

Lancashire County Council

Employment Committee

**Minutes of the Meeting held on Wednesday, 26th January, 2022 at 3.30 pm
in Cabinet Room 'A' - The Tudor Room, County Hall, Preston**

Present:

County Councillor Phillippa Williamson (Chair)

County Councillors

A Vincent	J Mein
A Ali OBE	J Rear
L Beavers	A Riggott
P Buckley	

County Councillor Jayne Rear replaced County Councillor David O'Toole for this meeting and subsequent meetings relating to the recruitment of the Executive Director for Education and Children's Services

1. Apologies

There were no apologies

The Chair advised the committee that item 8 – Revised Standby Payments Scheme – would be moved into the "Part I" (open to the public) part of the agenda.

The committee were also notified of an item of urgent business which would be taken under Urgent Business.

2. Disclosure of Pecuniary and Non-Pecuniary Interests

None

3. Minutes of the Meeting held on 6 December 2021

Resolved: That the minutes of the meeting held on 6 December 2021 be agreed as a correct record and signed by the Chair.

4. The Localism Act 2011 – Pay Policy Statement 2022/23

Deborah Barrow, Head of Human Resources, presented a report on the Pay Policy Statement. In presenting the report, the committee were asked to consider alterations to the recommendations in the report.

It was proposed that, taking into account the current position with national local government pay negotiations, the proposal to delay the uplifting of the Foundation Living Wage may no longer be necessary, and that therefore the recommendation be amended to approve the flexibility to delay the uplift only if it is necessary.

In relation to the proposal to change the method by which the Foundation Living Wage is paid, the committee were advised that initial discussion has already taken place with unions on a proposal to apply it as a Supplement. The unions had expressed no major reservations, and so it was proposed that this model be approved, subject to formal discussion with the unions.

The committee were assured that the proposed changes would make no difference to the amount received by those earning the Foundation Living Wage.

Resolved: That

- i. The proposed Pay Policy Statement for 2022/23, as set out at Appendix A, and recommend approval of the statement to Full Council;
- ii. Should it be required, the application of the uplifted Foundation Living Wage rate, subject to Full Council approval, may be delayed until a national pay agreement for Local Government Services for 2021-22 is reached; and
- iii. Subject to the views of the Trades Unions, the method by which the Foundation Living Wage is paid moves to a supplement model by April 2023.

5. Revised Standby Payments Scheme

Deborah Barrow, Head of Human Resources, advised the committee that the Standby Payments Scheme has been reviewed and a revised scheme proposed. In reviewing the issue, it was also identified that there was one further fixed rate payment, related to the split shift allowance. It was confirmed that approving the proposed changes to these payments would mean that there were now no fixed rate payment schemes.

Resolved: That

- i. the revised minimum standby payment of £150 per week / £16.67 per unit with effect from 1 October 2021 be approved
- ii. the revised minimum standby payments, as set out at i. be increased in line with any future national pay awards be approved
- iii. the split shift allowance be increased in line with any future national pay awards from 1 April 2022 onwards be approved

6. Urgent Business

It was agreed that the following item could be taken as an item of urgent business.

- a. **Temporary Changes to Staff Terms and Conditions due to the**

current Omicron Coronavirus Emergency Circumstances

Deborah Barrow, Head of Human Resources, presented a report proposing temporary changes to the approach to overtime payments for some staff groups due to the current coronavirus situation.

It was agreed that the matter was urgent due to the need to respond promptly to the current situation and ensure staff were properly remunerated.

Resolved: That

- i. the overtime cap be lifted to enable critical services (supporting and direct delivery) to pay staff above salary scale point 19 overtime in place of accruing time off in lieu which is not practicable at this time. This arrangement will not apply to Heads of Service or Directors.
- ii. Subject to agreement by the Head of Service, where staff volunteer to work overtime/additional hours in an alternative role in critical services, (e.g. older people care services and disability social care roles) staff will be paid at their substantive grade regardless of the grade of the alternative role (where this is a lower grade). This arrangement will not apply to Heads of Service or Directors

7. Date of Next Meeting

It was noted that the next meeting of the committee will be held on Thursday 10 March 2022 at 9.00 am at County Hall, Preston.

8. 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 12A 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.

9. Shortlisting and Recruitment and Assessment Process for the Executive Director of Education and Children's Services Role

(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 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.)

Julie Towers, Managing Director, Penna, attended for this item. The committee considered the next stages in the process for the recruitment of the Executive Director of Children's Services.

Resolved: That

- i. The proposed shortlist from Penna be noted, and that those candidates identified by Penna as "recommended" and "strong marginal" candidates proceed to the next stage of the process
- ii. A technical assessment be used as an additional stage to the shortlisting process, in order to produce a final shortlist of candidates for further assessment and interview
- iii. The committee meet following the technical assessment to agree a final shortlist for interview
- iv. The planned panel assessment process be amended to include an Education sector panel and a separate session with an appropriate Cabinet Member and opposition spokesperson
- v. That the questions and presentation topic be confirmed once the outcome of the technical assessments are known

L Sales
Director of Corporate Services

County Hall
Preston