

Lancashire County Council

Employment Committee

**Minutes of the Meeting held on Tuesday, 14th January, 2025 at 1.00 pm in
Committee Room 'C' - The Duke of Lancaster Room, County Hall, Preston**

Present:

County Councillor Philippa Williamson (Chair)

County Councillors

A Vincent
P Buckley
J Mein
A Riggott

S Serridge
S Smith
M Tomlinson

County Councillor Scott Smith replaced County Councillor David O'Toole for this meeting.

1. Apologies

There were no apologies.

2. Disclosure of Pecuniary and Non-Pecuniary Interests

None.

3. Minutes of the Meetings held on 14 November 2024 and 5 December 2024

Resolved: That the minutes of the Employment Committee meetings held on 14 November 2024 and 5 December 2024 be confirmed as an accurate record.

4. Revised Terms of Reference for the Employment Committee

The committee considered a report on the revised Terms of Reference for the Employment Committee, following changes approved by Full Council on 17 October 2024.

Resolved: That the revised Terms of Reference of the committee, as set out at Appendix 'A' of the report, be noted.

5. Urgent Business

There was one item of Urgent Business in relation to the review of the Coroner salaries and fees for 2024 to 2025.

5(a) Review of Coroner Salaries and Fees 2024/25

Ann Edwards, Coroner Services Manager, presented a report that proposed a pay award of 4.75% across the Senior and Area Coroner salaries and a 2.5% pay award to the daily rates paid to Assistant Coroners.

It was noted that the report was being presented under Urgent Business because negotiations on this matter between the county council, Blackburn with Darwen Council, and the Coroners were still in progress at the time of the agenda publication.

The committee noted the "Cause of Death" TV documentary, which had given the Lancashire and Blackburn Coroner's Service a high profile nationally, and praised the coroner's staff, including their support staff, for the work they do.

Resolved: That

- i. The salaries and fees paid to the Senior and Area Coroners be increased by 4.75% with effect from 1 April 2024; and
- ii. The daily rate paid to Assistant Coroners be increased by 2.5% with effect from 1 April 2024.

6. Date of Next Meeting

It was noted that the next meeting of the Employment Committee would be an extraordinary meeting to be held on Friday 7 February 2025, 9.30am at County Hall, Preston.

7. 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.

8. Shortlisting for the Chief Executive / Head of Paid Service Role

(Not for Publication – Exempt information as defined in Paragraphs 1 and 2 of Part 1 of Schedule 12A to the Local Government Act, 1972. It was considered that in all the circumstances of the case the public interest in maintaining the exemption outweighs the public interests in disclosing the information.)

Lucy Thompson, Director of People, and Julie Towers, Director, Penna, presented a private and confidential report on the recruitment for the Chief Executive / Head of Paid Service role. It was noted that the report contained the outcome of the technical



assessments on the candidates who were longlisted for the role by the committee at its last meeting on 5 December 2024 and also provided further candidate information to enable a decision to be made on those candidates progressing to stakeholder panels and final interview.

The report also sought agreement for the arrangements of the final interviews stage.

Resolved: That

- (i) Those candidates identified as being recommended be shortlisted to the final stage of the recruitment;
- (ii) The proposed arrangements for the final stage of the recruitment, as set out in the report, including those suggested changes to stakeholder panels as discussed at the meeting, be approved; and
- (iii) The proposed arrangements for the final Committee interview on 7 February 2025, including the presentation topic as set out in the report, be approved.

H MacAndrew
Director of Law and Governance

County Hall
Preston

