

Meeting of the Employment Committee 25 April 2024

Chair: County Councillor Phillippa Williamson

Part II (Open to Press and Public)

Lancashire Renewables Limited HR Policy and Procedure Review

(Not for Publication – Exempt information as defined in Paragraph 3 of Part 1 of Schedule 12A to the Local Government Act, 1972.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

The committee considered a private and confidential report which set out updated Human Resources policies and procedures for the company.

Resolved: That

- i) The conclusion of the review of the company's Human Resources policies and procedures be noted;
- ii) The Lancashire Renewables Ltd Board of Directors' approval of the amended Human Resources policies and procedures be noted;
- iii) The amended Human Resources policies and procedures be approved, as set out at Appendix A; and
- iv) The need for further consultation with the recognised trade union and employees, prior to the amended policies and procedures' implementation, be noted.

Lancashire Renewables Limited Annual Pay Review 2024/25

(Not for Publication – Exempt information as defined in Paragraph 3 of Part 1 of Schedule 12A to the Local Government Act, 1972.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

The committee considered a private and confidential report which set out the company's proposed annual pay review for 2024/25.



Resolved: That the pay adjustments and changes to the employee terms and conditions of employment, as set out in the report, be approved with effect from 1 January 2024 and subject to trade union and employee consultation.

Local Pensions Partnership Limited Pay Proposals

(Not for Publication – Exempt information as defined in Paragraphs 1, 2 and 3 of Part 1 of Schedule 12A to the Local Government Act, 1972.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

The committee considered a private and confidential report which set out Local Pensions Partnership Limited's pay proposals for 2024/25 and proposed changes to the company's Remuneration Policy.

Resolved: That

- i) The changes to the Local Pensions Partnership Limited Remuneration Policy, as set out at Appendix 'A', be approved;
- ii) The remuneration (including bonuses) of the Chief Executive Officer of Local Pensions Partnership Limited and Managing Director of Local Pensions Partnership Administration for 2024/25, as set out at Appendix 'B', be approved;
- iii) The proposed remuneration (including bonuses) of the Chief Risk Officer, Chief Operating Officer, and Chief Investment Officer of Local Pensions Partnership Investments for 2024/25, as set out at Appendix 'B', be noted;
- iv) The 2024/25 Pay Grade Structures for Local Pensions Partnership Investment and Local Pensions Partnership Administration, as set out at Appendices 'C' and 'D', be approved; and
- v) A further report on the required remuneration reporting for salaries over £100,000 be presented to the Employment Committee at its next meeting on 2 July 2024.

