

Lancashire County Council

Employment Committee

**Minutes of the Meeting held on Monday 7th June 2021 at 2.00 pm in
Committee Room A - The Tudor Room, County Hall, Preston**

Present:

County Councillor Phillippa Williamson (Chair)

County Councillors

A Ali OBE	A Riggott
L Beavers	S Serridge
P Buckley	A Vincent
J Rear	

County Councillor Rear replaced County Councillor O'Toole and County Councillor Serridge replaced County Councillor Mein for this meeting only.

1. Apologies

Apologies were received from County Councillor O'Toole and County Councillor Mein.

2. Disclosure of Pecuniary and Non-Pecuniary Interests

It was noted that County Councillor Rear had a non-pecuniary interest in item 9.

3. Constitution, Membership and Terms of Reference

The committee considered a report detailing the membership, Chairmanship and Terms of Reference for the 2021/22 municipal year.

Resolved: That

- i) The appointment of County Councillor P Williamson as Chair and County Councillor A Vincent as Deputy Chair of the Employment Committee for the 2021/22 municipal year be noted;
- ii) The membership of the committee, following the county council's annual meeting on 27 May 2021 be noted; and
- iii) The Employment Committee Terms of Reference be noted.

4. Minutes of the Meeting held on 12 April 2021

Resolved: That the minutes of the meeting held on 12 April 2021 be confirmed as an accurate record and signed by the Chair.

5. Revised Travel & Expenses Policy and Procedure

The committee considered a report presented by Deborah Barrow, Head of Service Human Resources, which provided an update on the Human Resources policy review programme and the revised Travel & Expenses Policy and Procedure.

It was highlighted that the new policy was modernised and easier to understand; that the most significant change had been to the method of calculation for business mileage, which now aligned with HM Revenue and Customs rules; and that engagement with recognised trade unions had been positive.

The Chair welcomed the changes to make the policy clearer and more accessible.

In response to a question, it was confirmed that the Human Resources Service would share the timeline for the wider policy review, which itself was regularly reviewed, with the committee.

Resolved: That the revised Travel & Expenses Policy and Procedure, as presented, be approved.

6. Urgent Business

None.

7. Date of Next Meeting

It was noted that the next meeting of the committee would be held on Monday 5 July 2021 at 2.00pm at County Hall, Preston.

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. Lancashire Renewables Ltd Annual Pay Review and Update to Employee Terms and Conditions

(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 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.)

The committee considered a private and confidential report presented by Paul Brindle, General Manager of Lancashire Renewables Limited, which outlined the company's proposals for the annual pay review and amendments to the employee terms and conditions of employment.

Resolved: That, in accordance with the company's Articles of Association,

- i) The implementation of the pay proposal as detailed within the report, effective from 1 January 2021, be approved; and
- i) The proposed changes to the employee terms and conditions of employment, as detailed within the report, be approved.

L Sales
Director of Corporate Services

County Hall
Preston