



**Urgent Decision by Chief Executive  
Published on 19 March 2020**

**Decision:** Armed Forces and Reservists Policy

**Decision taker:** Yvonne Rees, Chief Executive

**Decision Date:** 19 March 2020

**Is decision subject to Call-in?** No

**Deadline for Call-in:** N/A

**Is decision exempt?** No

**Is decision urgent?** Yes

**Summary**

To approve a revised Armed Forces and Reservists Policy that has been brought together to clarify, update and expand upon a number of policies and practices relating to military service by Cherwell District Council employees.

The Council currently has two policies relating to reservists. (*‘Leave of Absence - Service in Non Regular Forces’* and *‘Service in Armed Forces’*) These policies are out of date and lacking the detail and clarity necessary to help employees and their managers.

The revised policy will;

- Update the definition of the Reserve forces and articulate the Council’s support for employees who are or become members of the Reserve Forces during their service with the Council.
- Grant additional leave entitlements for reservists carrying out annual training (annual camp) and reservists who have been mobilised.
- Establish a clear mobilisation protocol so that employees and managers understand their obligations.

**Decision**

**Resolved**

- (1) That the Armed Forces and Reservists Policy (annex to the decision) be approved.

## **Reasons for Decision**

The proposed policy will provide clarity around the Council's support to employees and to the Armed Forces.

The policy was due to be considered by the Personnel Committee at their meeting of 19 March 2020. The agenda for this meeting can be accessed via the following link:

[Personnel Committee agenda](#)

However, in light of the situation with the Covid-19 outbreak and Government advice to social distance and stop non-essential contact, the Committee Chairman, Cllr Slaymaker, agreed that the meeting no longer take place as staff are being deployed to core functions to ensure business continuity at this time and that the decision be taken by the Chief Executive using urgency powers. .

In accordance with the Constitution, a report will be submitted to the next meeting of the Personnel Committee advising of the urgent action taken.

## **Options Considered**

Option 1: Not to amend the current policies

Option 2: Revise the policies in a different way to what has been proposed

## **Conflicts of Interest Declared and Dispensations Granted by Head of Paid Service**

None

Yvonne Rees  
Chief Executive