

PERSONNEL COMMITTEE

6.10 P.M.

15TH SEPTEMBER 2015

PRESENT:- Councillors Elizabeth Scott (Chairman), Lucy Atkinson (Vice-Chairman), Caroline Jackson, Ronnie Kershaw, Jane Parkinson, Sylvia Rogerson and David Smith

Officers in attendance:-

Mark Cullinan	Chief Executive
Stuart Hampson	HR & OD Manager
Debbie Chambers	Democratic Services Manager

The Chairman welcomed Councillors and adjourned the meeting.

The meeting adjourned at 6.11pm and reconvened at 6.40pm.

14 MINUTES

The minutes of the meeting held on 14 July 2015 were approved.

15 DECLARATIONS OF INTEREST

There were no declarations of interest.

16 REVIEW OF THE CHIEF EXECUTIVE POST

The Chief Executive submitted a report setting out the potential options and key issues associated with the replacement of his post due to his planned retirement in June 2016.

Introducing his report, the Chief Executive made it clear that the most important consideration was the role of the chief executive situated within the political and organisational context that surrounded it. Therefore if Lancaster City Council retained its ambition for its communities and still wished to do as much as it could for its citizens, he would recommend that the Council should have its own whole time Chief Executive.

Committee members asked a number of questions regarding the options in the report, and the likely impact of each option, which the Chief Executive responded to.

The options were:

- To retain a full time Chief Executive
- To operate with a Chief Executive working less than five days per week
- To disestablish the post of Chief Executive
- To share a Chief Executive

Salary scales and other comparative information regarding Chief Executives' pay were

appended to the report for Members' information.

The views of the Committee were being sought in advance of the matter going to Council for a decision.

Councillor Smith, seconded by Councillor Kershaw, proposed:

"That the Council should retain a full time Chief Executive post and that remuneration should be considered separately."

A vote was taken on the proposition, which was carried.

Resolved:

That the Council should retain a full time Chief Executive post and that remuneration should be considered separately.

17 APPOINTMENT TO THE JOINT CONSULTATIVE COMMITTEE ON HEALTH AND SAFETY

The Chairman called for nominations for appointment to the Joint Consultative Committee on Health and Safety.

Councillor Parkinson, seconded by Councillor Rogerson, nominated Councillor Smith.

There were no further nominations and Councillor Smith was appointed.

Resolved:

That Councillor Smith be appointed to the Joint Consultative Committee on Health and Safety.

18 LOCAL GOVERNMENT PENSION SCHEME EMPLOYER DISCRETIONS

The HR and OD Manager submitted a report presenting the revised arrangements set out in the Local Government Pension Scheme (LGPS) regulations and the associated discretions available to Lancaster City Council. The report sought approval of a new Statement of Policy in relation to LGPS employer discretions.

The Committee asked a number of questions about the nature of the discretions, how they operated in practice and whether sufficient audit and scrutiny was built into the procedures.

The Chairman noted that there were two small typographical errors in the Statement of Policy under 'Discretion Exercised' where 'companionate' should read 'compassionate'.

Resolved:

- (1) That the discretionary powers set out in the Council's Statement of Policy 2015 be adopted and the Statement be approved, subject to correction of the

typographical errors noted.

- (2) That other policies and procedures be amended to comply with the Statement of Policy 2015.

Chairman

(The meeting ended at 7.40 p.m.)

**Any queries regarding these minutes, please contact
Debbie Chambers, Democratic Services - telephone 01524 582057, or e-mail
dchambers@lancaster.gov.uk**