

Lancashire County Council

Employment Committee

Minutes of the Meeting held on Monday, 12th October, 2020 at 10.00 am in a Virtual Skype Meeting

Present:

County Councillor Keith Iddon (Chair)

County Councillors

A Atkinson	T Martin
L Beavers	J Rear
M Green	A Vincent
H Khan	

County Councillors Jayne Rear, Michael Green and Hasina Khan replaced County Councillors Geoff Driver, David O'Toole and Azhar Ali respectively for this meeting.

1. Apologies

There were no apologies.

2. Disclosure of Pecuniary and Non-Pecuniary Interests

None

3. Minutes of the Meeting held on 7 September 2020

Resolved: That the minutes of the meeting held on 7 September 2020 be confirmed as a correct record.

4. Revised Grievance and Harassment Policies and Procedures

The committee considered a report from Deborah Barrow, Head of Service for Human Resources, regarding the council's Grievance and Harassment Policies and Procedure which have been reviewed and revised as part of the Human Resources policy review program.

In presenting the report, it was noted that a revised version of Appendix 'A' of the report had been provided to members. The revision related to an amendment made to Appendix 'A', where the sentences in the first paragraph were reordered. The revised version had replaced the existing version on the published agenda on the council's website.

Following a discussion, it was clarified that the policy would be versioned controlled and would be reviewed on an annual basis. It was further clarified that this policy wouldn't apply to any employee who transferred to the council under the Transfer of Undertakings (Protection of Employment) (TUPE) regulations, as these employees would still be operating under the Terms and Conditions from their previous employer. This included using the Grievance and Harassment Policies from the employee's previous employer to settle any issues the employee may have while working for the council.

Resolved: That, the revised Grievance and Harassment Policies and Procedures, set out in Appendices 'A' and 'B' of the report, be approved.

5. Urgent Business

There were no items of Urgent Business.

6. Date of Next Meeting

Resolved: That the next meeting of the committee would be held virtually on Monday 9 November at 2pm.

L Sales
Director of Corporate Services

County Hall
Preston