

Lancashire County Council

Employment Committee

Minutes of the Meeting held on Thursday 25th April 2024 at 10.00 am in Committee Room 'C' - The Duke of Lancaster Room, County Hall, Preston

Present:

County Councillor Phillippa Williamson (Chair)

County Councillors

J Mein A Riggott
E Pope A Sutcliffe
J Rear

County Councillors Eddie Pope, Jayne Rear and Ash Sutcliffe replaced County Councillors Alan Vincent, Peter Buckley and David O'Toole respectively for this meeting.

1. Apologies

Apologies were received from County Councillors Lorraine Beavers and Matthew Tomlinson.

2. Disclosure of Pecuniary and Non-Pecuniary Interests

In relation to Item 9, County Councillors Eddie Pope and Jennifer Mein declared a non-pecuniary interest as Chair and a member, respectively, of the council's Pension Fund Committee.

3. Minutes of the Meeting held on 25 January 2024

Resolved: That the minutes of the Employment Committee meeting held on 25 January 2024 be confirmed as an accurate record.

4. Urgent Business

None.

5. Date of Next Meeting

It was noted that the next meeting of the Employment Committee would be held on Tuesday 2 July 2024, 1.00 pm 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. Lancashire Renewables Limited HR Policy and Procedure Review

(Not for Publication – Exempt information as defined in Paragraph 3 of Part 1 of Schedule 12A to the Local Government Act, 1972.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

Joanne Fish, Business and Finance Manager, Lancashire Renewables Ltd presented a private and confidential report which set out updated Human Resources policies and procedures for the company.

Resolved: That

- i) The conclusion of the review of the company's Human Resources policies and procedures be noted;
- ii) The Lancashire Renewables Ltd Board of Directors' approval of the amended Human Resources policies and procedures be noted;
- iii) The amended Human Resources policies and procedures be approved, as set out at Appendix A; and
- iv) The need for further consultation with the recognised trade union and employees, prior to the amended policies and procedures' implementation, be noted.

8. Lancashire Renewables Limited Annual Pay Review 2024/25

(Not for Publication – Exempt information as defined in Paragraph 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.)

Joanne Fish, Business and Finance Manager, Lancashire Renewables Ltd presented a private and confidential report which set out the company's proposed annual pay review for 2024/25.

Resolved: That the pay adjustments and changes to the employee terms and conditions of employment, as set out in the report, be approved with effect from 1 January 2024 and subject to trade union and employee consultation.



9. Local Pensions Partnership Limited Pay Proposals

(Not for Publication – Exempt information as defined in Paragraphs 1, 2 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.)

Sean Greene, Head of Pension Fund presented a private and confidential report which set out Local Pensions Partnership Limited's pay proposals for 2024/25 and proposed changes to the company's Remuneration Policy.

Resolved: That

- i) The changes to the Local Pensions Partnership Limited Remuneration Policy, as set out at Appendix 'A', be approved;
- ii) The remuneration (including bonuses) of the Chief Executive Officer of Local Pensions Partnership Limited and Managing Director of Local Pensions Partnership Administration for 2024/25, as set out at Appendix 'B', be approved;
- iii) The proposed remuneration (including bonuses) of the Chief Risk Officer, Chief Operating Officer, and Chief Investment Officer of Local Pensions Partnership Investments for 2024/25, as set out at Appendix 'B', be noted;
- iv) The 2024/25 Pay Grade Structures for Local Pensions Partnership Investment and Local Pensions Partnership Administration, as set out at Appendices 'C' and 'D', be approved; and
- v) A further report on the required remuneration reporting for salaries over £100,000 be presented to the Employment Committee at its next meeting on 2 July 2024.

H MacAndrew
Director of Law and Governance

County Hall
Preston

