustments to existing roles' salaries due to market alignment and inflationary pressures.

Following a period of discussion, the committee proposed to reject the resolutions as presented and make alternative proposals as set out below.

Resolved: That

- i) The proposal to implement differential inflationary uplifts to different parts of the Local Pensions Partnership Group should not be approved.
- ii) The £100k salary list, as set out in Appendix 'A', be approved subject to an equitable adjustment to the inflationary pay increases so that all Local Pensions Partnership Group staff receive an inflationary pay increase of 1.5%.
- iii) The 2021/22 Pay Grade Structure (uplifted in line with inflation), as set out in Appendix 'A', be approved subject to
 - a) The Local Pensions Partnership Group being asked to provide satisfactory additional market rate information and further explanation to the county council's Head of Pension Fund and Director of Corporate Services, in agreement with the Employment Committee Chairman; and
 - b) An adjustment to the inflationary pay increase as set out at (ii).
- iv) The application of the inflationary uplift to the five Executive Directors' salaries be approved, subject to an adjustment to the inflationary pay increase as set out at (ii).

- v) The request to delegate authority to the London Pensions Fund Authority Chief Executive Officer and the Lancashire County Pension Fund Interim Head of Pension Fund, to agree to variations of up to 5% of the salaries proposed, not be approved.

Report of the Employment Committee meeting held on 12 April 2021

Chair: County Councillor Geoff Driver CBE

Part II (Not Open to Press and Public)

Local Pensions Partnership – Pay Proposals

(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 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 private and confidential report presented by Michelle King, Interim Head of Pension Fund, which updated members on the decisions approved by the Employment Committee Chairman, in accordance with the recommendations of the committee at its meeting on 8 March 2021, regarding the Local Pensions Partnership report on roles attracting remuneration at £100k or over.

Resolved: That

- i) The decisions approved by the Employment Committee Chairman, in consultation with the Director of Corporate Services and Interim Head of Pension Fund, Lancashire County Council and in accordance with the recommendations of the Employment Committee at its meeting on 8 March 2021, be noted;
- ii) Sufficient supporting background information from the Boards of Local Pensions Partnership Investment, Local Pensions Partnership Administration, and the Local Pensions Partnership Group be included in future reports to the Employment Committee where appropriate, in order to provide context to the report under consideration; and
- iii) The proposal for Local Pensions Partnership Investment, Local Pensions Partnership Administration, and the Local Pensions Partnership Group to consult with the Employment Committee as relevant stakeholders on materially significant matters, prior to agreement by their respective Boards, be approved.