

Lancashire County Council

Employment Committee

Minutes of the Meeting held on Monday, 10th February, 2020 at 2.00 pm in Cabinet Room 'C' - The Duke of Lancaster Room, County Hall, Preston

Present:

County Councillor Geoff Driver CBE (Chair)

County Councillors

A Ali	T Martin
L Beavers	D O'Toole
P Buckley (1)	S Turner (2)
K Iddon	

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

(2) Replaced County Councillor Alan Vincent for this meeting only.

1. Apologies

None.

2. Disclosure of Pecuniary and Non-Pecuniary Interests

None.

3. Minutes of the Meeting Held on 13 January 2020

Resolved: That the minutes of the meeting held on 13 January 2020 be confirmed and signed by the Chair.

4. The Localism Act 2011 - Pay Policy Statement 2020/21

The committee considered a report from Deborah Barrow, Head of Service for Human Resources, setting out the county council's proposed 2020/21 Pay Policy Statement as required by the Localism Act 2011.

The following required amendment, highlighted in bold below (page 5 of the Pay Policy Statement, page 13 of the agenda) was highlighted:

"The Chief Executive also acts as Returning Officer for all **county** council elections for which an additional allowance is payable in relation to the overall supervision and ultimate responsibility for the conduct of council elections".

The committee was asked to consider an amendment to the published recommendation to allow for the pay increase, pension contributions, payable enhancements, allowances and expenses to be updated by Human Resources in

the Pay Policy Statement once confirmed, without the need to present a further report. It was noted that the updated position may not be available until after the publication of the Pay Policy Statement.

Resolved: That

- (i) The pay increase, pension contributions, payable enhancements, allowances and expenses to be updated by Human Resources in the 2020/21 Pay Policy Statement once confirmed.
- (ii) The proposed Pay Policy Statement for 2020/21, as set out at Appendix A, be recommend to Full Council for approval.
- (iii) The intention to apply the uplifted Living Wage rate from 1 April 2020, subject to Full Council approval, be noted.

5. Urgent Business

None.

6. Date of Next Meeting

It was noted that the next meeting of the committee would be held on Monday 9 March 2020 at 2:00 p.m. 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 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.

8. Response to the Committee on Recruitment & Retention Payments for Fleet Technicians

(Not for Publication – Exempt information as defined in Paragraphs 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 Phil Durnell, Director of Highways and Transport, regarding the review of the Fleet Service conducted by external consultants and their recommendations.

In response to questions the following information was confirmed:

- 'Re-tread' tyres referred to the use of a tool by the service to refurbish tyres. This was considered a best practice process across the industry and would result in significant savings.
- The leadership team was confident that the recommended changes in the report were deliverable and would be supported by development days planned with the external consultant. Some of the processes identified to realise savings were already in place.
- Any changes to IT systems and processes would be compliant with statutory requirements and be easy to operate.

Resolved: That

- (i) The review of Fleet Services and the resulting recommendations of the external consultant, as presented, be noted.
- (ii) The steps taken by the service to implement the recommendations, as presented, be noted.

L Sales
Director of Corporate Services

County Hall
Preston