

Lancashire County Council

Employment Committee

Tuesday, 19th December, 2017 at 2.00 pm in Committee 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 13 November 2017	(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 scheduled meeting of the Committee will be held on Monday 15 January 2018 at 2.00pm at County Hall, Preston.

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. Waste Company Transformation – Non-operational labour change (Pages 5 - 10)

(Not for Publication – Exempt information as defined in Paragraphs 1, 2 and 3 of Part 1 of Schedule 12A to the Local Government Act, 1972.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).

8. Shortlisting and Recruitment Process for the posts of Executive Director of Education and Children's Services and the Executive Director of Growth, Environment, Transport and Community Services (Pages 11 - 218)

(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).

Ian Young
Director of Governance,
Finance and Public Services

County Hall
Preston

Lancashire County Council

Employment Committee

Minutes of the Meeting held on Monday, 13th November, 2017 at 2.00 pm in Committee Room 'C' - The Duke of Lancaster Room, County Hall, Preston

Present:

County Councillor Geoff Driver CBE (Chair)

County Councillors

A Ali	M Green
A Atkinson	T Martin
L Beavers	D O'Toole
Mrs S Charles	

County Councillor A Schofield was invited to attend and given permission to speak on agenda item 7 (Local Pensions Partnership Remuneration Proposals) in accordance with Standing Order 19(1).

County Councillor A Ali apologised to the Committee for comments made by him at the Full Council meeting on 26 October 2017 in relation to the Committee's recruitment to positions under the Council's new senior management structure.

1. Apologies

None.

2. Disclosure of Pecuniary and Non-Pecuniary Interests

None.

3. Minutes of the Meetings held on 19, 20 and 23 October 2017

The minutes of the meetings held on 19, 20 and 23 October 2017 were presented.

It was noted that the County Councillor A Atkinson had been omitted from the list of members who had been replaced at the meetings.

Resolved: That, subject to inclusion of County Council A Atkinson in the list of members who had been replaced at the meetings, the Minutes of the meetings held on 19, 20 and 23 October 2017 be confirmed and signed by the Chair.

4. Urgent Business

None.

5. Date of Next Meeting

It was noted that whilst the next scheduled meeting of the Committee was due to take place on 11 December 2017, this would need to be reviewed as part of the Committee's consideration of item 8 (Recruitment to the posts of Executive Directors) on the agenda.

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 12 A 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. Local Pensions Partnership - Remuneration Proposals

(Exempt information as defined in Paragraphs (1), (2) and (3) 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 outweighed the public interests in disclosing the information).

County Councillor Alan Schofield was invited to attend and given permission to speak on this item in accordance with Standing Order 19(1).

The Committee considered a report on proposals from Local Pensions Partnership Limited (LPPL) to increase the remuneration for three senior LPPL staff.

It was noted that the shareholder's agreement between the County Council, the London Pension Fund Authority and LPPL provided that certain LPPL proposals must be approved by the shareholders, LPFA and the County Council. This included decisions relating to the pay of senior LPPL staff. The Committee noted that the remuneration proposals had been approved by LPFA.

Resolved: That the remuneration proposals put forward by Local Pensions Partnership Ltd, as set out in the report, be approved.

8. Recruitment to the posts of Executive Director of Growth, Environment, Transport and Community Services and Executive Director of Education and Children's Services

(Exempt information as defined in Paragraph 3 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 outweighed the public interests in disclosing the information).

The Committee considered a report on the proposed recruitment to the posts of Executive Director of Growth, Environment, Transport and Community Services and Executive Director of Education and Children's Services.

The report set out the proposed role profiles/job descriptions and person specifications, as well as the appointment timetable including recruitment, selection and advertising arrangements.

The Committee was also asked to confirm which senior management posts would hold the statutory responsibilities for Children's, Adult and Public Health Services.

Resolved:

- (i) That, subject to minor amendments as discussed at the meeting, the job description and person specifications for the posts of Executive Director of Growth, Environment, Transport and Community Services and Executive Director of Education and Children's Services, as set out in the report, be agreed.
- (ii) That the arrangements for recruitment to the posts including the engagement of consultants to assist with the recruitment process, as set out in the report, be approved.
- (iii) That the Head of Human Resources be authorised to engage recruitment consultants to assist with the recruitment process.
- (iv) That the positions of Executive Director of Education and Children's Services and Director of Public Health be designated as the statutory post holders for Children's Services and Public Health Services respectively.
- (v) That a decision on which senior management position would hold the statutory responsibility for Adult Services be deferred until the next meeting of the Committee.
- (vi) That the next meeting of the Committee scheduled to take place on 11 December 2017 be cancelled and officers be requested to identify dates for shortlisting and candidate interviews.

I Young
Director of Governance, Finance
and Public Services

County Hall
Preston

Agenda Item 7

(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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Agenda Item 8

(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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