



URGENT BUSINESS

THURSDAY, 6 SEPTEMBER 2007

Please find enclosed Urgent Business Notices in connection with the following:

1. **Standards Committee Appointment** (Pages 1 - 6)
2. **Pay Negotiations** (Pages 7 - 12)

Queries regarding these documents

Please contact Sharon Marsh, Democratic Services - telephone (01524) 582096 or email smarsh@lancaster.gov.uk.

Gillian Noall
Head of Democratic Services
Town Hall
Lancaster LA1 1PJ

Published on Thursday, 6th September 2007

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Contact: Chief Executive
Telephone: (01524) 582011
Fax: (01524) 582161
Minicom: (01524) 582175
E-mail: MCullinan@lancaster.gov.uk
Our reference: CE/STM/UB48
Your reference:

CHIEF EXECUTIVE

Town Hall
Dalton Square
Lancaster
LA1 1PJ

DX 63531

Chairman of Council Business Committee

10th August 2007

Dear Councillor,

URGENT BUSINESS – STANDARDS COMMITTEE APPOINTMENT

I am writing to consult and obtain your views in order to formally appoint the nomination from the Lancashire Association of Parish and Town Councils as the Parish member to serve on the Council's Standards Committee, in accordance with the Council's Urgent Business Procedure, details of which are set out within the attached report.

The urgency for this decision is so that this appointment can be formalised prior to the next meeting of Standards Committee and as quickly as possible to enable the appointed person to undergo some initial training in time for their first meeting, Members of the Business Committee have indicated that they would be happy for this to be undertaken through the urgent business procedure and advised electronically rather than call a special meeting for that purpose.

The recommendation is:

- (1) That Parish Councillor Margaret Davy be appointed to serve as the independent Parish representative member on the Council's Standards Committee with immediate effect.

I would be grateful if you could complete the attached slip, signifying whether you are in agreement with the recommendation or not, and return it to the Town Hall as soon as possible. In the meantime, could you please telephone Sharon Marsh on 582096, or e-mail SMarsh@lancaster.gov.uk, with your decision.

Yours sincerely,

CHIEF EXECUTIVE

URGENT BUSINESS – STANDARDS COMMITTEE APPOINTMENT

Councillor Consultation

*I am/~~am not~~ (***please delete as appropriate**) in agreement with the recommendation:

That Parish Councillor Margaret Davy be appointed to serve as the independent Parish representative member on the Council's Standards Committee with immediate effect.

Signed: Councillor Susan Bray-----

Name: Susan Bray-----

Position Held: Chairman of Council Business Committee-----

Dated: 15th August 2007-----

Chief Executive Decision

*I agree/~~do not agree~~ (***please delete as appropriate**) to exercise my delegated authority and approve:

That Parish Councillor Margaret Davy be appointed to serve as the independent Parish representative member on the Council's Standards Committee with immediate effect.

Signed: Roger Muckle on behalf of Mark Cullinan-----
Chief Executive

Dated: 15th August 2007-----

Please return to: Sharon Marsh,
Democratic Services,
Town Hall,
Dalton Square,
LANCASTER. LA1 1PJ

Ref: UB48

COUNCIL BUSINESS COMMITTEE

Standards Committee Appointment Urgent Business Decision

Report of the Head of Democratic Services

PURPOSE OF REPORT

To formally appoint the nomination from the Lancashire Association of Parish and Town Councils as the Parish member to serve on the Council's Standards Committee.

This report is public

1. RECOMMENDATION

- (1) That Parish Councillor Margaret Davy be appointed to serve as the independent Parish representative member on the Council's Standards Committee with immediate effect.**

2. Introduction

- 2.1 The Standards Committee is required to include a parish member, and Council has previously agreed that such member should be nominated by the Lancashire Association of Parish and Town Councils.
- 2.2 The independent parish representative member of the Standards Committee up to the May 2007 elections indicated that she did not wish to continue in this role and the Lancashire Association of Parish and Town Councils was therefore asked to nominate a new representative immediately after the parish elections.
- 2.3 Unfortunately at the LAPTC's first meeting of the year, no nominations were received and it was not possible to resolve the situation in time for the meeting of full Council on 18th July.
- 2.4 Since the next meeting of full Council is not until after the next meeting of Standards Committee, Council agreed to delegate the appointment of the LAPTC's nomination to the Council Business Committee.
- 2.5 In order that this appointment can be formalised prior to the next meeting of Standards Committee and as quickly as possible to enable the appointed person to undergo some initial training in time for their first meeting, Members of the Business Committee have indicated that they would be happy for this to be undertaken through the urgent business procedure and advised electronically rather than call a special meeting for that purpose.

3. Proposal

3.1 At their last meeting on 23rd July 2007, the LAPTC approved the nomination of Margaret Davy, a Parish Councillor from Yealand Redmayne Parish Council and Council is therefore requested to formally appoint this parish nomination to the Standards Committee.

4. Options

4.1 Option 1 - To approve the nomination submitted by the LAPTC for an independent parish member of the Council's Standards Committee.

4.2 Option 2 – Not to approve the nomination submitted by the LAPTC for an independent parish member of the Council's Standards Committee

5. Officer Preferred Option (and comments)

5.1 Officers' preferred option is Option 1 above in line with the decision of Council to request a nomination from the LAPTC for this position. If this nomination is not accepted Members will need to consider another suitable method of recruitment which will require a change to the Constitution. In the meantime the Standards Committee would not be properly constituted.

6 Conclusion

6.1 Council has delegated to the Council Business Committee the formal appointment of the LAPTC nomination to the Standards Committee.

<p>CONCLUSION OF IMPACT ASSESSMENT (including Diversity, Human Rights, Community Safety, Sustainability and Rural Proofing)</p> <p>None arising from this report.</p>
<p>FINANCIAL IMPLICATIONS</p> <p>There would be no costs in accepting this nomination to replace the former parish representative. If any other method of recruitment were to be utilised there may be some costs incurred in the recruitment process which would need to be met from the corporate advertising budget.</p>
<p>SECTION 151 OFFICER'S COMMENTS</p> <p>The Section 151 Officer has been consulted and has no further comments to add.</p>
<p>LEGAL IMPLICATIONS</p> <p>The Local Government Act 2000 requires that there be a parish member on the Council's Standards Committee. This requirement is reflected in the Councils' Constitution, and Council has previously resolved that this Parish member be nominated by the LAPTC.</p>

MONITORING OFFICER'S COMMENTS

The Monitoring Officer has been consulted and has no further comments to add.

BACKGROUND PAPERS

None

Contact Officer: Gillian Noall
Telephone: 01524 582060
E-mail: gnoall@lancaster.gov.uk
Ref. GMN

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Contact: Mark Cullinan
Telephone: (01524) 582011
Fax: (01524) 582042
Minicom: (01524) 582175
E-mail: mcullinan@lancaster.gov.uk
Website: www.lancaster.gov.uk
Our Ref: GN
Your Ref: UB49

Chief Executive

Chairman of Personnel Committee

Mark Cullinan
Chief Executive

cc. Members of Personnel Committee

Town Hall
Dalton Square
LANCASTER LA1 1PJ

DX63531 Lancaster

31st August 2007

Dear Councillor Bray

URGENT BUSINESS – PAY NEGOTIATIONS

I am writing to consult you on the attached report to establish the Council's position with regard to the current pay round and next year's pay negotiations in accordance with the Council's Urgent Business Procedure.

The urgency for this decision is that as Chairman of the Personnel Committee you are the Council's representative on the North West Employers Organisation and will be attending its annual meeting on the 10th September. You have been asked to indicate the Council's position in relation to the current pay round and next year's pay negotiations. It is therefore necessary to formalise the Council's position before the annual meeting.

The recommendations are:

- (1) That it be agreed that the Council's position on the current pay round is that the Council will continue to be guided by the national Local Government Employers (LGE) organisation, but would hope that any settlement would be within the 2.95% increase for which budget provision has been made.
- (2) That it be agreed that the Council's position for future years is that a one year deal in 2007 should pave the way for a more comprehensive multi-year deal in 2008. the Council welcomes and relies on the experience and judgment of the LGE and the Local Government Association (LGA) in negotiating national agreements, but would welcome a "total rewards" approach to future pay agreements.

All Members of the Personnel Committee are to be consulted on this report before you make your decision. I have asked all Members of the Committee to contact you by 5.00pm on Wednesday 12th September 2007 if they wish to make any representations to you on this report. After this deadline please could you complete the attached slip, signifying whether you are in agreement with the recommendations or not, and return it to the Town Hall as soon as possible.

In the meantime, could you please telephone Stephen Metcalfe on 582073, or e-mail smetcalfe@lancaster.gov.uk, with your decision.

Yours sincerely,

CHIEF EXECUTIVE

Enc.

URGENT BUSINESS UB49 – PAY NEGOTIATIONS

Councillor Consultation

*I am/~~am not~~ (***please delete as appropriate**) in agreement with the recommendations:

- (1) That it be agreed that the Council's position on the current pay round is that the Council will continue to be guided by the national Local Government Employers (LGE) organisation, but would hope that any settlement would be within the 2.95% increase for which budget provision has been made.
- (2) That it be agreed that the Council's position for future years is that a one year deal in 2007 should pave the way for a more comprehensive multi-year deal in 2008. the Council welcomes and relies on the experience and judgment of the LGE and the Local Government Association (LGA) in negotiating national agreements, but would welcome a "total rewards" approach to future pay agreements.

Signed: Councillor Susan Bray -----

Name: Susan Bray -----

Position Held: Chairman of Personnel Committee-----

Dated: 6th September 2007 -----

Chief Executive Decision

*I agree/~~do not agree~~ (***please delete as appropriate**) to exercise my delegated authority and give approval:

- (1) That it be agreed that the Council's position on the current pay round is that the Council will continue to be guided by the national Local Government Employers (LGE) organisation, but would hope that any settlement would be within the 2.95% increase for which budget provision has been made.
- (2) That it be agreed that the Council's position for future years is that a one year deal in 2007 should pave the way for a more comprehensive multi-year deal in 2008. the Council welcomes and relies on the experience and judgment of the LGE and the Local Government Association (LGA) in negotiating national agreements, but would welcome a "total rewards" approach to future pay agreements.

Signed: Mark Cullinan-----

Chief Executive

Dated: 6th September 2007 -----

Please return to: Sharon Marsh,
Democratic Services,
Town Hall,
Dalton Square,
LANCASTER. LA1 1PJ

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PERSONNEL COMMITTEE

Pay Negotiations - Urgent Business Report and Further Consideration

18th September 2007

Report of Head of Democratic Services

PURPOSE OF REPORT

To advise Members of action taken by the Chief Executive, in consultation with the Chairman of the Personnel Committee, and to enable the Committee to discuss the Council's position further with regard to pay negotiations.

This report is public.

1. RECOMMENDATION

- **That the action taken by the Chief Executive, in consultation with the Chairman of the Personnel Committee, in relation to pay negotiations, be noted, and that the Committee consider the Council's position further, and in particular consider any feedback from the annual meeting of the North West Employers organisation.**

2. Summary of Decision

Pay Negotiations

The terms of reference of the Personnel Committee include considering and responding to consultation requests in respect of national pay negotiations.

The Chairman of the Committee is the Council's representative on the North West Employers organisation (NWE), and had been invited to attend the NWE annual meeting on the 10th September 2007. She had been requested by NWE to be in a position to indicate the Council's position in relation to the current pay round and next year's pay negotiations, and accordingly it was necessary to formalise the Council's position before the annual meeting.

A decision was required as a matter of urgency, as the meeting was on the 10th September 2007, , prior to the next meeting of the Committee. It was, therefore, necessary to formalise the Council's position before the annual meeting.

The urgent business report had been circulated to all members of the Personnel Committee before the decision was taken under the urgent business procedure.

Following consultation with the Chairman of the Committee it was agreed: -

- (1) That it be agreed that the Council's position on the current pay round is that the Council will continue to be guided by the national Local Government Employers (LGE) organisation, but would hope that any settlement would be within the 2.95% increase for which budget provision has been made.
- (2) That it be agreed that the Council's position for future years is that a one year deal in 2007 should pave the way for a more comprehensive multi-year deal in 2008. The Council welcomes and relies on the experience and judgment of the LGE and the Local Government Association (LGA) in negotiating national agreements, but would welcome a "total rewards" approach to future pay agreements.

3. Conclusion

Approval was given to the above action, which is reported to this meeting in accordance with the City Council's Constitution. However, as the topic is clearly an important one for the Council and the Committee, a copy of the urgent business report and appendix is attached, and Members may wish to take this opportunity of discussing the Council's position further, and in particular, considering any feedback that the Chairman may have from the meeting on the 10th September.

CONCLUSION OF IMPACT ASSESSMENT

(including Diversity, Human Rights, Community Safety, Sustainability and Rural Proofing)

None specifically relevant to this report.

FINANCIAL IMPLICATIONS

The budgetary provision for the current and future years is for a 2.95% pay increase.

1% of the pay bill amounts to about £200K for General Fund services, and around £30K for Council Housing.

SECTION 151 OFFICER'S COMMENTS

The Section 151 Officer has been consulted and has no further comments.

LEGAL IMPLICATIONS

The report has been provided in accordance with the Council's Constitution.

MONITORING OFFICER'S COMMENTS

The Monitoring Officer has been consulted and has no further comments.

BACKGROUND PAPERS

1. Letter to the Chairman of the Personnel Committee dated 31st August 2007.

Contact Officer: Stephen Metcalfe

Telephone: 01524 582073

E-mail: Smarsh@lancaster.gov.uk