

## Lancashire County Council

### Employment Committee

Monday 8th March, 2021 at 2.00 pm

### Teams 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 8 February 2021 (Pages 1 - 4)

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 Chair 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 12 April, 2021 at 2.00 pm. The venue of the meeting to be confirmed.

**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 5 - 18)

(Not for Publication – Exempt information as defined in Paragraphs 1 and 3 of Part 1 of Schedule 12A to the Local Government Act, 1972.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

# Agenda Item 3

## Lancashire County Council

### Employment Committee

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

### Teams Virtual Meeting

#### Present:

County Councillor Geoff Driver CBE (Chair)

#### County Councillors

A Atkinson

K Iddon

A Ali OBE

T Martin

L Beavers

A Vincent

#### 1. Apologies

None.

#### 2. Disclosure of Pecuniary and Non-Pecuniary Interests

It was noted that County Councillor Atkinson had a non-pecuniary interest in agenda item 4.

#### 3. Minutes of the Meeting held on 9 November 2020

**Resolved:** That the minutes of the meeting held on 9 November 2020 be confirmed as an accurate record and signed by the Chair.

#### 4. Lancashire Renewables Employee Recognition (Pandemic Response)

The committee considered a report from Paul Brindle, General Manager of Lancashire Renewables, regarding a proposal for an employee performance recognition reward for the response and resilience of staff to the implications of the coronavirus pandemic.

**Resolved:** That the implementation of an employee performance recognition reward of two additional day's annual leave to be used within service year 2021, in accordance with the company's Articles of Association, be approved.

## **5. The Localism Act 2011 - Pay Policy Statement 2021/22**

The committee considered a report from Deborah Barrow, Head of Service for Human Resources, setting out the county council's proposed 2021/22 Pay Policy Statement as required by the Localism Act 2011.

The committee was asked to consider an amendment to the published recommendation to allow for the pay increase, pension contributions, payable enhancements, allowances and expenses to be updated by Human Resources in the 2021/22 Pay Policy Statement once confirmed, without the need to present a further report. It was noted that the updated position may not be available until after the publication of the Pay Policy Statement.

**Resolved:** That

- i) The proposed Pay Policy Statement for 2021/22, as presented, be recommended to Full Council for approval;
- ii) The intention to apply the uplifted Living Wage rate from 1 April 2021, subject to Full Council approval, be noted; and
- iii) The pay increase, pension contributions, payable enhancements, allowances and expenses be updated by Human Resources in the 2021/22 Pay Policy Statement once confirmed.

## **6. Urgent Business**

None.

## **7. Date of Next Meeting**

It was noted that the next meeting of the committee would be held on Monday 8 March 2021 at 2.00pm by means of a virtual meeting.

## **8. 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.

## 9. Local Pensions Partnership Remuneration Policy

(Not for Publication – Exempt information as defined in Paragraphs 2, 3 and 4 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 report from Laura Sales, Director of Corporate Services, regarding the Local Pensions Partnership Remuneration Policy, which is presented to shareholders annually for approval.

In response to questions from members, it was clarified that the revised policy was unlikely to impact the recruitment and retention of staff by the Local Pensions Partnership Group.

**Resolved:** That the Local Pensions Partnership Remuneration Policy, as presented, be approved.

L Sales  
Director of Corporate Services

County Hall  
Preston



# Agenda Item 7

(NOT FOR PUBLICATION: By virtue of paragraph(s) 1,3 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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