

Lancashire County Council

Employment Committee

Minutes of the Meeting held on Monday, 9th November, 2020 at 2.00 pm Skype, Virtual Meeting

Present:

County Councillor Keith Iddon (Chair)

County Councillors

A Ali	T Martin
A Atkinson	D O'Toole
L Beavers	A Vincent
M Green	

County Councillor M Green replaced County Councillor G Driver at this meeting only.

1. Apologies

None.

2. Disclosure of Pecuniary and Non-Pecuniary Interests

None.

3. Minutes of the Meeting held on 12 October 2020

Resolved: That the minutes of the meeting held on 12 October 2019 be confirmed and signed by the Chairman.

Matters arising from the minutes: item 4, Revised Grievance and Harassment Policies and Procedures

Laura Sales, Director of Corporate Services, informed the committee that the right of appeal had been omitted from the Harassment policy in error. This had now been rectified and the amended policy would be circulated to all members of the Employment Committee for information.

4. Urgent Business

None.

5. Date of Next Meeting

It was noted that the next meeting of the committee would be held on Monday 7 December 2020 at 2pm by means of a virtual meeting.

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 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(Not for Publication – Exempt information as defined in Paragraphs 1, 2, 3 and 4 of Part 1 of Schedule 12A to the Local Government Act, 1972.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 made by the Local Pensions Partnership.

In response to questions from members it was confirmed that Local Pensions Partnership worked with an independent company to benchmark salaries prior to making recommendations to ensure they were in line with similar posts within the industry. More information regarding changes made to the structure and the salary benchmarking undertaken by Local Pensions Partnership would be requested alongside the Local Pensions Partnership remuneration policy, when it was brought to Employment Committee for consideration.

Resolved: That

- (i) The Local Pension Partnership pay proposals and establishment of two new roles, as presented, be approved.
- (i) The agreement of the final pay for the roles be delegated to the Head of Fund, if the review from the London Pension Fund Authority led to a recommended salary within a 5% threshold of the proposed salary set out in the report.

L Sales
Director of Corporate Services

County Hall
Preston