

Lancashire County Council

Employment Committee

Minutes of the Meeting held on Monday 8th March, 2021 at 2.00 pm

Teams Virtual Meeting

Present:

County Councillor Geoff Driver CBE (Chair)

County Councillors

A Atkinson

T Martin

L Beavers

D O'Toole

K Iddon

P Williamson

County Councillor Williamson replaced County Councillor Vincent for this meeting only.

1. Apologies

None.

2. Disclosure of Pecuniary and Non-Pecuniary Interests

None.

3. Minutes of the Meeting held on 8 February 2021

Resolved: That the minutes of the meeting held on 8 February 2021 be confirmed as an accurate record and signed by the Chairman.

4. Urgent Business

None.

5. Date of Next Meeting

It was noted that the next meeting of the committee would be held on Monday 12 April 2021 at 2.00pm by means of a virtual meeting.

6. Exclusion of Press and Public

Resolved: That the press and members of the public 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 I of Schedule 12A to the Local Government Act 1972.

It was considered that in all the circumstances, the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

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(Not for Publication – Exempt information as defined in Paragraphs 1 and 3 of Part 1 of Schedule 12A to the Local Government Acts, 1972.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

The committee recognised the hard work and value of all Local Pensions Partnership Group staff.

During a period of discussion, the committee concluded that it wished to recommend that all Local Pensions Partnership Group staff be paid a 1.5% inflationary pay increase and that further information be provided on market rates and rules of engagement with regard to salaries over £100k.

It was therefore proposed to reject the resolutions as presented and make alternative proposals as set out below, with a request that an update on the additional information provided and the outcome of discussions with the Local Pensions Partnership Group should be brought to the next committee meeting in April.

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).
- i) 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.

L Sales
Director of Corporate Services

County Hall
Preston