

Lancashire County Council

Employment Committee

Monday, 14th March, 2022 at 2.15 pm in Cabinet Room 'C' - The Duke of Lancaster Room, County Hall, Preston

Agenda

Part I (Open to Press and Public)

No.	Item
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1.	Apologies
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2.	Disclosure of Pecuniary and Non-Pecuniary Interests
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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 15 February 2022	(Pages 1 - 4)
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To be confirmed and signed by the Chair.

4.	Urgent Business
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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
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The next meeting of the committee will be held on Thursday 31 March 2022 at 11.30am at County Hall, Preston.

6.	Exclusion of Press and Public
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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 Pension Partnership Pay proposals

(Pages 5 - 28)

L Sales
Director of Corporate Services

County Hall
Preston

Lancashire County Council

Employment Committee

Minutes of the Meeting held on Tuesday, 15th February, 2022 at 2.00 pm in Committee Room 'C' - The Duke of Lancaster Room, County Hall, Preston

Present:

County Councillor Phillippa Williamson (Chair)

County Councillors

A Vincent	J Mein
L Beavers	A Riggott
P Buckley	J Rear

County Councillor Azhar Ali OBE attended via Teams.

1. Apologies

There were no apologies

2. Disclosure of Pecuniary and Non-Pecuniary Interests

There were no interests disclosed.

3. Minutes of the Meeting held on 26 January 2022

Resolved: That the minutes of the meeting held on 26 January 2022 be agreed as a correct record and signed by the Chair.

4. Urgent Business

There was no urgent business

5. Date of Next Meeting

It was noted that the next meeting of the committee will be held on Thursday 10 March 2022 at 9.00 am at County Hall, Preston.

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. Final Shortlist, Presentation Topic and Interview Questions for the Executive Director of Education and Children's Services Role

(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.)

Helen Alwell, Senior Consultant, Penna, and Jenny Coles, Consultant and former Director of Children's Services, Hertfordshire County Council, who had undertaken the technical assessment interviews, attended for this item.

The committee considered the outcome of the technical assessment interviews, and the proposed interview questions.

Resolved: That

- i. The candidates who had received a "strongly recommended" and "marginal" recommendation from the technical assessment be shortlisted for interview
- ii. The questions for the interviews be approved as set out in the report, subject to potential additional question being added following the assessment panels, and taking into account issues raised in the technical assessment.

8. Recruitment to the role of Executive Director of Growth, Environment and Transport

(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.)

The committee considered the arrangements for the recruitment to the role of Executive Director of Growth, Environment and Transport. In discussing the arrangements, the importance of the climate change agenda was highlighted

Resolved: That

- i. The job description and person specification for the Executive Director of Growth, Environment and Transport role be agreed, subject to a clearer reference to the responsibilities of the post holder for the environmental / climate change agenda.
- ii. Technical assessments be used and the outcome of which would determine the shortlist for the role.
- iii. The assessment centre arrangements for recruiting to the role be agreed as set out in the report.
- iv. The interim acting up arrangements as set out in the report be agreed.

L Sales
Director of Corporate Services

County Hall
Preston

Agenda Item 7

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