

Lancashire County Council

Employment Committee

Monday, 9 November, 2020 at 2.00 pm

Skype Virtual Meeting

Agenda

Part I (Open to Press and Public)

No. Item

1. Apologies

2. Disclosure of Pecuniary and Non-Pecuniary Interests

Members are asked to consider any pecuniary and non-pecuniary interests they may have to disclose to the meeting in relation to matters under consideration on the agenda.

3. Minutes of the Meeting held on 12 October 2020 (Pages 1 - 2)

To be confirmed, and signed by the Chairman.

4. Urgent Business

An item of urgent business may only be considered under this heading where, by reason of special circumstances to be recorded in the minutes, the Chairman of the meeting is of the opinion that the item should be considered at the meeting as a matter of urgency. Wherever possible, the Chief Executive should be given advance warning of any member's intention to raise a matter under this heading.

5. Date of Next Meeting

The next meeting of the committee will be held on Monday, 7 December 2020 at 2pm.

6. Exclusion of Press and Public

The committee is asked to consider whether, under Section 100A(4) of the Local Government Act, 1972, it considers that the public should 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 1 of Schedule 12A to the Local Government Act, 1972, as indicated against the heading to the item.

Part II (Not Open to Press and Public)

7. Local Pensions Partnership Pay Proposals

(Pages 3 - 10)

Not for Publication – Exempt information as defined in Paragraphs 1, 2, 3 and 4 of Part 1 of Schedule 12A to the Local Government Act, 1972.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 outweighs the public interests in disclosing the information

L Sales
Director of Corporate Services

County Hall
Preston

Lancashire County Council

Employment Committee

Minutes of the Meeting held on Monday, 12th October, 2020 at 10.00 am in a Virtual Skype Meeting

Present:

County Councillor Keith Iddon (Chair)

County Councillors

A Atkinson	T Martin
L Beavers	J Rear
M Green	A Vincent
H Khan	

County Councillors Jayne Rear, Michael Green and Hasina Khan replaced County Councillors Geoff Driver, David O'Toole and Azhar Ali respectively for this meeting.

1. Apologies

There were no apologies.

2. Disclosure of Pecuniary and Non-Pecuniary Interests

None

3. Minutes of the Meeting held on 7 September 2020

Resolved: That the minutes of the meeting held on 7 September 2020 be confirmed as a correct record.

4. Revised Grievance and Harassment Policies and Procedures

The committee considered a report from Deborah Barrow, Head of Service for Human Resources, regarding the council's Grievance and Harassment Policies and Procedure which have been reviewed and revised as part of the Human Resources policy review program.

In presenting the report, it was noted that a revised version of Appendix 'A' of the report had been provided to members. The revision related to an amendment made to Appendix 'A', where the sentences in the first paragraph were reordered. The revised version had replaced the existing version on the published agenda on the council's website.

Following a discussion, it was clarified that the policy would be versioned controlled and would be reviewed on an annual basis. It was further clarified that this policy wouldn't apply to any employee who transferred to the council under the Transfer of Undertakings (Protection of Employment) (TUPE) regulations, as these employees would still be operating under the Terms and Conditions from their previous employer. This included using the Grievance and Harassment Policies from the employee's previous employer to settle any issues the employee may have while working for the council.

Resolved: That, the revised Grievance and Harassment Policies and Procedures, set out in Appendices 'A' and 'B' of the report, be approved.

5. Urgent Business

There were no items of Urgent Business.

6. Date of Next Meeting

Resolved: That the next meeting of the committee would be held virtually on Monday 9 November at 2pm.

L Sales
Director of Corporate Services

County Hall
Preston

Agenda Item 7

(NOT FOR PUBLICATION: By virtue of paragraph(s) 1, 2, 3, 4 of Part 1 of Schedule 12A of the Local Government Act 1972. It is considered that all the circumstances of the case the public interest in maintaining the exemption outweighs the public interest in disclosing the information)

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