



**Committee:** PERSONNEL COMMITTEE

**Date:** MONDAY, 30<sup>TH</sup> APRIL 2018

**Venue:** LANCASTER TOWN HALL

**Time:** 6.10 P.M.

## A G E N D A

1. **Apologies for absence**

2. **Minutes**

Minutes of meetings held on 3<sup>rd</sup> and 10<sup>th</sup> April, 2018 (previously circulated).

3. **Declarations of Interest**

To receive declarations by Members of interests in respect of items on this Agenda.

Members are reminded that, in accordance with the Localism Act 2011, they are required to declare any disclosable pecuniary interests which have not already been declared in the Council's Register of Interests. (It is a criminal offence not to declare a disclosable pecuniary interest either in the Register or at the meeting).

Whilst not a legal requirement, in accordance with Council Procedure Rule 9 and in the interests of clarity and transparency, Members should declare any disclosable pecuniary interests which they have already declared in the Register, at this point in the meeting.

In accordance with Part B Section 2 of the Code Of Conduct, Members are required to declare the existence and nature of any other interests as defined in paragraphs 8(1) or 9(2) of the Code of Conduct.

4. **Items of urgent business authorised by the Chairman**

5. **Gender Pay Gap Reporting** (Pages 1 - 6)

Report of the Interim HR Manager.

6. **Work Plan** (Pages 7 - 9)

Report of the Interim HR Manager.

7. **Exclusion of the Press and Public**

The Committee is recommended to pass the following recommendation in relation to the following item(s):-

"That, in accordance with Section 100A(4) of the Local Government Act, 1972, the press

and public be excluded from the meeting for the following item(s) of business, on the grounds that they could involve the possible disclosure of exempt information as defined in paragraphs 1, 2, 3 and 4 of Schedule 12A of that Act.”

Members are reminded that, whilst the following item(s) have been marked as exempt, it is for the Committee itself to decide whether or not to consider each of them in private or in public. In making the decision, Members should consider the relevant paragraph of Schedule 12A of the Local Government Act 1972, and also whether the public interest in maintaining the exemption outweighs the public interest in disclosing the information. In considering their discretion Members should also be mindful of the advice of Council Officers.

**8. Executive Team Structure (Pages 10 - 44)**

Report of the Chief Executive.

**ADMINISTRATIVE ARRANGEMENTS**

**(i) Membership**

Councillors Caroline Jackson (Vice-Chairman), Eileen Blamire, Ronnie Kershaw, Jane Parkinson, Margaret Pattison, Sylvia Rogerson and 1 Labour vacancy

**(ii) Substitute Membership**

Councillors Carla Brayshaw (Substitute), Andrew Gardiner (Substitute), Rebecca Novell (Substitute), David Whitaker (Substitute) and Phillippa Williamson (Substitute)

**(iii) Queries regarding this Agenda**

Please contact Stephen Metcalfe, Democratic Services - telephone 01524 582073, or e-mail [sjmetcalfe@lancaster.gov.uk](mailto:sjmetcalfe@lancaster.gov.uk).

**(iv) Changes to Membership, substitutions or apologies**

Please contact Democratic Support, telephone 582170, or alternatively email [democraticsupport@lancaster.gov.uk](mailto:democraticsupport@lancaster.gov.uk).

SUSAN PARSONAGE,  
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