



Summary of the Decisions Taken at the Meeting of Personnel Committee held on 31 January 2023

Agenda Item No.	Agenda Item	Decision
7	<p>Policy Updates</p> <p>Report of Chief Executive</p> <p>Purpose of report</p> <p>To seek approval from the Personnel Committee on proposed changes to existing HR policies.</p> <p>Recommendations</p> <p>The meeting is recommended:</p> <p>1.1 to review and approve the following policies for implementation:</p> <ul style="list-style-type: none">- Annual Leave and Bank Holiday Policy- Compassionate Leave Policy- Court Attendance Policy- Employee Code of Conduct- Statutory Officer Disciplinary and Dismissal Procedure	<p>Resolved</p> <p>(1) That the following policies be approved for implementation:</p> <ul style="list-style-type: none">• Annual Leave and Bank Holiday Policy• Compassionate Leave Policy• Court Attendance Policy• Employee Code of Conduct• Statutory Officer Disciplinary and Dismissal Procedure
8	<p>Gender Pay Gap</p> <p>Report of Chief Executive</p> <p>Purpose of report</p> <p>To provide the Personnel Committee with the latest Gender Pay Gap report for information.</p> <p>Recommendations</p> <p>The meeting is recommended:</p>	<p>Resolved</p> <p>(1) That the Gender Pay Gap report be noted.</p>

Agenda Item No.	Agenda Item	Decision
	1.1 to review the latest Gender Pay Gap report provided for information.	
9	<p>Workforce Profile Statistics</p> <p>Report of Chief Executive</p> <p>Purpose of report</p> <p>To provide the Personnel Committee with an update on Cherwell District Council's workforce including KPIs for measuring staff well-being and to highlight the actions officers are taking to address any issues</p> <p>Recommendations</p> <p>The meeting is recommended:</p> <p>1.1 to review and note the workforce data for Quarter 3 of 2022/23 provided in Appendix one.</p>	<p>Resolved</p> <p>(1) That the workforce data for Quarter 3 of 2022/23 be noted.</p>
10	<p>Property Restructure</p> <p>Exempt report of Corporate Director Resources</p>	<p>Resolved</p> <p>(1) That the business case and consultation notes be noted.</p> <p>(2) That implementation of the new structure be approved.</p>