

## **Employment Committee**

Meeting to be held on Thursday, 25 January 2024

Electoral Division affected:  
N/A;

### **Matters Arising under Urgent Business since the Last Meeting**

Contact for further information:

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#### **Brief Summary**

Since the last meeting of the Employment Committee, a decision was taken by the Director of Law and Governance under the Urgent Business procedure. In consultation with the Chair and Deputy Chair of the Employment Committee, the Director of Law and Governance approved the continuation of the Winter Gritting Out of Hours Collective Agreement for a further three winter seasons, as negotiated with the trade unions.

#### **Recommendation**

The Employment Committee is asked to consider the matters arising under Urgent Business since the last meeting.

#### **Detail**

Since the last meeting of the Employment Committee on 30 November 2023 and under the committee's Urgent Business procedure, the Director of Law and Governance approved the continuation of the Winter Gritting Out of Hours Collective Agreement for a further three winter seasons, as negotiated with the trade unions.

Since the 2015/16 winter season, the council has had in place a Collective Agreement to pay a market supplement for winter maintenance out of hours duties. This agreement has been reviewable every three seasons. The Highways Service wished to continue the market supplement for a further three winter seasons (2023/24, 2024/25 and 2025/26) as detailed in the revised Collective Agreement that had been agreed with the trade unions. Following the end of the three winter seasons the market supplement will be reviewed.

The Employment Committee is responsible for determining the terms and conditions on which employees hold office including fees, allowances or payments and any collective agreements (Section B of the Employment Committee Terms of Reference, Part 2 Article 7 of the Constitution).



The previous Collective Agreement ceased in October 2023 and although a status quo had been agreed with the recognised trade unions and the Highways Service, it was important to formalise as soon as possible the proposed extension of the Collective Agreement to secure sufficient resources to operate the winter maintenance out of hours rotas. This decision was taken by the Director of Law and Governance in accordance with Paragraph 15 of Appendix C, Section D of the Constitution (Procedures for dealing with matters of Urgent Business which cannot await a Committee meeting).

Further information about the decision is available to view on the council's website here: <https://council.lancashire.gov.uk/ieDecisionDetails.aspx?ID=24744>

### **Appendices**

N/A

### **Consultations**

N/A

### **Implications:**

This item has the following implications, as indicated:

### **Risk management**

N/A

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

Paper	Date	Contact/Tel
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None

Reason for inclusion in Part II, if appropriate

N/A

