

Cherwell District Council

Personnel Committee

Minutes of a meeting of the Personnel Committee held at Bodicote House, Bodicote, Banbury, OX15 4AA, on 2 June 2010 at 6.30 pm

Present: Councillor Rick Atkinson (Vice-Chairman, in the Chair)

Councillor Ken Atack
Councillor Norman Bolster
Councillor Russell Hurle
Councillor George Parish
Councillor G A Reynolds
Councillor Lawrie Stratford
Councillor Rose Stratford
Councillor Lynda Thirzie Smart
Councillor Barry Wood

Apologies
for
absence: Councillor Victoria Irvine

Officers: Mary Harpley, Chief Executive and Head of Paid Service
AnneMarie Scott, Head of People and Improvement
Stephanie Rew, HR Manager
Natasha Clark, Senior Democratic and Scrutiny Officer

3 Declarations of Interest

There were no declarations of interest.

4 Petitions and Requests to Address the Meeting

There were no petitions or requests to address the meeting.

5 Urgent Business

There was no urgent business.

6 Minutes

The Minutes of the meetings held on 10 March 2010 and 19 May 2010 were agreed as a correct record and signed by the Chairman.

7 Employment Statistics

The Head of People and Improvement submitted a report which detailed employment statistics, by Directorate, for information and monitoring purposes for the period January to March 2010. The Committee was advised that there had been a peak in the number of leavers which was primarily due to redundancies and retirements from the expressions of interest process. The number of voluntary leavers remained low which was attributed to the current economic climate.

In response to Members' questions, the Head of People and Improvement advised the Committee that following changes in the Extended Management Team some posts would fall within different service areas in future employment statistics reports.

Resolved

That the contents of the report be noted.

8 MORI Survey

The Chief Executive gave a presentation which presented the headline results of the Employee Survey 2010 which was conducted by Ipsos MORI in March and April 2010.

The Chief Executive reported that this was the second formal staff survey that the council had undertaken. The first was carried out in 2008 when a commitment was made to conduct a staff survey every two years. The response rate in 2010 had been 84% compared to 64% in 2008. The Chief Executive reported that the council had improved its position on almost every measure since 2008 and demonstrated some exceptionally strong results.

The Committee discussed the contents of the presentation. Members commended officers for implementing actions to address areas of focus that had been identified in the 2008 staff survey and noted the need to build on these improvements and to add actions to address areas which had weakened or were below expected performance in the 2010 staff survey.

The Chief Executive advised the Committee that she would be sending emails to all staff and Members containing links to the presentation to the Personnel Committee, the full survey report and the responses by team

9 Exclusion of the Public and Press

Resolved

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 items of business, on the grounds that they could involve the likely disclosure of exempt information as defined in paragraphs 1, 3 and 4 of Schedule 12A of that Act.

10 **Extended Management Team Review**

The Chairman advised the Committee that this item had been deferred and would be considered at the Committee's September meeting.

11 **Redeployment and Redundancy Procedures**

The Head of People and Improvement submitted a report which sought the Committee's consideration of the council's policies in relation to redeployment and redundancy.

The Head of People and Improvement advised the Committee that the council's current policies were developed and agreed to support the major organisational restructure in 2007. The Committee noted that it was necessary for the policies to be reviewed to ensure that the Council is able to respond flexibly and quickly to the changing economic environment.

The Committee discussed the proposals presented in the report and agreed that the current policies should be reviewed in line with agreed consultation procedures and requested that the Head of People and Improvement bring revised policies to the Committee's September meeting.

Resolved

- (1) That potential changes to the redundancy and redeployment procedure be reviewed.
- (2) That an outline for consultation on changes with the employee side be agreed.

The meeting ended at 8.00 pm

Chairman:

Date: