

Lancashire County Council

Employment Committee

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

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 25 January 2024 (Pages 1 - 2)

To be confirmed and signed by the Chair.

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 Tuesday 2 July at 1.00 pm at County Hall, Preston.

The meeting on Tuesday 14 May at 1.00 pm has been cancelled.



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. Lancashire Renewables Limited HR Policy and Procedure Review (Pages 3 - 92)

(Not for Publication – Exempt information as defined in Paragraph 3 of Part 1 of Schedule 12A to the Local Government Act, 1972.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

8. Lancashire Renewables Limited Annual Pay Review 2024/25 (Pages 93 - 104)

(Not for Publication – Exempt information as defined in Paragraph 3 of Part 1 of Schedule 12A to the Local Government Act, 1972.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

9. Local Pensions Partnership Limited Pay Proposals (Pages 105 - 130)

(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).

H MacAndrew
Director of Law and Governance

County Hall
Preston



Lancashire County Council

Employment Committee

Minutes of the Meeting held on Thursday 25th January 2024 at 2.00 pm in Committee Room 'B' - The Diamond Jubilee Room, County Hall, Preston

Present:

County Councillor Philippa Williamson (Chair)

County Councillors

A Vincent
P Buckley

J Rear
A Riggott

County Councillor Jayne Rear replaced County Councillor David O'Toole for this meeting.

1. Apologies

Apologies were received from County Councillors Azhar Ali and Lorraine Beavers.

2. Disclosure of Pecuniary and Non-Pecuniary Interests

None.

3. Minutes of the Meeting held on 30 November 2023

Resolved: That the minutes of the Employment Committee meeting held on 30 November 2023 be confirmed as an accurate record.

4. The Localism Act 2011 – Pay Policy Statement 2024/25

Deborah Barrow, Head of Human Resources presented the updated Pay Policy Statement 2024/25.

Resolved: That

- i) The Pay Policy Statement 2024/25 be recommended to Full Council for approval; and
- ii) The Pay Policy Statement 2024/25 and annexes be updated to incorporate the uplifts to pay when the 2024/25 Local Government Services pay award is



agreed, and 2024/25 increases to pension contributions, allowances, expenses, and payable enhancements when this information is available.

5. Foundation Living Wage Payment Method and Apprentice Pay Rate

Mark Wynn, Executive Director of Resources and Deborah Barrow, Head of Human Resources presented a report on the outcome of a review of the Foundation Living Wage payment method and Apprentice pay rate.

Resolved: That

- i) Approval be given to change the Foundation Living Wage payment method to a hybrid model, as set out in the report;
- ii) Noting that the current entry level Apprentice pay rate is £11.59 per hour and from April 2024 the National Living Wage will be £11.44 per hour, approval be given to align the entry level Apprentice pay rate at the upper National Living Wage rate; and
- iii) Further to ii), approval be given to "red circle" the current entry level Apprentice pay rate until it is increased in line with the National Living Wage pay rate from April 2025 and in future years.

6. Matters Arising under Urgent Business since the Last Meeting

The committee considered a report which summarised the decisions taken under the Employment Committee's Urgent Business procedure since its last meeting.

Resolved: That the matters arising under Urgent Business since the last meeting be noted.

7. Urgent Business

None.

8. Date of Next Meeting

It was noted that the next meeting of the Employment Committee would be held on Tuesday 12 March 2024 at 1.00 pm at County Hall, Preston.

H MacAndrew
Director of Law and Governance

County Hall
Preston



Agenda Item 7

(NOT FOR PUBLICATION: By virtue of paragraph(s) 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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Appendix A

(NOT FOR PUBLICATION: By virtue of paragraph(s) 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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Appendix B

(NOT FOR PUBLICATION: By virtue of paragraph(s) 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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Agenda Item 8

(NOT FOR PUBLICATION: By virtue of paragraph(s) 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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Appendix A

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Appendix B

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Agenda Item 9

(NOT FOR PUBLICATION: By virtue of paragraph(s) 1,2,3 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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Appendix A

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Appendix B

(NOT FOR PUBLICATION: By virtue of paragraph(s) 1,2,3 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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Appendix C

(NOT FOR PUBLICATION: By virtue of paragraph(s) 1,2,3 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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Appendix D

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