



Committee: PERSONNEL COMMITTEE

Date: TUESDAY, 15TH OCTOBER 2019

Venue: LANCASTER TOWN HALL

Time: 6.00 P.M., OR AT THE RISE OF THE MEETING OF JCC, WHICHEVER IS THE LATER

A G E N D A

1. **Apologies for absence**

2. **Minutes**

Minutes of meeting held on 26th September 2019.

3. **Declarations of Interest**

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

Councillors 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, Councillors 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, Councillors 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 Chair**

5. **Appointment of a member of the Personnel Committee to the JCC on Health and Safety**

The Committee to consider.

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

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

"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 of business, on the grounds that it could involve the possible disclosure of exempt information as defined in

paragraph 4 of Schedule 12A of that Act.”

Councillors are reminded that, whilst the following item has been marked as exempt, it is for the Committee itself to decide whether or not the item in private or in public. In making the decision, Councillors 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 Councillors should also be mindful of the advice of Council Officers.

7. Staff Initiatives and Pay Model Proposals (Pages 1 - 33)

Report of the Head of Human Resources.

ADMINISTRATIVE ARRANGEMENTS

(i) Membership

Councillors Oliver Robinson (Chair), Caroline Jackson (Vice-Chair), Phillip Black, Adrian Duggan, Jake Goodwin, Janice Hanson and Cary Matthews

(ii) Substitute Membership

Councillors Stephie Barber (Substitute), Roger Dennison (Substitute), Debbie Jenkins (Substitute), Mandy King (Substitute), Faye Penny (Substitute) and Joanna Young (Substitute)

(iii) Queries regarding this Agenda

Please contact Stephen Metcalfe, Democratic Services - telephone 01524 582073, or e-mail sjmetcalfe@lancaster.gov.uk.

(iv) Changes to Membership, substitutions or apologies

Please contact Democratic Support, telephone 582170, or alternatively email democraticsupport@lancaster.gov.uk.

KIERAN KEANE,
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