

Lancashire County Council

Employment Committee

**Minutes of the Meeting held on Thursday, 14th November, 2024 at 9.00 am in
Committee Room 'B' - The Diamond Jubilee Room, County Hall, Preston**

Present:

County Councillor Philippa Williamson (Chair)

County Councillors

A Vincent
P Buckley
D O'Toole

A Riggott
S Serridge
M Tomlinson

1. Apologies

Apologies were received from County Councillor Jennifer Mein.

2. Disclosure of Pecuniary and Non-Pecuniary Interests

None.

3. Minutes of the Meeting held on 10 September 2024

Resolved: That the minutes of the Employment Committee meeting held on 10 September 2024 be confirmed as an accurate record.

4. Urgent Business

There were no items of Urgent Business.

5. Date of Next Meeting

It was noted that the next meeting of the Employment Committee would be an extraordinary meeting and held on Thursday 5 December 2024, 9am at County Hall, Preston.

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 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.

7. Recruitment of Director of Adult Social Services and Interim Arrangements

(Not for Publication – Exempt information as defined in Paragraphs 1, 2 and 3 of Part 1 of Schedule 12A to the Local Government Act, 1972.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 was considered that in all the circumstances of the case the public interest in maintaining the exemption outweighs the public interests in disclosing the information.)

Lucy Thompson, Director of People presented a private and confidential report that set out the arrangements for the recruitment for the interim and permanent Executive Director of Adult Social Services (DASS) role at Lancashire County Council.

In presenting the report, it was proposed to amend recommendation (iii) to add the following "and to authorise to the Director of People in consultation with Head of Paid Service, Leader of the County Council and Leader of the Opposition, to identify an alternative preferred candidate if required."

Resolved: That

- i. The Job Description and Person Specification for the interim, and permanent appointment of the Executive Director of Adult Social Services be approved, including for the appointment to be a full-time role for Lancashire County Council (with the secondment agreement coming to a natural end upon the departure of the incumbent) to ensure the county council's focus during this transitional period;
- ii. The use of the previously selected recruitment agency as discussed as the external specialist executive recruitment partner for the appointment process to ensure coordination with the recruitment of the Chief Executive/Head of Paid Service role, be approved;
- iii. Following consideration of the applications for the Interim Director of Adult Social Services, Helen Coombes be appointed Interim Executive Director of Adult Social Services from 1 December 2024 and Director of People in be authorised, in consultation with Head of Paid Service, Leader of the County Council and Leader of the Opposition, to identify an alternative preferred candidate if required;
- iv. The timetable for the permanent recruitment of the Director of Adult Social Services to ensure coordination with the recruitment of the Chief Executive/Head of Paid Service, be approved; and
- v. The Director of People be authorised to process the arrangements.

H MacAndrew
Director of Law and Governance

County Hall
Preston

