

## **Cherwell District Council**

### **Personnel Committee**

Minutes of a meeting of the Personnel Committee held at Bodicote House, Bodicote, Banbury, OX15 4AA, on 16 April 2014 at 6.30 pm

Present: Councillor Lynn Pratt (Chairman)

Councillor Ken Atack  
Councillor Ann Bonner  
Councillor Mark Cherry  
Councillor G A Reynolds  
Councillor Alaric Rose  
Councillor Lawrie Stratford  
Councillor Rose Stratford  
Councillor Barry Wood

Apologies  
for  
absence: Councillor Melanie Magee  
Councillor Norman Bolster  
Councillor Lynda Thirzie Smart

Officers: Ed Potter, Head of Environmental Services  
Jo Pitman, Head of Transformation  
Janine Dean, HR Business Partner - Environmental Services  
Louise Aston, Team Leader, Democratic and Elections  
Lesley Farrell, Assistant Democratic and Elections Officer

#### **46 Declarations of Interest**

There were no declarations of interests.

#### **47 Petitions and Requests to Address the Meeting**

There were no Petitions and Requests to Address the Meeting.

#### **48 Urgent Business**

There were no items of urgent business.

49 **Minutes**

The minutes of the meeting held on 12 March 2014 were agreed as a correct record and signed by the Chairman.

50 **Chairman's Announcements**

There were no Chairman's announcements.

51 **Exclusion of the Public and Press**

In accordance with Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following items of business, on the grounds they could involve the likely disclosure of exempt information as defined in paragraphs 1, 2, 3 and 4 of Schedule 12A of the Act.

52 **Oxfordshire Waste Partnership Staffing**

The Head of Environmental Services presented an exempt report on Oxfordshire Waste Partnership Staffing, which sought consideration of the staffing implications of the dissolution of the Oxfordshire Waste Partnership and associated redundancy payments and requests for discretionary payments that would be met by the Oxfordshire Waste Partnership in the event of alternative employment not being found for the two directly affected employees.

The Committee considered the discretionary policy criteria and agreed that having due regard for the policy they would offer no further discretionary payments beyond the statutory weeks at full pay.

**Resolved**

- (1) That the good service provided by the two staff who have worked for the Oxfordshire Waste Partnership be noted.
- (2) That the decision made by the Oxfordshire Waste Partnership on the 4 April 2014, and the subsequent decision of the Executive, following a period of consultation with the two affected staff, to dissolve the partnership with immediate effect and confirm the consequent compulsory redundancy of the two affected employees with effect from 31 May 2014 (if not redeployed) be noted.
- (3) That it be noted the redundancy costs and remaining PILON from the termination of employment date (if not redeployed) as 31 May 2014 would be met by the Oxfordshire Waste Partnership.
- (4) That authority be delegated to the Head of Transformation in consultation with the Director of Resources and the Head of Law and

Governance to negotiate and conclude settlement agreements with each affected employee (if not redeployed).

- (5) That, having considered and evaluated the submission from the employees concerned and the advice from Officers, the Council should not exercise its discretion to award a discretionary payment.

The meeting ended at 7.00 pm

Chairman:

Date: