

# Lancashire County Council

## Employment Committee

**Minutes of the Meeting held on Monday, 9th March, 2020 at 2.00 pm in Cabinet Room 'C' - The Duke of Lancaster Room, County Hall, Preston**

### **Present:**

County Councillor Geoff Driver CBE (Chairman)

### **County Councillors**

A Ali	T Martin
L Beavers	D O'Toole
P Buckley (1)	A Vincent
K Iddon	

(1) Replaced County Councillor Albert Atkinson for this meeting only.

#### **1. Apologies**

None.

#### **2. Disclosure of Pecuniary and Non-Pecuniary Interests**

None.

#### **3. Minutes of the Meeting held on 10 February 2020**

**Resolved:** That the minutes of the meeting held on 10 February 2020 be confirmed and signed by the Chairman.

#### **4. Urgent Business**

It was noted that the Chairman had agreed that the following item of urgent business be heard at this meeting and had been distributed as a supplementary agenda:

- a. Hospital Social Care Workforce - Solutions to Respond to Unplanned Surge Activity.

(Not for Publication – Exempt information as defined in Paragraph 3 and 4 of Part 1 of Schedule 12A to the Local Government Act, 1972.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).

## **5. Date of Next Meeting**

It was noted that the next meeting of the committee would be held on Monday 6 April 2020 at 2:00 p.m. 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 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.

### **4a. Hospital Social Care Workforce - Solutions to Respond to Unplanned Surge Activity**

(Not for Publication – Exempt information as defined in Paragraphs 3 and 4 of Part 1 of Schedule 12A to the Local Government Act, 1972.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 from Sue Lott, Head of Service Community North and Health and Prisons, regarding the options appraisal for permanent arrangements for overtime payments for adult social care staff working in hospitals at weekends, bank holidays and on extra statutory holidays.

**Resolved:** That

- (i) The findings and recommendations of the option appraisal, as presented, be noted.
- (ii) The continuation of the previously agreed overtime payments payable to adult social care staff, as detailed in option 2 of the report, as presented, be approved. The service would keep this under review alongside the potential changes to the service delivery model.

## **7. Local Pensions Partnership - Pay Proposals**

(Not for Publication – Exempt information as defined in Paragraphs 1, 2, 3 and 4 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 from Laura Sales, Director of Corporate Services, regarding pay proposals for Local Pension Partnerships.

It was confirmed that the 2020/21 Local Pension Partnership budget was robustly challenged before being agreed at the Pension Fund Committee meeting on 6 March 2020.

Members commented that to support the retention of key staff, it was necessary that remuneration was competitive and in line with industry standards.

**Resolved:** That having considered the officer advice and recommendations, as presented, the pay proposals for Local Pension Partnerships, be approved.

L Sales  
Director of Corporate Services

County Hall  
Preston